

Minnesota Attorney General: Administrative Rules Proceedings

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Version 3
August 20, 2018

Our File No. 713

RULE REVIEW CHECKLIST

DATE RULE RECEIVED 7/28
DATE FOR REVIEW 8/7
DATE DUE 8/7

Adopted w/a hearing ✓
Adopted w/o a hearing
Temporary rule

Approved 8/17 Disapproved Returned to Agency

Resubmitted Due
Approved Disapproved Returned to Agency

Date filed w/Secretary of State 8/17 REVISOR Approved ✓ Disapproved

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✓ Rule as Adopted and Endorsed by Revisor ✓

✓ Rule as Proposed

✓ Order Adopting 7.14.81

✓ Notice of Intent to Solicit Outside Opinion 5.5.80

✓ Order for rulemaking
3.27.81 Date of Hearing

✓ Certificate of Board's Authorizing Resolution

✓ Notice of rulemaking
✓ Sufficiency

✓ Affidavit of Mailing Notice of rulemaking
2.17.81 At least 30 days prior to hearing/~~adoption~~

✓ Mailing list Certificate

✓ Publication in State Register
2.23.81 At least 30/~~20~~ days prior to hearing/~~adoption~~

✓ Hearing Examiner's Report 5.1.81

✓ Chief Hearing Examiner's Report(s)
✓ 5.5.81 Approving H.E.'s Report
7.22.81 ✓ Approving agency action

✓ Agency's Findings of Fact

N/A LCRAR Report or agency Affidavit

? Certificate of Board's Resolution Adopting Rules

Order Approving Incorporation by Reference

✓ Statement of Need and Reasonableness

N/A Petition for Adoption of a Rule

✓ Record (includes transcript or tape, exhibits, comments received by agency, requests for a hearing, and other relevant materials)

✓ Certificate of Compliance w/Rulemaking Procedures

✓ Affidavit of Mailing Notice of Submission to Attorney General

✓ Notice of Submission to the Attorney General

SF-00006-02

STATE OF MINNESOTA

Office Memorandum

DEPARTMENT ATTORNEY GENERAL

HOWARD B. CASMEY
Commissioner, Department of Education

TO : Lois E. Steinhaus
Education Statistics Section

DATE: August 17, 1981

ATTN : and
Charles T. Mottl

FROM : Special Assistant Attorney General

PHONE: 6-0315

Ted A. Martinez
Special Assistant Attorney General

SUBJECT: In the Matter of the Propsed Adoption of Ruels of the State Board of Education Governing Prohibition of Discriminatory Practices in Athletic Programs in Public and Private Elementary and Secondary Schools.
5 MCAR §§ 1.0667-1.0672

Enclosed herewith are the rules you have submitted for approval. These rules have been approved by this office and filed with the Secretary of State. Please note that they have not been filed with the State Register; this must be done promptly by your agency.

Upon receipt and before transmittal to your agency, however, it is important that you recheck these rules as to:

1. Affixation of stamps of the Attorney General and Secretary of State to the last page of the rules;

2. Coverage by these stamps of all rules submitted; and

3. Inclusion of all pages to the rules in the approved set.

If you have any questions in this regard, please contact me.

TAM:rjg

Enc.

cc: Duane Harves
Susan Robertson

SF-00006-01

STATE OF MINNESOTA

Office Memorandum

DEPARTMENT Education
736 Capitol Square Building

TO : Special Ass't. Attorney General
G25 Administration Building

DATE: July 23, 1981

FROM : Lois E. Steinhauer
Education Statistics Section

PHONE: 6-4428

SUBJECT: Approval for Rules Governing Prohibition of Discriminatory Practices in Athletic Programs in Public and Private Elementary and Secondary Schools - 5 MCAR SS 1.0667-1.0672 - Rules With Hearing - EDU 81-001-GB

Enclosed is the complete record of the Hearing.

Also enclosed are four copies of the Rules as Adopted and two copies of the Order AdoptingRules. In addition, is a copy of each of the following:

1. Certificate of Board's Resolution Adopting Rules
2. Notice of Intent to Solicit Outside Opinion and any written Material received - none
3. Order for Hearing
4. Certificate of Board's Authorizing Resolution
5. Notice of Hearing
6. Affidavit of Mailing
   Affidavit of the Notice....Rulemaking Mailing List
   Affidavit of the Additional Notice....Rulemaking Mailing List
   Certificate
   Copy of Mailing List
7. Rules as Proposed
8. Hearing Examiner's Report
9. Chief Hearing Examiner's Reports
10. Findings of Fact and Conclusions
11. Statement of Need and Reasonableness
12. Affidavit of Mailing Notice of Submission to the Attorney General and accompanying Notice

OFFICE OF THE REVISOR OF STATUTES

Certificate of Approval of Adopted Rules

Agency: State Board of Education
Department of Education
Special Services Division

Rule Numbers:

5 MCAR SS 1.0667 to 1.0672

Rule Title: Adopted Rules Governing Prohibition of Discriminatory Practices in Athletic Programs in Public and Private Elementary and Secondary Schools

Type of Rules: Permanent X

Temporary _____

Documents Incorporated by Reference: None

The attached Rules are approved as to form.

APPROVED AS TO FORM AND LEGALITY
August 17 19 81
WARREN SPANNAUS, ATTORNEY GENERAL
BY Ted A. Warkentin
SPECIAL ASSISTANT ATTORNEY GENERAL

Steven C. Cross
Revisor of Statutes

Name: Paul M. Marinac

Title: Assistant Revisor

Phone: 296-0948

STATE OF MINNESOTA
DEPARTMENT OF STATE
FILED
AUG 17 1981
Joan Anderson Growe
Secretary of State
2:20 p.m.

APPROVED AS TO FORM AND LEGALITY

August 17 1981

WARREN SPANNAUS, ATTORNEY GENERAL

BY Ted A. Mark

SPECIAL ASSISTANT ATTORNEY GENERAL

sport is offered, (d) The number of teams in each sport, (e) The number of coaches assigned each sport, (f) The number of students by sex participating in each sport, (g) The dollar expenditure per sport, (h) The total unduplicated count of student participation in the intramural program by sex, and (i) the total unduplicated count of student participation in interscholastic programs by sex.

5 MCAR § 1.0672 Duties of the Commissioner of Education. Upon receipt of an educational institution's athletic program report, the Commissioner of Education shall:

A. Evaluate the data contained in the report.

B. Forward reports requiring additional attention to the Commissioner of Human Rights, pursuant to Minn. Stat. § 124.15, subd. 2a.

3. The locker rooms, practice, and competitive facilities are to be comparable for both sexes.

4. The medical services are to be comparable for both sexes.

5. The participation rates for members of both sexes are to be comparable while recognizing the voluntary nature of student involvement in interscholastic and intramural athletics.

C. When two teams in the same sport are provided pursuant to 5 MCAR § 1.0669 A., the two teams shall be treated in a substantially equal manner. Public and private elementary and secondary schools shall accomplish this to the extent that they are applicable in a given situation by providing that:

1. equipment, supplies, and uniforms for each team are comparable.

2. the games and competitive events for each team are scheduled so that the number of opportunities to perform before an audience are comparable.

3. the practice sessions and competitive events scheduled for each team are at equally desirable time periods.

4. the travel and per diem allowances per participant are comparable.

5. the amount of coaching provided for members of each team is comparable.

6. the locker rooms, practice, and competitive facilities for each team are comparable.

7. the medical services for each team are comparable.

8. the publicity produced by the school for each team is comparable.

9. the expenditure, excluding salary of the coach, per participant on each team is substantially equal. Per participant expenditure excludes gate receipts and other revenues generated by that sport. When an item or items of expense are not separated, the expense shall be prorated to the teams according to the number of participants.

D. The penalty for noncompliance with these rules by public elementary and secondary schools shall be the reduction of State Aids pursuant to procedures of Minn. Stat. § 124.15, subd. 3. In addition, nothing in these rules shall be interpreted as limiting the authority of the Human Rights Department over public and nonpublic schools and noncompliance may constitute a violation of Minn. Stat. Chap. 363, Human Rights Act.

5 MCAR § 1.0671 Compliance reports and submission of data. Annually, on or before October 15, each school/school district shall submit to the Commissioner of Education an elementary and secondary athletic program report containing information about both intramural and interscholastic athletics provided. The report shall contain by building: (a) Number of sports offered for each sex, (b) The season each sport is offered for each sex, (c) The number of weeks each

viously been limited and there is demonstrated interest by members of that sex to participate on a team restricted to members of that sex, the educational institution may provide a team restricted to members of that sex. The educational institution shall make a biennial determination of students' demonstrated interest. The method used shall be reported to the Department of Education in conjunction with the report required by 5 MCAR § 1.0671.

B. Any public or private elementary or secondary school may provide in the same sport two teams which are separated according to sex when overall athletic opportunities for one sex have previously been limited, but the team for the other sex may only be substantially separated by sex.

C. When overall athletic opportunities for one sex have previously been limited, members of that sex shall be permitted to try out and, if successful, to participate on any team in any sport. This rule does not prohibit any elementary or secondary school from making participation on a team in a sport dependent upon a demonstrated level of skill and ability.

D. When an educational institution has established a team exclusively for members of the sex whose overall athletic opportunities have previously been limited, members of the other sex may not try out for or participate on that team.

E. When an equal opportunity to participate is not provided to members of a sex whose overall athletic opportunities to participate have previously been limited, the school, where there is a demonstrated interest, shall provide separate teams in sports which it determines will provide members of the excluded sex with an equal opportunity and which will attempt to accommodate their demonstrated interest.

5 MCAR § 1.0670 Duties of schools; penalty for failure to comply.

A. Public and private elementary and secondary schools shall make a biennial determination of student demonstrated interest. Schools shall report the method used to make the determination to the Department of Education as part of 5 MCAR § 1.0671. The first biennial determination shall be made prior to the end of the 1981-82 school year.

Student demonstrated interest shall be considered in the selection of those athletic activities to be provided in the athletic program for the purpose of providing separate teams or sports for members of previously excluded sex.

B. Public and private elementary and secondary schools shall provide equal opportunity for members of each sex to participate in both their intramural and interscholastic athletic program by responding to the following considerations:

1. The number of opportunities for females to participate on teams is to be comparable to the number of opportunities for males to participate on teams in each school year in the interscholastic athletic program and comparable, as well as in the intramural athletic program.

2. The equipment, supplies and uniforms for each sport are to be comparable for both sexes.

Rules as Adopted

Chapter Thirty-Three: Prohibition of Discriminatory Practices in Education

5 MCAR § 1.0667 Athletic programs. Authority, scope and purpose. These rules are promulgated pursuant to Minn. Stat. § 126.21, subd. 5, as amended by Laws of 1980, ch. 355, § 1. These rules apply to both public and private elementary and secondary schools that operate athletic programs.

5 MCAR § 1.0668 Definitions. All the words below shall have the meaning herein ascribed to them:

A. "Athletic Program" - Means all interscholastic and intramural sports offered to students by public and private elementary and secondary educational institutions.

B. "Interscholastic Athletic Program" - Means all athletic activities offered within a school the purpose of which is to provide opportunities for students to compete with other students on like teams in other schools within an organized conference under the auspices of the Minnesota State High School League or with other like teams in other schools operating under separate jurisdictions.

C. "Intramural Athletic Program" - Means all non-interscholastic athletic activities offered within a school, which are not a part of the regular physical education curriculum, designed to provide students athletic opportunities, experiences and the development of competencies in a variety of sports.

D. "Participate" - Means for interscholastic sports, a student has been selected by the coach to be a member of a particular athletic team, inclusive of varsity, junior varsity, and sophomore teams, after the try-out period has ended.

E. "Participation Rate for a Particular Sex in the Interscholastic Athletic Program" - Means the ratio of the number of participants of that sex in the athletic program to the number of students of that sex in the student body.

F. "Participation Rate for a Particular Sex in the Intramural Athletic Program" - Means the ratio of the number of participants of that sex in the athletic program to the number of students of that sex in the student body.

5 MCAR § 1.0669 Separation by teams.

A. Athletic programs for students in the seventh grade or above may include one or more teams limited to participants of one sex whose overall athletic opportunities have previously been limited. Athletic programs for students in the sixth grade or below shall be operated without restrictions on the basis of sex, except that when overall athletic opportunities for one sex have pre-

State Board of Education
Department of Education
Special Services Division

Order Adopting
Rules

In the Matter of the Proposed
Adoption of Rules of the State Board
of Education Governing Prohibition
of Discriminatory Practices in
Athletic Programs in Public and
Private Elementary and Secondary
Schools. 5 MCAR §§ 1.0667-1.0672

The above-entitled matter came on for hearing before Hearing Examiner George A. Beck on March 27, 1981, at 9:00 a.m. in Conference Room D on the fifth floor of the Veterans Service Building in the City of Saint Paul, Minnesota. After proper notice required by Minnesota Statutes Section 15.0412 was served upon all persons, associations, and other interested groups registered with the Secretary of State and upon those who filed with the Department of Education for that purpose.

After affording interested persons an opportunity to present written and oral data, statements, and arguments, hearing all of the testimony, considering all of the evidence adduced and upon the records, files, and proceedings herein and applicable statutory standards or criteria, and confirming the need for and reasonableness of the above-captioned rules.

NOW, THEREFORE, IT IS ORDERED that these rules identified as prohibition of discriminatory practices in athletic programs in public and private elementary and secondary schools are adopted this 14th day of July 1981, pursuant to authority vested in the State Board of Education by Minnesota Statutes Section 126.21 Subd. 5.

Commissioner of Education

Rules as Proposed (all new material)

Chapter Thirty-Three: Prohibition of Discriminatory Practices in Education

5 MCAR § 1.0667 Athletic programs. Authority, scope and purpose. These rules are promulgated pursuant to Minn. Stat. § 126.21, subd. 5, as amended by Laws of 1980, ch. 355, § 1. These rules apply to both public and private elementary and secondary schools that operate athletic programs.

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C. "Intramural Athletic Program" - Means all non-interscholastic athletic activities offered within a school, which are not a part of the regular physical education curriculum, designed to provide students athletic opportunities, experiences and the development of competencies in a variety of sports.

D. "Participate" - Means for interscholastic sports, a student has been selected by the coach to be a member of a particular athletic team, inclusive of both varsity and junior varsity teams, after the try-out period has ended.

E. "Participation Rate for a Particular Sex in the Interscholastic Athletic Program" - Means the ratio of the number of participants of that sex in the athletic program to the number of students of that sex in the student body.

F. "Participation Rate for a Particular Sex in the Intramural Athletic Program" - Means the ratio of the number of participants of that sex in the athletic program to the number of students of that sex in the student body.

5 MCAR § 1.0669 Separation by teams.

A. Athletic programs for students in the seventh grade or above may include one or more teams limited to participants of one sex whose overall athletic opportunities have previously been limited. Athletic programs for students in the sixth grade or below may contain one or more teams which are limited to participants of one sex whose overall athletic opportunities have previously been limited and ~~who by~~ demonstrated interest ~~indicate a desire~~ to participate on a team restricted to members of that sex. deleted.

B. Any public or private elementary or secondary school may provide in the same sport two teams which are separated according to sex when overall athletic opportunities for one sex have previously been limited, but the team for the other sex may only be substantially separated by sex.

C. When overall athletic opportunities for one sex have previously been limited, members of that sex shall be permitted to try out and, if successful, to participate on any team in any sport. This rule does not prohibit any elementary or secondary school from making participation on a team in a sport dependent upon a demonstrated level of skill and ability.

D. When an educational institution has established a team exclusively for members of the sex whose overall athletic opportunities have previously been limited, members of the other sex may not try out for or participate on that team.

E. When an equal opportunity to participate is not provided to members of a sex whose overall athletic opportunities to participate have previously been limited, the school shall provide separate teams ~~for the excluded sex~~ in sports which will provide equal opportunity and accommodate their demonstrated interest.

5MCAR § 1.0670 Duties of schools; penalty for failure to comply.

A. ~~Public and private elementary and secondary schools shall provide equal opportunity for members of each sex to participate in both their intramural and interscholastic athletic program by responding to the following considerations:~~ Section relettered as "B"

~~1.~~ A biennial determination of student demonstrated interest ~~is to be conducted by use of a methodology the nature of which will be~~ reported ~~to the~~ Department of Education ~~in conjunction with the report required by~~ 5 MCAR § 1.0671. The first biennial determination shall be made prior to the end of the 1981-82 school year.

Student demonstrated interest shall be considered in the selection of those athletic activities to be provided in the athletic program for the purpose of providing separate teams or sports for members of the previously excluded sex.

2. The number of opportunities for females to participate on teams is to be comparable to the number of opportunities for males to participate on teams in each school year in the interscholastic athletic program and comparable, as well as in the intramural athletic program.

3. The equipment, supplies and uniforms for each sport are to be comparable for both sexes.

4. The locker rooms, practice, and competitive facilities are to be comparable for both sexes.

5. The medical services are to be comparable for both sexes.

6. The participation rates for members of both sexes are to be comparable while recognizing the voluntary nature of student involvement in interscholastic and intramural athletics.

B. When two teams in the same sport are provided pursuant to 5 MCAR § 1.0669 A., the two teams shall be treated in a substantially equal manner. Public and private elementary and secondary schools shall accomplish this by providing that:

1. equipment, supplies, and uniforms for each team are comparable.

2. the games and competitive events for each team are scheduled so that the number of opportunities to perform before an audience are comparable.

3. the practice sessions and competitive events scheduled for each team are at equally desirable time periods.

4. the travel and per diem allowances per participant are comparable.

5. coaching for members of each team is comparable.

6. the locker rooms, practice, and competitive facilities for each team are comparable.

7. the medical services for each team are comparable.

8. the publicity produced by the school for each team is comparable.

9. the expenditure, excluding salary of the coach, per participant on each team is substantially equal. Per participant expenditure excludes gate receipts and other revenues generated by that sport. When an item or items of expense are not separated, the expense shall be prorated to the teams according to the number of participants.

C. The penalty for noncompliance with these rules by public elementary and secondary schools shall be the reduction of State Aids pursuant to procedures of Minn. Stat. § 124.15, subd. 3. In addition, nothing in these rules shall be interpreted as limiting the authority of the Human Rights Department over public and nonpublic schools and noncompliance may constitute a violation of Minn. Stat. ch. 363, Human Rights Act.

5 MCAR § 1.0671 Compliance reports and submission of data. Annually, on or before October 15, each school/school district shall submit to the Commissioner of Education an elementary and secondary athletic program report containing information about both intramural and interscholastic athletics provided. The report shall contain by building: (a) Number of sports offered for each sex, (b) The season each sport is offered for each sex, (c) The number of weeks each sport is offered, (d) The number of teams in each sport, (e) The number of coaches assigned each sport, (f) The number of students by sex participating in each sport, (g) The dollar expenditure per sport and, (h) The total unduplicated count of student participation ~~in the athletic program~~ by sex.

5 MCAR § 1.0672 Duties of the Commissioner of Education. Upon receipt of an educational institution's athletic program report, the Commissioner of Education shall:

A. Evaluate the data contained in the report.

B. Forward reports requiring additional attention to the Commissioner of Human Rights, pursuant to Minn. Stat. § 124.15, subd. 2a.

Department of Education Special Services Division

Notice of Intent to Solicit Outside Opinion Regarding Rules for Providing Equal Opportunity in Athletics

The Department of Education is drafting rules to implement Minn. Stat. § 126.21 as amended, which permits the State Board of Education to promulgate rules regarding the provision of equal opportunity for members of both sexes to participate in certain athletics. The rules shall provide procedures to prevent discrimination in elementary and secondary school athletic programs operated by educational institutions.

The department invites interested persons or groups to provide information, comment and advice on the subject in writing to:

Gregory Waddick, Assistant Commissioner
Minnesota State Department of Education
726 Capitol Square Building
550 Cedar Street
St. Paul, MN 55101

All information must be submitted prior to June 1, 1980.

Written statements will be made part of the public hearing record.

April 25, 1980

Gregory J. Waddick
Assistant Commissioner

Ethical Practices Board

Request for Advisory Opinion Regarding Office Equipment Purchased in Election Year

The Minnesota State Ethical Practices Board solicits opinions and comments to the following request for an advisory opinion which will be discussed at its Board meeting on May 30, 1980. Written comments concerning the opinion request should be forwarded to arrive at the Board's office prior to May 23, 1980.

April 18, 1980

B. Allen Clutter, III
Executive Director
Ethical Practices Board
Rm. 41, State Office Bldg.
St. Paul, MN 55155

Dear Mr. Clutter:

Would you please request the Ethical Practices Board to clarify how a volunteer committee is to allocate costs for capital purchases?

If a volunteer committee purchases a $1,000 typewriter during a campaign year, is the entire cost charged against that specific year's spending limits? Would it make a difference if that machine was purchased in a non-campaign year? Is it allowable to assign a reasonable amount of depreciation against the current year's use?

If a volunteer committee were to purchase the same typewriter and sell it later in the year, would it be proper to submit only the difference between the purchase and the sale price as the campaign expenditure?

Can you identify any exceptions to the answers you provide to the above situations that might apply if the item happened to be a different type of capital expenditure?

Thank you for considering these issues.

Sincerely yours,
Wayne Olhoft

Governor's Council on Employment and Training

Notice of Meeting

Notice is hereby given that the Governor's Council on Employment and Training will hold a regular meeting on Friday, May 23, 1980 in Room 118, State Capitol, St. Paul, MN.

Department of Health Health Systems Division Emergency Medical Services Section

Notice of Openings on Minnesota Poison Information Service Advisory Council

The Commissioner of Health is directed in Laws of 1980, ch. 577, to appoint an advisory council to serve on a voluntary basis consisting of, but not limited to, the following: one nurse; one pharmacist; one physician each from the fields of toxicology, pediatric medicine, emergency medicine, and internal medicine; and one person who has no past or present material financial interest or professional involvement in the provision of poison information or treatment services. No more than three members may be residents of the metropolitan area, as defined in Minn. Stat. § 473.02, subd. 5; no more than one may be a resident of any single county; and none may be affiliated in any way with the currently designated poison information center.

The purpose of this council is to advise the commissioner on the selection of a grantee for state funding to serve as the Minnesota

CERTIFICATE OF BOARD'S
AUTHORIZING RESOLUTION

I, Howard B. Casmey, do hereby certify that I am secretary of the Board of Education, A board duly authorized under the laws of the State of Minnesota, and that the following is a true, complete, and correct copy of a resolution adopted at a meeting of the Board of Education duly and properly called and held on the 12th day of January, 1981; that a quorum was present at said meeting; and that a majority of those present voted for the resolution; that said resolution is set forth in the minutes of said meeting and has not been rescinded or modified.

> "Resolved that Howard B. Casmey, Secretary of the Board of Education, be and is hereby granted the authority and directed to call a hearing for the purpose of promulgating rules of the Board governing prohibition of discriminatory practices in athletic programs of both public and private elementary and secondary schools as well as perform any and all acts incidental thereto, including but without being limited to signing an Order for Hearing and Notice of Hearing as well as acting as Board's representative at all hearings."

IN WITNESS WHEREOF, I have hereunto subscribed my name this

12th day of January, 1981.

Howard B. Casmey
Secretary, Board of Education

Henry J. Bromelkamp
Member, Board of Education

State of Minnesota
Department of Education

State Board of Education
Special Services Division

IN THE MATTER OF: Proposed Adoption of Ruls of the State Board of Education Governing Prohibition of Discriminatory Practices in Athletic Programs in Public and Private Elementary and Secondary Schools
5 MCAR § § 1.0667 - 1.0672

Order for Hearing

IT IS HEREBY ORDERED THIS 12th DAY OF January, 1981, that a public hearing on the proposed rule captioned above be held in the Veterans Service Building, Room D, 20 West 12th Street and Columbus Avenue, St. Paul, Minnesota 55155 on March 27, 1981, commencing at 9:00 a.m. and continuing until all representatives of associations or other interested groups or persons have had an opportunity to be heard.

IT IS FURTHER ORDERED, that notice of said hearing be given to all persons who have registered their names with the State Board of Education for that purpose and be published in the State Register.

State of Minnesota
Board of Education

Secretary

State Board of Education
Department of Education
Special Services Division

In the Matter of Proposed Adoption
of Rules of the State Board of
Education Governing Prohibition of
Discriminatory Practices in Athletic
Programs in Public and Private
Elementary and Secondary Schools
5 MCAR §§ 1.0667-1.0672

Notice of Hearing

A public hearing concerning the proposed rules will be held at the Veterans Service Building, Room D, 20 West 12th Street and Columbus Avenue, St. Paul, Minnesota 55155 on March 27, 1981, commencing at 9:00 a.m. The proposed rules may be modified as a result of the hearing process. Therefore, if you are affected in any manner by the proposed rules, you are urged to participate in the rule hearing process.

Following the agency's presentation at the hearing all interested or affected persons will have an opportunity to ask questions and make comments. Statements may be made orally and written material may be submitted. In addition, whether or not an appearance is made at the hearing, written statements or material may be submitted to George Beck, Hearing Examiner, Room 300, 1745 University Avenue, St. Paul, Minnesota 55104, telephone (612) 296-8108 either before the hearing or within five working days after the close of the hearing. The hearing examiner may, at the hearing, order that the record be kept open for a longer period not to exceed 20 calendar days. The rule hearing procedure is governed by Minn. Stat. §§ 15.0411-15.0417 and 15.052, and by 9 MCAR §§ 2.101-2.113 (Minnesota Code of Agency Rules). If you have any questions about the procedure, call or write the hearing examiner.

Notice is hereby given that 25 days prior to the hearing, a Statement of Need and Reasonableness will be available for review at the agency and at the Office of Administrative Hearings. This Statement of Need and Reasonableness will include the evidence and argument which the agency anticipates presenting at the hearing justifying both the need for and the reasonableness of the proposed rule or rules. The agency intends to present only a short summary of the Statement of Need and Reasonableness at the hearing but will answer questions raised by interested persons. You are therefore urged to review the Statement of Need and Reasonableness before the hearing. Additional copies will be available at the hearing. Copies of the Statement of Need and Reasonableness may be obtained from the Office of Administrative Hearings at a minimal charge.

The Board's statutory authority to promulgate the proposed rules is provided by Minn. Stat. § 126.21, subd. 5 as amended by Laws of 1980, ch. 355, § 1.

The Board estimates that there will be no cost to local bodies in the State to implement the rule for the two years immediately following its adoption within the meaning of Minn. Stat. § 15.0412, subd. 7 (1978). 10

A copy of the proposed rules is attached hereto. One free copy may be obtained by writing to the State Department of Education, Capitol Square Building, 550 Cedar Street, St. Paul, Minnesota 55101. Additional copies will be available at the door on the date of the hearing. If you have any questions on the content of the proposed rule, contact Dr. Greg Waddick or Archie Holmes, 296-5061 or 296-5020. 3a/3b

Notice: Any person may request notification of the date on which the Hearing Examiner's Report will be available, after which date the Board may not take any final action on the rules for a period of five working days. Any person may request notification of the date on which the hearing record has been submitted or resubmitted to the Attorney General by the Board. If you desire to be so notified, you may so indicate at the hearing. After the hearing, you may request notification by sending a written request to the Hearing Examiner, in the case of the Hearing Examiner's Report, or to the Board, in the case of the Board's submission or resubmission to the Attorney General. 8

Minn. Stat. ch. 10A requires each lobbyist to register with the State Ethical Practices Board within five days after he or she commences lobbying. A lobbyist is defined in Minn. Stat. § 10A.01, subd. 11 (1979 Supp.) as any individual:

(a) Engaged for pay or other consideration, or authorized by another individual or association to spend money, who spends more than five hours in any one month or more than $250, not including his own travel expenses and membership dues, in any year, for the purpose of attempting to influence legislative or administrative action by communicating or urging others to communicate with public officials; or 6

(b) Who spends more than $250, not including his own traveling expenses and membership dues, in any year, for the purpose of attempting to influence legislative or administrative action by communicating or urging others to communicate with public officials.

The statute provides certain exceptions. Questions should be directed to the Ethical Practices Board, 41 State Office Building, St. Paul, Minnesota 55155, telephone (612) 296-5615.

State of Minnesota
State Board of Education

Howard B. Casmey, Secretary

Date 1/12, 1981

State of Minnesota
Department of Education

State Board of Education
Special Services Division

IN THE MATTER OF: The Proposed Adoption of Rules of the State Board of Education Governing Prohibition of Discriminatory Practices in Athletic Programs in Public and Private Elementary and Secondary Schools 5 MCAR §§ 1.0667-1.0672

Affidavit of the Notice of the State Board of Education Rulemaking Mailing List

I hereby certify that the attached 37 sheets constitute the accurate and complete list of persons, associations, and other interested groups who as of 8 o'clock A.M. this 17 day of February, 1981, have requested pursuant to Minn. Stat. § 15.0412, subd. 4, that their names be placed on file with the Minnesota Department of Education for the purpose of receiving Notice of the Proposed Adoption of Rules on the subject captioned above.

State Board of Education

By Howard B. Casmey, Secretary

Subscribed and sworn to before me
this 18 day of February,
1981.

Luana Vadnais
Notary Public

Ramsey County, Minnesota

My Commission expires June 16, 1984.

LUANA VADNAIS
NOTARY PUBLIC-MINNESOTA
RAMSEY COUNTY
My Comm. Expires June 16, 1984

State of Minnesota
Department of Education

State Board of Education
Special Services Division

IN THE MATTER OF: The Proposed Adoption of Rules of the State Board of Education Governing Prohibition of Discriminatory Practices in Athletic Programs in Public and Private Elementary and Secondary Schools 5 MCAR §§ 1.0667-1.0672

Affidavit of Additional Notice of the State Board of Education Mailing List

I hereby certify that included in the attached 37 sheets are persons on the Education Statistics memo series mailing list which includes school superintendents, directors of AVTIs, ECSUs, vocational centers, joint power districts and other interested persons, who pursuant to Minn. Stat. § 15.0412, subd. 4, receive Notice of the Proposed Adoption of Rules on the subject captioned above. This notice was in addition to that required for persons on the State Board of Education rulemaking mailing list of persons who have specifically requested notice of rulemaking proceedings.

State Board of Education

Howard B. Casmey, Secretary

Subscribed and sworn to before me this 18 day of February, 1981.

LUANA VADNAIS
NOTARY PUBLIC-MINNESOTA
RAMSEY COUNTY
My Comm. Expires June 16, 1984

Luana Vadnais
Notary Public

Ramsey County, Minnesota

My Commission expires June 16, 1984.

State of Minnesota
Department of Education

State Board of Education
Special Services Division

IN THE MATTER OF: The Proposed Adoption of Rules of the State Board of Education Governing Prohibition of Discriminatory Practices in Athletic Programs in Public and Private Elementary and Secondary Schools 5 MCAR §§ 1.0667-1.0672

Certificate

I hereby certify that the attached 37 sheets constitute the accurate and complete list of persons, associations, and other interested groups who, as of 8:00 A.M. this 17 day of February, 1981 have requested pursuant to Minn. Stat. § 15.0412, subd. 4 that their names be placed on file with the Minnesota Department of Education for the purpose of receiving notice of the proposed adoption of rules by the State Board of Education.

STATE BOARD OF EDUCATION

By Linda Albers

State of Minnesota
Department of Education

State Board of Education
Special Services Division

IN THE MATTER OF: The Proposed Adoption of Rules of the State Board of Education Governing Prohibition of Discriminatory Practices in Athletic Programs in Public and Private Elementary and Secondary Schools 5 MCAR §§ 1.0667-1.0672

Affidavit of Mailing

Harold Klecker, being first duly sworn, deposes and says:

That on the 17 day of February, 1981, at the City of St. Paul, County of Ramsey, State of Minnesota, he served the attached Notice of Hearing, by depositing in the State of Minnesota Central Mail System (or) in the United States mail at said City of St. Paul, a copy thereof, properly enveloped, with postage prepaid, to all persons and associations at the addresses listed on the attached Affidavits of the Notice of the State Board of Education Rulemaking Mailing List and Additional Notice of the State Board of Education Mailing List.

Harold E. Klecker

Subscribed and sworn to before me
this 17th day of February
1981.

Betty L. King
Notary Public

BETTY L. KING
Notary Public, Dakota Co. MN
My Commission Expires
June 13, 1983

SUPERINTENDENT

MINNEAPOLIS
SPECIAL SCH DIST 0001
807 NE. BROADWAY
MINNEAPOLIS MINN
55413

SUPERINTENDENT

EDINA
INDEP SCH DISTRICT 0273
5555 W. 70TH ST.
EDINA MINN
55435

SUPERINTENDENT

OSSEO
INDEP SCH DISTRICT 0279
317 2ND AVE NW.
OSSEO MINN
55369

SUPERINTENDENT

ST. LOUIS PARK
INDEP SCH DISTRICT 0283
6425 W. 33RD ST.
ST. LOUIS PARK MINN
55426

SUPERINTENDENT

MOUNDS VIEW
INDEP SCH DISTRICT 0621
2959 HAMLINE AVE. N.
ROSEVILLE MINN
55113

SUPERINTENDENT

ST. PAUL
INDEP SCH DISTRICT 0625
360 COLBORNE ST.
ST. PAUL MINN
55102

SUPERINTENDENT

BIWABIK
INDEP SCH DISTRICT 0693
BOX 669
BIWABIK MINN
55708

SUPERINTENDENT

EVELETH
INDEP SCH DISTRICT 0697
801 JONES ST.
EVELETH MINN
55734

SUPERINTENDENT

HIBBING
INDEP SCH DISTRICT 0701
8TH AVE. E. & 21ST ST.
HIBBING MINN
55746

SUPERINTENDENT

NETT LAKE
INDEP SCH DISTRICT 0707

NETT LAKE MINN
55772

SUPERINTENDENT

HOPKINS
INDEP SCH DISTRICT 0270
1001 STATE HWY. 7
HOPKINS MINN
55343

SUPERINTENDENT

MINNETONKA
INDEP SCH DISTRICT 0276
261 SCHOOL AVE.
EXCELSIOR MINN
55331

SUPERINTENDENT

RICHFIELD
INDEP SCH DISTRICT 0280
7001 HARRIET AVE. S.
RICHFIELD MINN
55423

SUPERINTENDENT

WAYZATA
INDEP SCH DISTRICT 0284
210 D HWY. 101 N.
WAYZATA MINN
55391

SUPERINTENDENT

NORTH ST. PAUL-MAPLEWOOD
INDEP SCH DISTRICT 0622
2055 E. LARPENTEUR AVE.
MAPLEWOOD MINN
55109

SUPERINTENDENT

METROPOLITAN ECSU
INDEP SCH DISTRICT 0920
360 COLBORNE
ST. PAUL MINN
55102

SUPERINTENDENT

BUHL
INDEP SCH DISTRICT 0694
BOX 710
BUHL MINN
55713

SUPERINTENDENT

FLOODWOOD
INDEP SCH DISTRICT 0698
BOX 287
FLOODWOOD MINN
55736

SUPERINTENDENT

MOUNTAIN IRON
INDEP SCH DISTRICT 0703

MOUNTAIN IRON MINN
55768

SUPERINTENDENT

TOWER-SOUDAN
INDEP SCH DISTRICT 0708

TOWER MINN
55790





SUPERINTENDENT

LECMINGTON
NDEP SCH DISTRICT 0271
0025 PENN AVE. S.
LECMINGTON MINN
5431

SUPERINTENDENT

ESTCNKA
NDEP SCH DISTRICT 0277
600 LYNWOOD BLVD.
ICUND MINN
5364

SUPERINTENDENT

CBBINSDALE
NDEP SCH DISTRICT 0281
148 WINNETKA AVE. N.
EW HOPE MINN
5427

SUPERINTENDENT

BROCKLYN CENTER
NDEP SCH DISTRICT 0286
500 HUMBOLDT AVE. N.
BRCCKLYN CENTER MINN
5430

SUPERINTENDENT

RCSEVILLE
NDEP SCH DISTRICT 0623
251 W. COUNTY ROAD B-2
RCSEVILLE MINN
5113

SUPERINTENDENT

URCRA-HOYT LAKES
NDEP SCH DISTRICT 0691
01 N. 1ST ST. W.
URCRA MINN
5705

SUPERINTENDENT

CHISHOLM
NDEP SCH DISTRICT 0695
RD AVE. SW. & 3RD ST.
CHISHOLM MINN
5719

SUPERINTENDENT

ILBERT
NDEP SCH DISTRICT 0699
ILBERT MINN
5741

SUPERINTENDENT

RCCTOR
NDEP SCH DISTRICT 0704
01 1ST AVE. N.
RCCTOR MINN
5810

SUPERINTENDENT

ULUTH
NDEP SCH DISTRICT 0709
AKE AVE. & 2ND ST.
ULUTH MINN
5802

SUPERINTENDENT

EDEN PRAIRIE
INDEP SCH DISTRICT 0272
8025 SCHOOL ROAD
EDEN PRAIRIE MINN
55343

SUPERINTENDENT

ORONO
INDEP SCH DISTRICT 0278
685 OLD CRYSTAL BAY RD N
LONG LAKE MINN
55356

SUPERINTENDENT

ST. ANTHONY VILLAGE
INDEP SCH DISTRICT 0282
3303 33RD AVE. NE.
ST. ANTHONY VILLAGE MINN
55418

SUPERINTENDENT

SUBURAN HENN. CO. AVTI
INDEP SCH DISTRICT 0287
1820 N. XENIUM LANE
PLYMOUTH MINN
55441

SUPERINTENDENT

WHITE BEAR LAKE
INDEP SCH DISTRICT 0624
3375 WILLOW AVE.
WHITE BEAR LAKE MINN
55110

SUPERINTENDENT

BABBITT
INDEP SCH DISTRICT 0692
SOUTH DRIVE
BABBITT MINN
55706

SUPERINTENDENT

ELY
INDEP SCH DISTRICT 0696
600 E. HARVEY ST.
ELY MINN
55731

SUPERINTENDENT

HERMANTOWN
INDEP SCH DISTRICT 0700
4190 UGSTAD ROAD
DULUTH MINN
55811

SUPERINTENDENT

VIRGINIA
INDEP SCH DISTRICT 0706
TECHNICAL BUILDING
VIRGINIA MINN
55792

SUPERINTENDENT

ST. LOUIS COUNTY
INDEP SCH DISTRICT 0710
731 3RD ST. S.
VIRGINIA MINN
55792





SUPERINTENDENT

NORTHEAST ECSU
INDEP SCH DISTRICT 0[illegible]
HALL OF FAME, BOX 657
EVELETH MINN
55734

SUPERINTENDENT

ANOKA
INDEP SCH DISTRICT 0011
11299 HANSON BLVD. NW.
COON RAPIDS MINN
55433

SUPERINTENDENT

ST. FRANCIS
INDEP SCH DISTRICT 0015
BOX 128
ST. FRANCIS MINN
55070

SUPERINTENDENT

FRAZEE-VERGAS
INDEP SCH DISTRICT 0023
BOX 186
FRAZEE MINN
56544

SUPERINTENDENT

BLACKDUCK
INDEP SCH DISTRICT 0032
BLACKDUCK MINN
56630

SUPERINTENDENT

FOLEY
INDEP SCH DISTRICT 0051
520 DEWEY ST.
FOLEY MINN
56329

SUPERINTENDENT

ORTONVILLE
INDEP SCH DISTRICT 0062
200 6TH ST. NW., BOX 247
ORTONVILLE MINN
56278

SUPERINTENDENT

MANKATO
INDEP SCH DISTRICT 0077
51 PARK LANE
MANKATO MINN
56001

SUPERINTENDENT

COMFREY
INDEP SCH DISTRICT 0081
BOX 68
COMFREY MINN
56019

SUPERINTENDENT

BARNUM
INDEP SCH DISTRICT 0091
BOX 227
BARNUM MINN
55707

SUPERINTENDENT

AITKIN
INDEP SCH DISTRICT 0001
306 SECOND ST. NW.
AITKIN MINN
56431

SUPERINTENDENT

CENTENNIAL
INDEP SCH DISTRICT 0012
NORTH ROAD & LEVER ST.
CIRCLE PINES MINN
55014

SUPERINTENDENT

SPRING LAKE PARK
INDEP SCH DISTRICT 0016
8000 HWY. 65 NE.
SPRING LAKE PARK MINN
55432

SUPERINTENDENT

LAKE PARK
INDEP SCH DISTRICT 0024
BOX 357
LAKE PARK MINN
56554

SUPERINTENDENT

KELLIHER
INDEP SCH DISTRICT 0036
BOX 147
KELLIHER MINN
56650

SUPERINTENDENT

BEARDSLEY
INDEP SCH DISTRICT 0057
BEARDSLEY MINN
56211

SUPERINTENDENT

LAKE CRYSTAL
INDEP SCH DISTRICT 0070
BOX F
LAKE CRYSTAL MINN
56055

SUPERINTENDENT

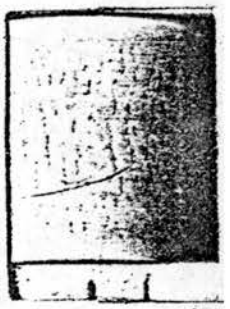
GARDEN CITY
INDEP SCH DISTRICT 0078
GARDEN CITY MINN
56034

SUPERINTENDENT

SLEEPY EYE
INDEP SCH DISTRICT 0084
400 4TH AVE. SW.
SLEEPY EYE MINN
56085

SUPERINTENDENT

CARLTON
INDEP SCH DISTRICT 0093
BOX 310
CARLTON MINN
55718





UPERINTENDENT

ILL CITY
NDEP SCH DISTRICT 0002
CX 69
ILL CITY MINN
5748

UPERINTENDENT

CLUMBIA HEIGHTS
NDEP SCH DISTRICT 0013
400 49TH AVE. NE.
CLUMBIA HEIGHTS MINN
5421

UPERINTENDENT

UDUBON
NDEP SCH DISTRICT 0021
CX 38
UDUBON MINN
6511

UPERINTENDENT

INE PCINT
NDEP SCH DISTRICT 0025
CX 61
CASFORD MINN
6575

UPERINTENDENT

EDLAKE
NDEP SCH DISTRICT 0038
EDLAKE MINN
6671

UPERINTENDENT

LINTON
NDEP SCH DISTRICT 0058
CX 361
LINTON MINN
6225

UPERINTENDENT

APLETON
NDEP SCH DISTRICT 0072
01 6TH AVE. NE, BOX 365
APLETON MINN
6065

UPERINTENDENT

MBCY-GCODTHUNDER
NDEP SCH DISTRICT 0079
MBCY MINN
6010

UPERINTENDENT

PRINGFIELD
NDEP SCH DISTRICT 0085
CX 145
PRINGFIELD MINN
6087

UPERINTENDENT

LCQUET
NDEP SCH DISTRICT 0094
09 CARLTON AVE.
LCQUET MINN
5720

SUPERINTENDENT

MC GREGOR
INDEP SCH DISTRICT 0004
MAIN ST.
MC GREGOR MINN
55760

SUPERINTENDENT

FRIDLEY
INDEP SCH DISTRICT 0014
6000 W. MOORE LK. DR.
FRIDLEY MINN
55432

SUPERINTENDENT

DETROIT LAKES
INDEP SCH DISTRICT 0022
702 LAKE AVE.
DETROIT LAKES MINN
56501

SUPERINTENDENT

BEMIDJI
INDEP SCH DISTRICT 0031
15TH ST. & BELTRAMI AVE.
BEMIDJI MINN
56601

SUPERINTENDENT

SAUK RAPIDS
INDEP SCH DISTRICT 0047
901 1ST ST. S.
SAUK RAPIDS MINN
56379

SUPERINTENDENT

GRACEVILLE
INDEP SCH DISTRICT 0060
BOX 398
GRACEVILLE MINN
56240

SUPERINTENDENT

ST. CLAIR
INDEP SCH DISTRICT 0075
ST. CLAIR MINN
56080

SUPERINTENDENT

SOUTH CENTRAL ECSU
INDEP SCH DISTRICT 0922
218 OLD MAIN, BOX 9
MANKATO MINN
56001

SUPERINTENDENT

NEW ULM-HANSKA
INDEP SCH DISTRICT 0088
412 N. MINNESOTA
NEW ULM MINN
56073

SUPERINTENDENT

CROMWELL
INDEP SCH DISTRICT 0095
CROMWELL MINN
55726





SUPERINTENDENT

MOOSE LAKE
INDEP SCH DISTRICT 0097
413 BIRCH AVE.
MOOSE LAKE MINN
55767

SUPERINTENDENT

WACONIA
INDEP SCH DISTRICT 0110
24 S. WALNUT ST.
WACONIA MINN
55387

SUPERINTENDENT

CASS LAKE
INDEP SCH DISTRICT 0115
BOX 187
CASS LAKE MINN
56633

SUPERINTENDENT

WALKER-HACKENSACK
INDEP SCH DISTRICT 0119

WALKER MINN
56484

SUPERINTENDENT

MONTEVIDEO
INDEP SCH DISTRICT 0129
3RD & EUREKA
MONTEVIDEO MINN
56265

SUPERINTENDENT

CHISAGO LAKES
INDEP SCH DISTRICT 0141

LINDSTROM MINN
55045

SUPERINTENDENT

DILWORTH
INDEP SCH DISTRICT 0147
BOX 188
DILWORTH MINN
56529

SUPERINTENDENT

GONVICK-TRAIL
INDEP SCH DISTRICT 0158

GONVICK MINN
56644

SUPERINTENDENT

MOUNTAIN LAKE
INDEP SCH DISTRICT 0173
450 12TH ST.
MOUNTAIN LAKE MINN
56159

SUPERINTENDENT

BRAINERD
INDEP SCH DISTRICT 0181
300 QUINCE ST.
BRAINERD MINN
56401

SUPERINTENDENT

ESKO
INDEP SCH DISTRICT 0099

ESKO MINN
55733

SUPERINTENDENT

WATERTOWN-MAYER
INDEP SCH DISTRICT 0111
BOX 368
WATERTOWN MINN
55388

SUPERINTENDENT

PILLAGER
INDEP SCH DISTRICT 0116
BOX 38
PILLAGER MINN
56473

SUPERINTENDENT

CLARA CITY
INDEP SCH DISTRICT 0126
BOX 590
CLARA CITY MINN
56222

SUPERINTENDENT

NORTH BRANCH
INDEP SCH DISTRICT 0138
320 MAIN ST.
NORTH BRANCH MINN
55056

SUPERINTENDENT

FRANCONIA
COMMON SCH DISTRICT 0323

SHAFER MINN
55074

SUPERINTENDENT

HAWLEY
INDEP SCH DISTRICT 0150
BOX 608
HAWLEY MINN
56549

SUPERINTENDENT

CLEARBROOK
INDEP SCH DISTRICT 0161

CLEARBROOK MINN
56634

SUPERINTENDENT

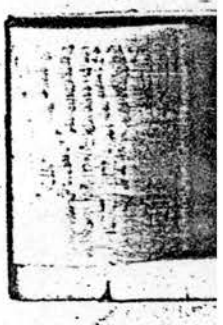
WESTBROOK
INDEP SCH DISTRICT 0175
BOX 128
WESTBROOK MINN
56183

SUPERINTENDENT

CROSBY-IRONTON
INDEP SCH DISTRICT 0182

CROSBY MINN
56441





RENSHALL NDEP SCH DISTRICT 0103 OX 68 RENSHALL MINN 5797		NORWOOD-YOUNG AMERICA INDEP SCH DISTRICT 0108 NORWOOD MINN 55368	
UPERINTENDENT		SUPERINTENDENT	
HASKA NDEP SCH DISTRICT 0112 700 CHESTNUT HASKA MINN 5318		BACKUS INDEP SCH DISTRICT 0114 BACKUS MINN 56435	
UPERINTENDENT		SUPERINTENDENT	
INE RIVER NDEP SCH DISTRICT 0117 INE RIVER MINN 6474		REMER INDEP SCH DISTRICT 0118 BOX 37 REMER MINN 56672	
UPERINTENDENT		SUPERINTENDENT	
AYNARD NDEP SCH DISTRICT 0127 OX 276 AYNARD MINN 6260		MILAN INDEP SCH DISTRICT 0128 BOX 180 MILAN MINN 56262	
UPERINTENDENT		SUPERINTENDENT	
USH CITY NDEP SCH DISTRICT 0139 USH CITY MINN 5069		TAYLORS FALLS INDEP SCH DISTRICT 0140 TAYLORS FALLS MINN 55084	
UPERINTENDENT		SUPERINTENDENT	
LYNDON-FELTON NDEP SCH DISTRICT 0145 LYNDON MINN 6547		BARNESVILLE INDEP SCH DISTRICT 0146 BOX 188 BARNESVILLE MINN 56514	
UPERINTENDENT		SUPERINTENDENT	
CCRHEAD NDEP SCH DISTRICT 0152 10 4TH AVE. S. CCRHEAD MINN 6560		ULEN-HITTERDAL INDEP SCH DISTRICT 0914 ULEN MINN 56585	
UPERINTENDENT		SUPERINTENDENT	
AGLEY NDEP SCH DISTRICT 0162 08 N. BAGLEY AVE. AGLEY MINN 5621		COOK COUNTY INDEP SCH DISTRICT 0166 BOX F GRAND MARAIS MINN 55604	
UPERINTENDENT		SUPERINTENDENT	
INDOM NDEP SCH DISTRICT 0177 OX C-177 INDOM MINN 5101		STORDEN-JEFFERS INDEP SCH DISTRICT 0178 BOX 68 STORDEN MINN 56174	
UPERINTENDENT		SUPERINTENDENT	
EQUOT LAKES NDEP SCH DISTRICT 0186 OX 368 EQUOT LAKES MINN 5472		SOUTH ST. PAUL SPECIAL SCH DIST 0006 700 N. SECOND ST. SOUTH ST. PAUL MINN 55075	





SUPERINTENDENT

BURNSVILLE
INDEP SCH DISTRICT 0191
100 RIVER RIDGE COURT
BURNSVILLE MINN
55337

SUPERINTENDENT

ROSEMOUNT
INDEP SCH DISTRICT 0196
14445 DIAMOND PATH W.
ROSEMOUNT MINN
55068

SUPERINTENDENT

DAKOTA COUNTY AVTI
INDEP SCH DISTRICT 0917
145TH ST. E. & AKRON RD.
ROSEMOUNT MINN
55068

SUPERINTENDENT

KASSON-MANTORVILLE
INDEP SCH DISTRICT 0204
KASSON MINN
55944

SUPERINTENDENT

EVANSVILLE
INDEP SCH DISTRICT 0208
EVANSVILLE MINN
56326

SUPERINTENDENT

DELAVAN
INDEP SCH DISTRICT 0218
BOX 125
DELAVAN MINN
56023

SUPERINTENDENT

WELLS
INDEP SCH DISTRICT 0224
250 2ND AVE. SW.
WELLS MINN
56097

SUPERINTENDENT

LANESBORO
INDEP SCH DISTRICT 0229
100 KIRKWOOD EAST
LANESBORO MINN
55949

SUPERINTENDENT

WYKOFF
INDEP SCH DISTRICT 0236
BOX 96
WYKOFF MINN
55990

SUPERINTENDENT

ALDEN
INDEP SCH DISTRICT 0242
BOX 99
ALDEN MINN
56009

SUPERINTENDENT

FARMINGTON
INDEP SCH DISTRICT 0192
510 WALNUT ST.
FARMINGTON MINN
55024

SUPERINTENDENT

WEST ST. PAUL
INDEP SCH DISTRICT 0197
1037 BIDWELL ST.
WEST ST. PAUL MINN
55118

SUPERINTENDENT

CLAREMONT
INDEP SCH DISTRICT 0201
CLAREMONT MINN
55924

SUPERINTENDENT

WEST CONCORD
INDEP SCH DISTRICT 0205
500 EUGENE ST.
WEST CONCORD MINN
55985

SUPERINTENDENT

KENSINGTON
INDEP SCH DISTRICT 0209
KENSINGTON MINN
56343

SUPERINTENDENT

ELMORE
INDEP SCH DISTRICT 0219
BOX 98
ELMORE MINN
56027

SUPERINTENDENT

WINNEBAGO
INDEP SCH DISTRICT 0225
BOX 65
WINNEBAGO MINN
56098

SUPERINTENDENT

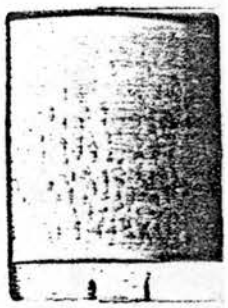
PETERSON
INDEP SCH DISTRICT 0232
BOX 8
PETERSON MINN
55962

SUPERINTENDENT

SPRING VALLEY
INDEP SCH DISTRICT 0237
BOX 72
SPRING VALLEY MINN
55975

SUPERINTENDENT

EMMONS
INDEP SCH DISTRICT 0243
BOX 13
EMMONS MINN
56029





AKEVILLE
NDEP SCH DISTRICT 0194
670 216TH ST. W.
AKEVILLE MINN
5044

UPERINTENDENT

NVER GROVE-PINE POND
NDEP SCH DISTRICT 0199
875 INVER GROVE TR. E.
NVER GROVE HEIGHTS MINN
5075

UPERINTENDENT

COGE CENTER
NDEP SCH DISTRICT 0202
CX 40
COGE CENTER MINN
5927

UPERINTENDENT

LEXANDRIA
NDEP SCH DISTRICT 0206
TH & FILLMORE
LEXANDRIA MINN
6308

UPERINTENDENT

SAKIS
NDEP SCH DISTRICT 0213
4 OAK ST. E.
SAKIS MINN
6360

UPERINTENDENT

IESTER-WALTERS
NDEP SCH DISTRICT 0222

IESTER MINN
6051

UPERINTENDENT

LUE EARTH
NDEP SCH DISTRICT 0240
AST 6TH ST.
LUE EARTH MINN
6013

UPERINTENDENT

RESTON-FOUNTAIN
NDEP SCH DISTRICT 0233
CX 407
RESTON MINN
5965

UPERINTENDENT

ABEL-CANTON
NDEP SCH DISTRICT 0238
ILLMORE AVE.
ABEL MINN
5954

UPERINTENDENT

REEBORN
NDEP SCH DISTRICT 0244
CX 155
REEBORN MINN
6032

RANDOLPH
INDEP SCH DISTRICT 0195
BOX 38
RANDOLPH MINN
55065

SUPERINTENDENT

HASTINGS
INDEP SCH DISTRICT 0200
9TH & VERMILLION ST.
HASTINGS MINN
55033

SUPERINTENDENT

HAYFIELD
INDEP SCH DISTRICT 0203
HAYFIELD MINN
55940

SUPERINTENDENT

BRANDON
INDEP SCH DISTRICT 0207
BOX 185
BRANDON MINN
56315

SUPERINTENDENT

BRICELYN
INDEP SCH DISTRICT 0217
BOX 277
BRICELYN MINN
56014

SUPERINTENDENT

MINNESOTA LAKE
INDEP SCH DISTRICT 0223
BOX 218
MINNESOTA LAKE MINN
56068

SUPERINTENDENT

HARMONY
INDEP SCH DISTRICT 0228
145 MAIN AVE. S.
HARMONY MINN
55939

SUPERINTENDENT

RUSHFORD
INDEP SCH DISTRICT 0234
BOX 368
RUSHFORD MINN
55971

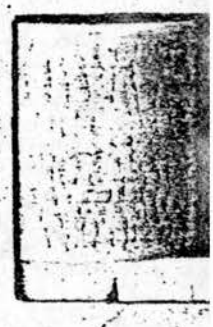
SUPERINTENDENT

ALBERT LEA
INDEP SCH DISTRICT 0241
109 WEST AVE.
ALBERT LEA MINN
56007

SUPERINTENDENT

GLENVILLE
INDEP SCH DISTRICT 0245
230 5TH ST. SE.
GLENVILLE MINN
56036





SUPERINTENDENT

CANNON FALLS
INDEP SCH DISTRICT 0252
820 E. MINNESOTA ST.
CANNON FALLS MINN
55009

SUPERINTENDENT

RED WING
INDEP SCH DISTRICT 0256
525 EAST AVE.
RED WING MINN
55066

SUPERINTENDENT

BARRETT
INDEP SCH DISTRICT 0262
BOX 278
BARRETT MINN
56311

SUPERINTENDENT

HOUSTON
INDEP SCH DISTRICT 0294
306 W. ELM
HOUSTON MINN
55943

SUPERINTENDENT

AKELEY
INDEP SCH DISTRICT 0301
BOX 246
AKELEY MINN
56433

SUPERINTENDENT

BRAHAM
INDEP SCH DISTRICT 0314
BOX 488
BRAHAM MINN
55006

SUPERINTENDENT

GRAND RAPIDS
INDEP SCH DISTRICT 0318
820 N. POKEGAMA AVE.
GRAND RAPIDS MINN
55744

SUPERINTENDENT

SIOUX VALLEY
INDEP SCH DISTRICT 0328
ROUTE 2
LAKE PARK, IOWA
51347

SUPERINTENDENT

ATWATER
INDEP SCH DISTRICT 0341
ATWATER MINN
56209

SUPERINTENDENT

PRINSBURG
COMMON SCH DISTRICT 0815
BOX 98
PRINSBURG MINN
56281

SUPERINTENDENT

GOODHUE
INDEP SCH DISTRICT 0253
BOX 128
GOODHUE MINN
55027

SUPERINTENDENT

WANAMINGO
INDEP SCH DISTRICT 0258
WANAMINGO MINN
55983

SUPERINTENDENT

ELBOW LAKE
INDEP SCH DISTRICT 0263
411 1ST ST. SE.
ELBOW LAKE MINN
56531

SUPERINTENDENT

SPRING GROVE
INDEP SCH DISTRICT 0297
BOX 626
SPRING GROVE MINN
55974

SUPERINTENDENT

LAPORTE
INDEP SCH DISTRICT 0306
BOX 8
LAPORTE MINN
56461

SUPERINTENDENT

CAMBRIDGE
INDEP SCH DISTRICT 0911
430 NW. 8TH ST.
CAMBRIDGE MINN
55008

SUPERINTENDENT

NASHWAUK-KEEWATIN
INDEP SCH DISTRICT 0319
400 2ND ST.
NASHWAUK MINN
55769

SUPERINTENDENT

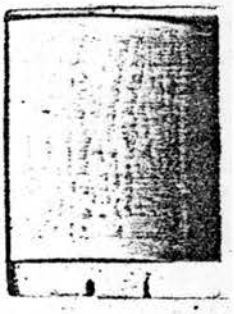
HERON LAKE-OKABENA
INDEP SCH DISTRICT 0330
BOX 378
HERON LAKE MINN
56137

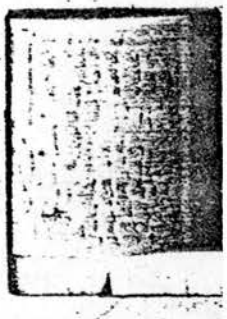
SUPERINTENDENT

NEW LONDON-SPICER
INDEP SCH DISTRICT 0345
BOX 287
NEW LONDON MINN
56273

SUPERINTENDENT

HALLOCK
INDEP SCH DISTRICT 0351
BOX L
HALLOCK MINN
56728





UPERINTENDENT

ANYON
NDEP SCH DISTRICT 0254
21 FOREST
ANYON MINN
5946

SUPERINTENDENT

PINE ISLAND
INDEP SCH DISTRICT 0255
BOX 398
PINE ISLAND MINN
55963

UPERINTENDENT

UMBROTA
NDEP SCH DISTRICT 0260
05 MILL ST.
UMBROTA MINN
5992

SUPERINTENDENT

ASHBY
INDEP SCH DISTRICT 0261
BOX C
ASHBY MINN
56309

UPERINTENDENT

ERMAN
NDEP SCH DISTRICT 0264

ERMAN MINN
5248

SUPERINTENDENT

HOFFMAN
INDEP SCH DISTRICT 0265
BOX 306
HOFFMAN MINN
56339

UPERINTENDENT

ALEDONIA
NDEP SCH DISTRICT 0299
. MAIN ST.
ALEDONIA MINN
5921

SUPERINTENDENT

LA CRESCENT
INDEP SCH DISTRICT 0300
LANCER BLVD.
LA CRESCENT MINN
55947

UPERINTENDENT

EVIS
NDEP SCH DISTRICT 0308
OX 183
EVIS MINN
6467

SUPERINTENDENT

PARK RAPIDS
INDEP SCH DISTRICT 0309

PARK RAPIDS MINN
56470

UPERINTENDENT

CLERAINE
NDEP SCH DISTRICT 0316
CCSEVELT AVE.
CLERAINE MINN
5722

SUPERINTENDENT

DEER RIVER
INDEP SCH DISTRICT 0317

DEER RIVER MINN
56636

UPERINTENDENT

ACKSCN
NDEP SCH DISTRICT 0324
05 5TH ST.
ACKSCN MINN
6143

SUPERINTENDENT

LAKEFIELD
INDEP SCH DISTRICT 0325
BOX 338
LAKEFIELD MINN
56150

UPERINTENDENT

CRA
NDEP SCH DISTRICT 0332
00 E. MAPLE
CRA MINN
5051

SUPERINTENDENT

OGILVIE
INDEP SCH DISTRICT 0333
BOX 186
OGILVIE MINN
56358

UPERINTENDENT

AYMCND
NDEP SCH DISTRICT 0346
09 DAY ST.
AYMCND MINN
6282

SUPERINTENDENT

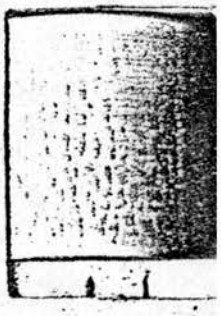
WILLMAR
INDEP SCH DISTRICT 0347
611 W. 5TH ST.
WILLMAR MINN
56201

UPERINTENDENT

UMBOLDT-ST. VINCENT
NDEP SCH DISTRICT 0352
CX 54
UMBOLDT MINN
6731

SUPERINTENDENT

KARLSTAD
INDEP SCH DISTRICT 0353
BOX 178
KARLSTAD MINN
56732





SUPERINTENDENT

KENNEDY
INDEP SCH DISTRICT 0354
BOX 127
KENNEDY MINN
56733

SUPERINTENDENT

SOUTH KOOCHICHING
INDEP SCH DISTRICT 0363
BOX 465
NORTHOME MINN
56661

SUPERINTENDENT

DAWSON-BOYD
INDEP SCH DISTRICT 0378
BOX S
DAWSON MINN
56232

SUPERINTENDENT

LE CENTER
INDEP SCH DISTRICT 0392
150 W. TYRONE ST.
LE CENTER MINN
56057

SUPERINTENDENT

HENDRICKS
INDEP SCH DISTRICT 0402
200 E. LINCOLN
HENDRICKS MINN
56136

SUPERINTENDENT

TYLER
INDEP SCH DISTRICT 0409
BOX 659
TYLER MINN
56178

SUPERINTENDENT

MINNEOTA
INDEP SCH DISTRICT 0414
504 N. MONROE ST.
MINNEOTA MINN
56264

SUPERINTENDENT

5 WEST & W CENTRAL ECSU
INDEP SCH DISTRICT 0991
SW STATE UNIVERSITY
MARSHALL MINN
56258

SUPERINTENDENT

LESTER PRAIRIE
INDEP SCH DISTRICT 0424
HICKORY AVE. & 2ND ST. N
LESTER PRAIRIE MINN
55354

SUPERINTENDENT

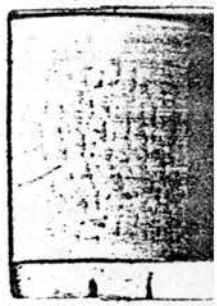
MAHNOMEN
INDEP SCH DISTRICT 0432
BOX 319
MAHNOMEN MINN
56557

SUPERINTENDENT

LANCASTER
INDEP SCH DISTRICT 0356
BOX 217
LANCASTER MINN
56735

SUPERINTENDENT

BELLINGHAM
INDEP SCH DISTRICT 0371
BOX 367
BELLINGHAM MINN
56212



SUPERINTENDENT

LAKE SUPERIOR
INDEP SCH DISTRICT 0381
405 4TH AVE.
TWO HARBORS MINN
55616

SUPERINTENDENT

LE SUEUR
INDEP SCH DISTRICT 0393
901 E. FERRY ST.
LE SUEUR MINN
56058

SUPERINTENDENT

IVANHOE
INDEP SCH DISTRICT 0403
BOX 9
IVANHOE MINN
56142

SUPERINTENDENT

BALATON
INDEP SCH DISTRICT 0411
330 THIRD ST.
BALATON MINN
56115

SUPERINTENDENT

LYND
INDEP SCH DISTRICT 0415
BOX 68
LYND MINN
56157

SUPERINTENDENT

BROWNTON
INDEP SCH DISTRICT 0421
BOX 338
BROWNTON MINN
55312



SUPERINTENDENT

SILVER LAKE
INDEP SCH DISTRICT 0425
SILVER LAKE MINN
55381

SUPERINTENDENT

WAUBUN
INDEP SCH DISTRICT 0435
BOX 98
WAUBUN MINN
56589

SUPERINTENDENT

INTERNATIONAL FALLS
INDEP SCH DISTRICT 0361
8TH ST. & 6TH AVE.
INTERNATIONAL FALLS MINN
56649

SUPERINTENDENT

MARIETTA
INDEP SCH DISTRICT 0376

MARIETTA MINN
56257

SUPERINTENDENT

LAKE OF THE WOODS
INDEP SCH DISTRICT 0390
BOX 310
BAUDETTE MINN
56623

SUPERINTENDENT

MONTGOMERY-LONSDALE
INDEP SCH DISTRICT 0394
101 2ND ST. NE.
MONTGOMERY MINN
56069

SUPERINTENDENT

LAKE BENTON
INDEP SCH DISTRICT 0404
101 GARFIELD ST.
LAKE BENTON MINN
56149

SUPERINTENDENT

COTTONWOOD
INDEP SCH DISTRICT 0412
BOX 107
COTTONWOOD MINN
56229

SUPERINTENDENT

TRACY
INDEP SCH DISTRICT 0417
934 PINE ST.
TRACY MINN
56175

SUPERINTENDENT

GLENCOE
INDEP SCH DISTRICT 0422
16TH ST. & PRYOR
GLENCOE MINN
55336

SUPERINTENDENT

STEWART
INDEP SCH DISTRICT 0426

STEWART MINN
55385

SUPERINTENDENT

ALVARADO
INDEP SCH DISTRICT 0436
BOX 816
ALVARADO MINN
56710

SUPERINTENDENT

LITTLEFORK-BIG FALLS
INDEP SCH DISTRICT 0362
BOX D
LITTLEFORK MINN
56653

SUPERINTENDENT

MADISON
INDEP SCH DISTRICT 0377
316 4TH ST.
MADISON MINN
56256

SUPERINTENDENT

CLEVELAND
INDEP SCH DISTRICT 0391

CLEVELAND MINN
56017

SUPERINTENDENT

WATERVILLE-ELYSIAN
INDEP SCH DISTRICT 0395
500 E. PAQUIN ST.
WATERVILLE MINN
56096

SUPERINTENDENT

VERDI
INDEP SCH DISTRICT 0408
BOX 7-A
VERDI MINN
56179

SUPERINTENDENT

MARSHALL
INDEP SCH DISTRICT 0413
401 S. SARATOGA ST.
MARSHALL MINN
56258

SUPERINTENDENT

RUSSELL
INDEP SCH DISTRICT 0418

RUSSELL MINN
56169

SUPERINTENDENT

HUTCHINSON
INDEP SCH DISTRICT 0423
30 GLEN ST. N.
HUTCHINSON MINN
55350

SUPERINTENDENT

WINSTED
INDEP SCH DISTRICT 0427
431 4TH ST. N.
WINSTED MINN
55395

SUPERINTENDENT

ARGYLE
INDEP SCH DISTRICT 0437
BOX 279
ARGYLE MINN
56713





SUPERINTENDENT

MIDDLE RIVER
INDEP SCH DISTRICT 0440
BOX 130
MIDDLE RIVER MINN
56737

SUPERINTENDENT

STRANDQUIST
INDEP SCH DISTRICT 0444
BOX 6
STRANDQUIST MINN
56758

SUPERINTENDENT

EAST CHAIN
INDEP SCH DISTRICT 0453
ROUTE 1
BLUE EARTH MINN
56013

SUPERINTENDENT

TRUMAN
INDEP SCH DISTRICT 0458
BOX 276
TRUMAN MINN
56088

SUPERINTENDENT

EDEN VALLEY-WATKINS
INDEP SCH DISTRICT 0463
BOX 47
EDEN VALLEY MINN
55329

SUPERINTENDENT

ISLE
INDEP SCH DISTRICT 0473
BOX 25
ISLE MINN
56342

SUPERINTENDENT

LITTLE FALLS
INDEP SCH DISTRICT 0482
109 NE. 2ND AVE.
LITTLE FALLS MINN
56345

SUPERINTENDENT

SWANVILLE
INDEP SCH DISTRICT 0486
BOX 98
SWANVILLE MINN
56382

SUPERINTENDENT

LYLE
INDEP SCH DISTRICT 0497
BOX 38
LYLE MINN
55953

SUPERINTENDENT

FULDA
INDEP SCH DISTRICT 0505

FULDA MINN
56131

SUPERINTENDENT

NEWFOLDEN
INDEP SCH DISTRICT 0441
BOX 277
NEWFOLDEN MINN
56738

SUPERINTENDENT

WARREN
INDEP SCH DISTRICT 0446
224 E. BRIDGE ST.
WARREN MINN
56762

SUPERINTENDENT

FAIRMONT
INDEP SCH DISTRICT 0454
115 S. PARK ST.
FAIRMONT MINN
56031

SUPERINTENDENT

WELCOME
INDEP SCH DISTRICT 0459

WELCOME MINN
56181

SUPERINTENDENT

GROVE CITY
INDEP SCH DISTRICT 0464
BOX 278
GROVE CITY MINN
56243

SUPERINTENDENT

PRINCETON
INDEP SCH DISTRICT 0477
606 S. 3RD ST.
PRINCETON MINN
55371

SUPERINTENDENT

MOTLEY
INDEP SCH DISTRICT 0483
BOX 268
MOTLEY MINN
56466

SUPERINTENDENT

UPSALA
INDEP SCH DISTRICT 0487

UPSALA MINN
56384

SUPERINTENDENT

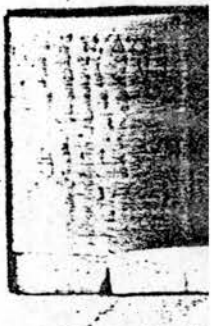
LE ROY-OSTRANDER
INDEP SCH DISTRICT 0499
BOX N
LE ROY MINN
55951

SUPERINTENDENT

CHANDLER-LAKE WILSON
INDEP SCH DISTRICT 0918

LAKE WILSON MINN
56151





UPERINTENDENT		SUPERINTENDENT		
SLC		STEPHEN		
NDEP SCH DISTRICT	0442	INDEP SCH DISTRICT	0443	
		BOX 68		
SLC	MINN	STEPHEN	MINN	
5744		56757		
UPERINTENDENT		SUPERINTENDENT		
RYGLA-GATZKE		CEYLON		
NDEP SCH DISTRICT	0447	INDEP SCH DISTRICT	0451	
BOX 18		BOX 368		
RYGLA	MINN	CEYLON	MINN	
5727		56121		
UPERINTENDENT		SUPERINTENDENT		
HERBURN		TRIMONT		
NDEP SCH DISTRICT	0456	INDEP SCH DISTRICT	0457	
		BOX N		
HERBURN	MINN	TRIMONT	MINN	
5171		56176		
UPERINTENDENT		SUPERINTENDENT		
RANADA-HUNTLEY		COSMOS		
NDEP SCH DISTRICT	0460	INDEP SCH DISTRICT	0461	
BOX 17		320 N. SATURN ST.		
RANADA	MINN	COSMOS	MINN	
5039		56228		
UPERINTENDENT		SUPERINTENDENT		
ITCHFIELD		DASSEL-COKATO		
NDEP SCH DISTRICT	0465	INDEP SCH DISTRICT	0466	
01 GILMAN AVE. N.		HWY. 12 & WRIGHT CO. 100		
ITCHFIELD	MINN	COKATO	MINN	
5355		55321		
UPERINTENDENT		SUPERINTENDENT		
NAMIA		MILACA		
NDEP SCH DISTRICT	0480	INDEP SCH DISTRICT	0912	
BOX B		500 SW. 4TH ST.		
NAMIA	MINN	MILACA	MINN	
5359		56353		
UPERINTENDENT		SUPERINTENDENT		
IERZ		ROYALTON		
NDEP SCH DISTRICT	0484	INDEP SCH DISTRICT	0485	
		BOX 5		
IERZ	MINN	ROYALTON	MINN	
5364		56373		
UPERINTENDENT		SUPERINTENDENT		
USTIN		GRAND MEADOW		
NDEP SCH DISTRICT	0492	INDEP SCH DISTRICT	0495	
02 4TH AVE. NE.		BOX 68		
USTIN	MINN	GRAND MEADOW	MINN	
5912		55936		
UPERINTENDENT		SUPERINTENDENT		
OUTHLAND		SLAYTON		
NDEP SCH DISTRICT	0500	INDEP SCH DISTRICT	0504	
		2420 28TH ST.		
AMS	MINN	SLAYTON	MINN	
5909		56172		
UPERINTENDENT		SUPERINTENDENT		
ICCLLET		ST. PETER		
NDEP SCH DISTRICT	0507	INDEP SCH DISTRICT	0508	
BOX 108		LINCOLN DRIVE		
ICCLLET	MINN	ST. PETER	MINN	
5074		56082		





SUPERINTENDENT

ADRIAN
INDEP SCH DISTRICT 0511
BOX 38
ADRIAN MINN
56110

SUPERINTENDENT

WORTHINGTON
INDEP SCH DISTRICT 0518
BOX C
WORTHINGTON MINN
56187

SUPERINTENDENT

HALSTAD
INDEP SCH DISTRICT 0524

HALSTAD MINN
56548

SUPERINTENDENT

BYRON
INDEP SCH DISTRICT 0531
BOX 157
BYRON MINN
55920

SUPERINTENDENT

SOUTHEAST ECSU
INDEP SCH DISTRICT 0921
5930 BANDEL ROAD
ROCHESTER MINN
55901

SUPERINTENDENT

HENNING
INDEP SCH DISTRICT 0545
BOX 15
HENNING MINN
56551

SUPERINTENDENT

UNDERWOOD
INDEP SCH DISTRICT 0550

UNDERWOOD MINN
56586

SUPERINTENDENT

THIEF RIVER FALLS
INDEP SCH DISTRICT 0564
BOX 160
THIEF RIVER FALLS MINN
56701

SUPERINTENDENT

HINCKLEY
INDEP SCH DISTRICT 0573
BOX 308
HINCKLEY MINN
55037

SUPERINTENDENT

EDGERTON
INDEP SCH DISTRICT 0581
BOX 307
EDGERTON MINN
56128

SUPERINTENDENT

BREWSTER
INDEP SCH DISTRICT 0513
BOX 309
BREWSTER MINN
56119

SUPERINTENDENT

ADA
INDEP SCH DISTRICT 0521
105 E. 4TH AVE.
ADA MINN
56510

SUPERINTENDENT

HENDRUM-PERLEY
INDEP SCH DISTRICT 0525
BOX 39
HENDRUM MINN
56550

SUPERINTENDENT

DOVER-EYOTA
INDEP SCH DISTRICT 0533
BOX 268
EYOTA MINN
55934

SUPERINTENDENT

BATTLE LAKE
INDEP SCH DISTRICT 0542

BATTLE LAKE MINN
56515

SUPERINTENDENT

PARKERS PRAIRIE
INDEP SCH DISTRICT 0547
BOX 46
PARKERS PRAIRIE MINN
56361

SUPERINTENDENT

NEW YORK MILLS
INDEP SCH DISTRICT 0553
BOX 218
NEW YORK MILLS MINN
56567

SUPERINTENDENT

NORTHWEST ECSU
INDEP SCH DISTRICT 0928
BOX 160
THIEF RIVER FALLS MINN
56701

SUPERINTENDENT

SANDSTONE
INDEP SCH DISTRICT 0576

SANDSTONE MINN
55072

SUPERINTENDENT

JASPER
INDEP SCH DISTRICT 0582

JASPER MINN
56144





UPERINTENDENT

LLSWORTH
NDEP SCH DISTRICT 0514
OX 8
LLSWORTH MINN
6129

UPERINTENDENT

CRUP
NDEP SCH DISTRICT 0522

CRUP MINN
6519

UPERINTENDENT

WIN VALLEY
NDEP SCH DISTRICT 0526

WIN VALLEY MINN
6584

UPERINTENDENT

TEWARTVILLE
NDEP SCH DISTRICT 0534
00 SW. 4TH ST.
TEWARTVILLE MINN
5976

UPERINTENDENT

EER CREEK
NDEP SCH DISTRICT 0543
OX 235
EER CREEK MINN
6527

UPERINTENDENT

ELICAN RAPIDS
NDEP SCH DISTRICT 0548
OX V
ELICAN RAPIDS MINN
6572

UPERINTENDENT

EST CENTRAL ECSU
NDEP SCH DISTRICT 0926
20 S. VINE, PO DRAWER E
ERGUS FALLS MINN
6537

UPERINTENDENT

SKOV
NDEP SCH DISTRICT 0566

SKOV MINN
5704

UPERINTENDENT

ILLOW RIVER
NDEP SCH DISTRICT 0577
OX 66
ILLOW RIVER MINN
5795

UPERINTENDENT

IPESTONE
NDEP SCH DISTRICT 0583
OX 71
IPESTONE MINN
6164

SUPERINTENDENT

ROUND LAKE
INDEP SCH DISTRICT 0516
ROUND LAKE MINN
56167

SUPERINTENDENT

GARY
INDEP SCH DISTRICT 0523
BOX 47
GARY MINN
56545

SUPERINTENDENT

CHATFIELD
INDEP SCH DISTRICT 0227
CHATFIELD MINN
55923

SUPERINTENDENT

ROCHESTER
INDEP SCH DISTRICT 0535
401 2ND ST. SW.
ROCHESTER MINN
55901

SUPERINTENDENT

FERGUS FALLS
INDEP SCH DISTRICT 0544
600 FRIBERG AVE.
FERGUS FALLS MINN
56537

SUPERINTENDENT

PERHAM
INDEP SCH DISTRICT 0549
200 5TH ST. SE.
PERHAM MINN
56573

SUPERINTENDENT

GOODRIDGE
INDEP SCH DISTRICT 0561
BOX 195
GOODRIDGE MINN
56725

SUPERINTENDENT

FINLAYSON
INDEP SCH DISTRICT 0570
FINLAYSON MINN
55735

SUPERINTENDENT

PINE CITY
INDEP SCH DISTRICT 0578
605 6TH ST.
PINE CITY MINN
55063

SUPERINTENDENT

RUTHTON
INDEP SCH DISTRICT 0584
BOX 8
RUTHTON MINN
56170





SUPERINTENDENT

CLIMAX
INDEP SCH DISTRICT 0592
BOX 45
CLIMAX MINN
56523

SUPERINTENDENT

CROOKSTON
INDEP SCH DISTRICT 0593
BOX 602
CROOKSTON MINN
56716

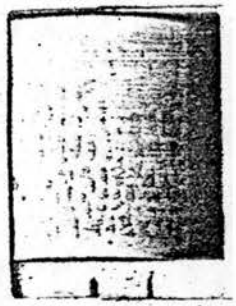
SUPERINTENDENT

FERTILE-BELTRAMI
INDEP SCH DISTRICT 0599

FERTILE MINN
56540

SUPERINTENDENT

FISHER
INDEP SCH DISTRICT 0600
BOX 37
FISHER MINN
56723



SUPERINTENDENT

MENTOR
INDEP SCH DISTRICT 0604

MENTOR MINN
56736

SUPERINTENDENT

CYRUS
INDEP SCH DISTRICT 0611
BOX 39
CYRUS MINN
56323

SUPERINTENDENT

VILLARD
INDEP SCH DISTRICT 0615
BOX 65
VILLARD MINN
56385

SUPERINTENDENT

OKLEE
INDEP SCH DISTRICT 0627

OKLEE MINN
56742

SUPERINTENDENT

BELVIEW
INDEP SCH DISTRICT 0631
BOX 8
BELVIEW MINN
56214

SUPERINTENDENT

LAMBERTON
INDEP SCH DISTRICT 0633
BOX 278
LAMBERTON MINN
56152

SUPERINTENDENT

REDWOOD FALLS
INDEP SCH DISTRICT 0637
4TH & LINCOLN
REDWOOD FALLS MINN
56283

SUPERINTENDENT

SANBORN
INDEP SCH DISTRICT 0638

SANBORN MINN
56083

SUPERINTENDENT

BIRD ISLAND
INDEP SCH DISTRICT 0646
110 S. 9TH ST.
BIRD ISLAND MINN
55310

SUPERINTENDENT

BUFFALO LAKE
INDEP SCH DISTRICT 0647
BOX 278
BUFFALO LAKE MINN
55314

SUPERINTENDENT

FRANKLIN
INDEP SCH DISTRICT 0650
BOX 38
FRANKLIN MINN
55333

SUPERINTENDENT

HECTOR
INDEP SCH DISTRICT 0651

HECTOR MINN
55342



SUPERINTENDENT

RENVILLE
INDEP SCH DISTRICT 0654
BOX 338
RENVILLE MINN
56284

SUPERINTENDENT

SACRED HEART
INDEP SCH DISTRICT 0655
BOX 10
SACRED HEART MINN
56285

SUPERINTENDENT

NORTHFIELD
INDEP SCH DISTRICT 0659
301 UNION ST.
NORTHFIELD MINN
55057

SUPERINTENDENT

MAGNOLIA
INDEP SCH DISTRICT 0669

MAGNOLIA MINN
56158

ST GRAND FORKS
DEP SCH DISTRICT 0595
20 4TH AVE. NW.
AST GRAND FORKS MINN
721

UPERINTENDENT

ESSTON
NDEP SCH DISTRICT 0601

ESSTON MINN
6542

SUPERINTENDENT

GLENWOOD
INDEP SCH DISTRICT 0612
NE. 2ND AVE.
GLENWOOD MINN
56334

SUPERINTENDENT

PLUMMER
INDEP SCH DISTRICT 0628

PLUMMER MINN
56748

SUPERINTENDENT

MILROY
INDEP SCH DISTRICT 0635
BOX 10
MILROY MINN
56263

SUPERINTENDENT

NABASSO
INDEP SCH DISTRICT 0640
1333 MAY ST.
NABASSO MINN
56293

SUPERINTENDENT

DANUBE
INDEP SCH DISTRICT 0648
BOX 157
DANUBE MINN
56230

SUPERINTENDENT

MORTON
INDEP SCH DISTRICT 0652
BOX 68
MORTON MINN
56270

SUPERINTENDENT

FARIBAULT
INDEP SCH DISTRICT 0656
2855 NW. 1ST AVE.
FARIBAULT MINN
55021

SUPERINTENDENT

LUVERNE
INDEP SCH DISTRICT 0670
BOX 278
LUVERNE MINN
56156

SUPERINTENDENT

ERSKINE
INDEP SCH DISTRICT 0597
BOX 209
ERSKINE MINN
56535

SUPERINTENDENT

MC INTOSH
INDEP SCH DISTRICT 0603

MC INTOSH MINN
56556

SUPERINTENDENT

STARBUCK
INDEP SCH DISTRICT 0614

STARBUCK MINN
56381

SUPERINTENDENT

RED LAKE FALLS
INDEP SCH DISTRICT 0630
BOX 367
RED LAKE FALLS MINN
56750

SUPERINTENDENT

MORGAN
INDEP SCH DISTRICT 0636
BOX 188
MORGAN MINN
56266

SUPERINTENDENT

WALNUT GROVE
INDEP SCH DISTRICT 0641

WALNUT GROVE MINN
56180

SUPERINTENDENT

FAIRFAX
INDEP SCH DISTRICT 0649
300 SE. 2ND ST., BOX 489
FAIRFAX MINN
55332

SUPERINTENDENT

OLIVIA
INDEP SCH DISTRICT 0653
709 S. 9TH ST.
OLIVIA MINN
56277

SUPERINTENDENT

MORRISTOWN
INDEP SCH DISTRICT 0657
BOX 278
MORRISTOWN MINN
55052

SUPERINTENDENT

HILLS-BEAVER CREEK
INDEP SCH DISTRICT 0671
BOX 547
HILLS MINN
56138





SUPERINTENDENT

BADGER
INDEP SCH DISTRICT 0676
BOX 68
BADGER MINN
56714

SUPERINTENDENT

BELLE PLAINE
INDEP SCH DISTRICT 0716
220 S. MARKET ST.
BELLE PLAINE MINN
56011

SUPERINTENDENT

NEW PRAGUE
INDEP SCH DISTRICT 0721
721 CENTRAL AVE. N.
NEW PRAGUE MINN
56071

SUPERINTENDENT

ARLINGTON
INDEP SCH DISTRICT 0731
202 3RD AVE. NW.
ARLINGTON MINN
55307

SUPERINTENDENT

WINTHROP
INDEP SCH DISTRICT 0735
N. COTTONWOOD ST.
WINTHROP MINN
55396

SUPERINTENDENT

KIMBALL
INDEP SCH DISTRICT 0739
BOX 368
KIMBALL MINN
55353

SUPERINTENDENT

SAUK CENTRE
INDEP SCH DISTRICT 0743
9TH & STATE ROAD
SAUK CENTRE MINN
56378

SUPERINTENDENT

CENTRAL ECSU
INDEP SCH DISTRICT 0923
RM A150-EDU BLDG, UNIV
ST. CLOUD MINN
56301

SUPERINTENDENT

MEDFORD
INDEP SCH DISTRICT 0763
BOX 38
MEDFORD MINN
55049

SUPERINTENDENT

KERKHOVEN-MURDOCK
INDEP SCH DISTRICT 0775

KERKHOVEN MINN
56252

SUPERINTENDENT

GREENBUSH
INDEP SCH DISTRICT 0678
BOX 7C
GREENBUSH MINN
56726

SUPERINTENDENT

JORDAN
INDEP SCH DISTRICT 0717
500 SUNSET DRIVE
JORDAN MINN
55352



SUPERINTENDENT

BECKER
INDEP SCH DISTRICT 0725
BOX 188
BECKER MINN
55308

SUPERINTENDENT

GAYLORD
INDEP SCH DISTRICT 0732
500 COURT AVE.
GAYLORD MINN
55334

SUPERINTENDENT

BELGRADE
INDEP SCH DISTRICT 0736

BELGRADE MINN
56312

SUPERINTENDENT

MELROSE
INDEP SCH DISTRICT 0740
546 N. 5TH AVE. E.
MELROSE MINN
56352

SUPERINTENDENT

ALBANY
INDEP SCH DISTRICT 0745
140 3RD ST.
ALBANY MINN
56307

SUPERINTENDENT

BLOOMING PRAIRIE
INDEP SCH DISTRICT 0756
202 4TH AVE. NW.
BLOOMING PRAIRIE MINN
55917



SUPERINTENDENT

HANCOCK
INDEP SCH DISTRICT 0768
BOX 367
HANCOCK MINN
56244

SUPERINTENDENT

BENSON
INDEP SCH DISTRICT 0777
1400 MONTANA AVE.
BENSON MINN
56215

UPERINTENDENT

CSEAU
NDEP SCH DISTRICT 0682
09 3RD ST. NE.
CSEAU MINN
6751

UPERINTENDENT

RICR LAKE
NDEP SCH DISTRICT 0719
5870 FRANKLIN TRAIL SE.
RICR LAKE MINN
5372

UPERINTENDENT

IG LAKE
NDEP SCH DISTRICT 0727

IG LAKE MINN
5309

UPERINTENDENT

IBBON
NDEP SCH DISTRICT 0733

IBBON MINN
5335

UPERINTENDENT

RCOTEN
NDEP SCH DISTRICT 0737
CX 38
RCCTEN MINN
6316

UPERINTENDENT

AYNESVILLE
NDEP SCH DISTRICT 0741
IGHWAY 23 WEST
AYNESVILLE MINN
6362

UPERINTENDENT

ARTELL
NDEP SCH DISTRICT 0748
OX 328
ARTELL MINN
6377

UPERINTENDENT

WATONNA
NDEP SCH DISTRICT 0761
515 WEST BRIDGE
WATONNA MINN
5060

UPERINTENDENT

CRRIS
NDEP SCH DISTRICT 0769
201 S. COLUMBIA
CRRIS MINN
6267

UPERINTENDENT

APPLETON
NDEP SCH DISTRICT 0784
128 S. HERING
APPLETON MINN
6208

PERINTENDENT

ARROAD
INDEP SCH DISTRICT 0690
BOX 130
WARROAD MINN
56763

SUPERINTENDENT

SHAKOPEE
INDEP SCH DISTRICT 0720
505 S. HOLMES
SHAKOPEE MINN
55379

SUPERINTENDENT

ELK RIVER
INDEP SCH DISTRICT 0728
400 SCHOOL ST.
ELK RIVER MINN
55330

SUPERINTENDENT

HENDERSON
INDEP SCH DISTRICT 0734
107 8TH ST.
HENDERSON MINN
56044

SUPERINTENDENT

HOLDINGFORD
INDEP SCH DISTRICT 0738
BOX 496
HOLDINGFORD MINN
56340

SUPERINTENDENT

ST. CLOUD
INDEP SCH DISTRICT 0742
628 ROOSEVELT ROAD
ST. CLOUD MINN
56301

SUPERINTENDENT

COLD SPRING
INDEP SCH DISTRICT 0750
ROCORI HIGH SCHOOL
COLD SPRING MINN
56320

SUPERINTENDENT

ELLENDALE-GENEVA
INDEP SCH DISTRICT 0762
BOX 428
ELLENDALE MINN
56026

SUPERINTENDENT

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INDEP SCH DISTRICT 0771
BOX 87
CHOKIO MINN
56221

SUPERINTENDENT

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INDEP SCH DISTRICT 0786

BERTHA MINN
56437





SUPERINTENDENT

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BOX 195
BROWERVILLE MINN
56438

SUPERINTENDENT

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INDEP SCH DISTRICT 0792
205 SECOND ST. S.
LONG PRAIRIE MINN
56347

SUPERINTENDENT

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1700 3RD AVE. S.
WHEATON MINN
56296

SUPERINTENDENT

WABASHA
INDEP SCH DISTRICT 0811
611 BROADWAY AVE.
WABASHA MINN
55981

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SEBEKA
INDEP SCH DISTRICT 0820

SEBEKA MINN
56477

SUPERINTENDENT

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INDEP SCH DISTRICT 0830
110 E. 3RD ST.
JANESVILLE MINN
56048

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INDEP SCH DISTRICT 0833
8040 80TH ST. S.
COTTAGE GROVE MINN
55016

SUPERINTENDENT

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INDEP SCH DISTRICT 0837
320 BUCK AVE. SE.
MADELIA MINN
56062

SUPERINTENDENT

CAMPBELL-TINTAH
INDEP SCH DISTRICT 0852
BOX 8
CAMPBELL MINN
56522

SUPERINTENDENT

ANNANDALE
INDEP SCH DISTRICT 0876
BOX 190
ANNANDALE MINN
55302

SUPERINTENDENT

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INDEP SCH DISTRICT 0789

CLARISSA MINN
56440

SUPERINTENDENT

STAPLES
INDEP SCH DISTRICT 0793
3RD ST.
STAPLES MINN
56479

SUPERINTENDENT

ELGIN-MILLVILLE
INDEP SCH DISTRICT 0806
1ST STREET SE.
ELGIN MINN
55932

SUPERINTENDENT

LAKE CITY
INDEP SCH DISTRICT 0813

LAKE CITY MINN
55041

SUPERINTENDENT

MENAHGA
INDEP SCH DISTRICT 0821
BOX 160
MENAHGA MINN
56464

SUPERINTENDENT

WALDORF-PEMBERTON
INDEP SCH DISTRICT 0913

WALDORF MINN
56091

SUPERINTENDENT

STILLWATER
INDEP SCH DISTRICT 0834
6225 OASIS AVE. N.
STILLWATER MINN
55082

SUPERINTENDENT

ST. JAMES
INDEP SCH DISTRICT 0840
10TH AVE. N.
ST. JAMES MINN
56081

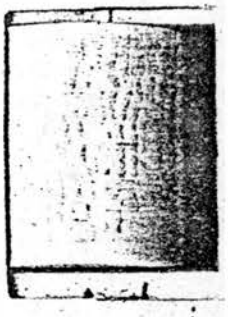
SUPERINTENDENT

LEWISTON
INDEP SCH DISTRICT 0857

LEWISTON MINN
55952

SUPERINTENDENT

BUFFALO
INDEP SCH DISTRICT 0877
109 4TH ST. NE.
BUFFALO MINN
55313





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AGLE BEND
NDEP SCH DISTRICT 0790
OX K
AGLE BEND MINN
3446

SUPERINTENDENT

EY EAGLE
INDEP SCH DISTRICT 0791
GREY EAGLE MINN
56336

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22 N. 2ND ST.
APLES MINN
6479

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BROWNS VALLEY
INDEP SCH DISTRICT 0801
BOX N
BROWNS VALLEY MINN
56219

UPERINTENDENT

AZEPPA
NDEP SCH DISTRICT 0809
OX 100
AZEPPA MINN
5956

SUPERINTENDENT

PLAINVIEW
INDEP SCH DISTRICT 0810
500 W. BROADWAY
PLAINVIEW MINN
55964

UPERINTENDENT

ERNDALE
NDEP SCH DISTRICT 0818
OX G
ERNDALE MINN
6481

SUPERINTENDENT

WADENA
INDEP SCH DISTRICT 0819
BOX 151
WADENA MINN
56482

UPERINTENDENT

EW RICHLAND-HARTLAND
NDEP SCH DISTRICT 0827
OX 188
EW RICHLAND MINN
6072

SUPERINTENDENT

WASECA
INDEP SCH DISTRICT 0829
501 E. ELM AVE.
WASECA MINN
56093

UPERINTENDENT

REST LAKE
NDEP SCH DISTRICT 0831
08 SW. 15TH ST.
REST LAKE MINN
5025

SUPERINTENDENT

MAHTOMEDI
INDEP SCH DISTRICT 0832
814 MAHTOMEDI AVE.
MAHTOMEDI MINN
55115

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NDEP SCH DISTRICT 0916
300 CENTURY AVE. N
HITE BEAR LAKE MINN
5110

SUPERINTENDENT

BUTTERFIELD
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BOX 189
BUTTERFIELD MINN
56120

UPERINTENDENT

RECKENRIDGE
NDEP SCH DISTRICT 0846
3TH ST. & DOUGLAS AVE.
RECKENRIDGE MINN
6520

SUPERINTENDENT

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ROTHSAY MINN
56579

UPERINTENDENT

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IGHWAY 14 EAST
T. CHARLES MINN
5972

SUPERINTENDENT

WINONA
INDEP SCH DISTRICT 0861
166 W. BROADWAY
WINONA MINN
55987

UPERINTENDENT

ELANO
NDEP SCH DISTRICT 0879
ELANO MINN
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SUPERINTENDENT

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55349





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56220

SUPERINTENDENT

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INDEP SCH DISTRICT 0892
CLARKFIELD MINN
56223



SUPERINTENDENT

WOOD LAKE
INDEP SCH DISTRICT 0896

WOOD LAKE MINN
56297

SUPERINTENDENT

ROCKFORD
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BOX 9
ROCKFORD MINN
55373

SUPERINTENDENT

ST. MICHAEL-ALBERTVILLE
INDEP SCH DISTRICT 0885
ST. MICHAEL MINN
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SUPERINTENDENT

ECHO
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ECHO MINN
56237

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450 9TH AVE.
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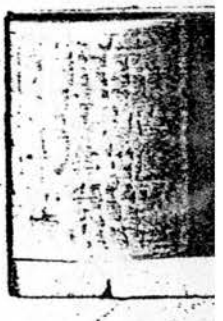
56241



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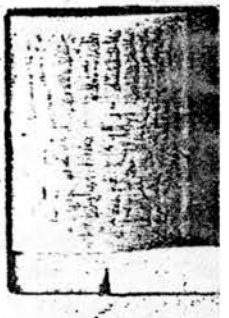

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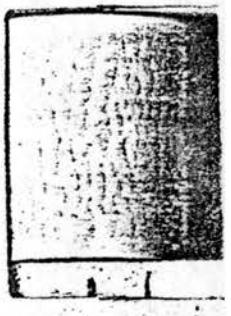

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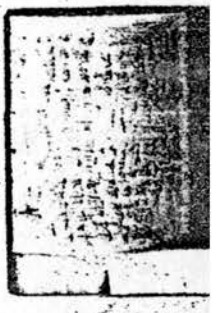

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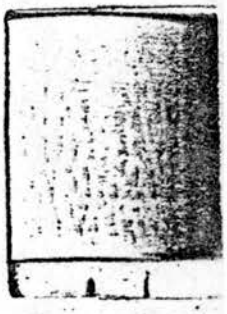

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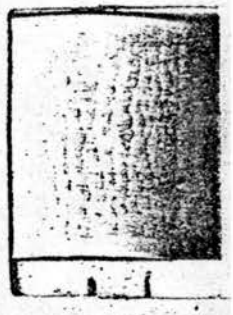

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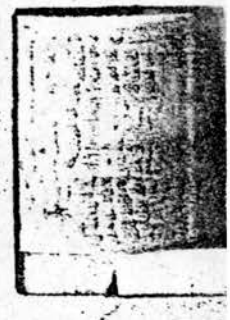

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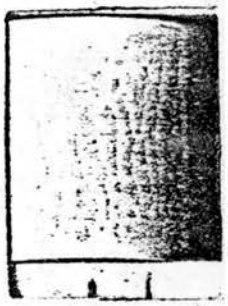

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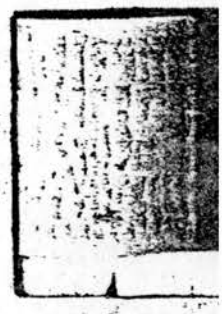

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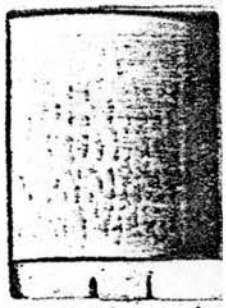

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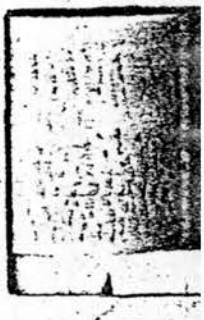

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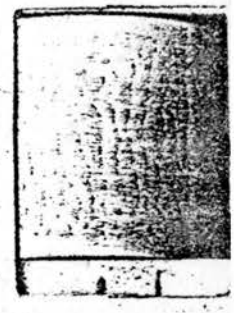

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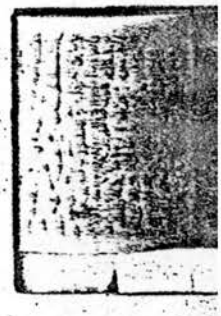

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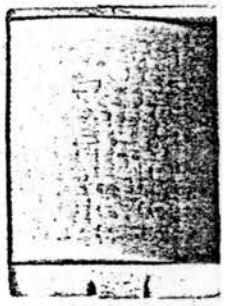

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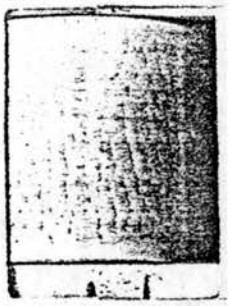

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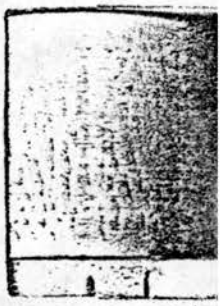

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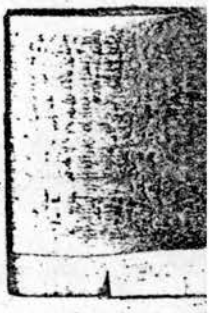

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Asso of Metro School Districts
Executive Secretary
7Q'& Harriet Ave. So.
Richfield, MN 55423

Developmental Disabilities
State Planning Agency
Capitol Square Bldg.

gal Advocacy for Developmentally Disabled
2 Grain Exchange Bldg.
3 Fourth Ave. So.
nneapolis, MB 55415

MN Asso. for Children with Learning Disabilities
1821 University Ave.
St. Paul, MN 55104

MN Asso. for Sch. Administrators
President
Suite 350 - Hanover Bldg.
480 Cedar St.
St. Paul, MN 55101

Mpls., Asso. for Retarded Children
2344 Nicollett
Minneapolis, MN

Minnesota Asso of Retarded Citizens
president
3225 Lynda Ave. So.
Mpls., MN

Minn. Asso. of Sec. School Prin.
Executive Dir.
Suite 350 - Hanover Bldg.
480 Cedar St.
St. Paul, MN 55101

MN Comm. for the Handicapped
President
2527 Monterey Ave. So.
Mpls., MN 55416

MN Council for Handicapped
Executive Secretary
Room 208 Metro Square Bldg.

Minn. Education Asso
Executive Director
41 Sherburne Ave.
St. Paul, MN 55103

Minn. Elementary School Prin. Association
Executive Director
55 Sherburne Ave.
St. Paul, MN 55103

Minn. Federation of Teachers
175 Aurora Ave.
St. Paul, MN 55103

Minnesota School Boards Asso.
Box 119
St. Peter, MN 56082

Minn. Vocational Asso.
P.O. 16187
Elway Station
St. Paul, MN 55116

National Asso of Secondary School Principals
1904 Association Drive
Reston, Virginia 22091

MN Voc Asso of Sp Needs Personnel
Dakota County Vocational Center
P.O. Drawer K
145 St. E. & Akron Road
Rosemount, MN 55068

Sch. Administrators of Minn.
Hanover Bldg.
480 Cedar St.
St. Paul, MN 55101

United Cerebral Palsy
Griggs Midway Bldg.
1821 University Ave.
St. Paul, MN 55104

Jill Antell, Asst. Commissioner
Special & Compensatory Ed.
802 Capitol Square

Roy Anderson
Special Education
802 Capitol Square

Dr. Gayle Anderson
Ed. Development Section
723 Capitol Square

George Blin
Pupil Transportation
9th Floor Capitol Square

Commissioner Casmey
7th Floor
Capitol Square

Erv Chorn
Ed. Data Systems
803 Capitol Square

Joan Gaetz
Special Education
802 Capitol Square

Mary Dolbotten
Education Media Unit

George Droubie
School Personnel Services
610 Capitol Square

Roger Delgehausen
School Personnel Services
613 Capitol Square

Joleen Durken
Education Development
7th Floor
Capitol Square

Larry Erie
Community Education
633 Capitol Square

Reynold Erickson
Pupil Personnel
631 Capitol Square

Gary Farland, Director
State Aids Section
915 Capitol Square

Bob Gramstad
Community Education
647 Capitol Square

Ron Dreyer
Vocational Education
551 Capitol Square

Mel Johnson
Vocational Education
548 Cap Square

Gerald Kleve
Assistant Commissioner
Division of Instruction
657 Capitol Square

Colleen Kish
School Personnel Services
614 Capitol Square

Floyd Keller
Planning & Evaluation
714 Capitol Square

Bob Kasper
Fiscal Services
7th Floor
Capitol Square

Dick Locke
Education Data Systems
803 Capitol Square

Ron Laliberte, Assistant
Commissioner
School Management Services
803 Capitol Square

Jim Lee, Director
Publications Section
8th Floor Capitol Square

Dan Loritz
Planning & Evaluation
7th Floor
Capitol Square

Don Modeen
Child Nutrition
508 Capitol Square

Ron Moir, Director
Financial Management
807 Capitol Square

Robert Madson, Director
Program Operations
Vocational Education
541 Capitol Square

Pete Moreno
Migrant Education
809 Capitol Square

Mary Lynne McAlonie
Special Education
802 Capitol Square

Leonard Nachman
Planning & Evaluation
717 Capitol Square

Gary Olsen
State Aids
915 Capitol Square

John Ostrem
Asst. To Deputy Commissioner
7th Floor Capitol Square

Phyllis Paul
Pupil Personnel Services
651 Capitol Square

Jerry Pavek
Director of Pupil Transport.
9th Floor Capitol Square

Don Pfiffner
State Aids Section
915 Capitol Square

Don Peterson
Community Education
664 Capitol Square

Ken Peatross
Board of Teaching
609 Capitol Square

E. Raymond Peterson
Associate Commissioner
709 Capitol Square

Patricia Strang
Monitoring
3rd Floor Capitol Square

Helen Smith
State Aids
915 Capitol Square

Stan Tikkanen
Sch. Financial Management
807 Capitol Square

Robert Van Tries
7th Floor
Capitol Square Bldg.

Von Valletta
Deputy Commissioner
7th Floor, Capitol Square

Bill White
Education Data Systems
803 Capitol Square

Shirlee Walker
6th Floor Capitol Square

Dr. Greg Waddick
Assistant Commissioner
Special Services
726 Capitol Square

Lowell Tornquist
Rm 718
Capitol Square

Sandy Hobson
Rm 710 Capitol Square

Barry Shaffer
Rm. 721 Capitol Square

Boni Pilapil
Rm 720 Capitol Square

John Comstock
Rm 720 Capitol Square

Diane Morehouse
Rm 721
Capitol Square

Marilyn Sorenson
Special Education
Rm 810 Capitol Square

John Maas
Deputy Commissioner
7th Floor, Capitol Square

Mary Honetschlager
Program Specialist - Art
Room 639 Capitol Square

Paul Day
Room 523 Capitol Square

Tricia Penn
Monitoring
3rd Floor Capitol Square

Joanne Carlson & Beth Sulliva
c/o Erv Chorn
8th Floor Capitol Square

Marilyn Mills
Professional Library
5th Floor Capitol Square

John Mercer
Rm 101 Capitol Square

Wayne Erickson
Rm. 802 Capitol Square

Norena Hale
Rm. 802 Capitol Square

Russ Andrews-Auditors Office
First Floor
Vets Building

Legislators Auditors Office
Veterans Service Bldg.

Donna Fortin-Schroeder
Head Start Advocate
Dept. of Economic Security
690 American Center Bldg.

Robert Ashbach
123 State Office Bldg.

Zona De Witt
Legislative Reference Library
Room 111 Capitol Bldg.

Gary Bastian
Senate IRC
49 State Office Bldg.

Charles J. Mander
Room 100 Vets Bldg.

Karen Baker
Room 17
Capitol Bldg.

Fred Post
Dept. of Finance
309 Administration Bldg.

Rey Boezi, Director
Human Resources Dept.
Metro Council
Metro Square Bldg.

Secretary of Senate
Room 231
Capitol Bldg.

Chief Clerk of the House
of Representatives
Room 211
Capitol Bldg.

Linda Woodstrom, Librarian
Dept. of Economic Security
American Center Bldg.

Barbara Diamond
House Ed Committee
17E Capitol Bldg.

Jim Cleary
House of Representatives
Room 17 Capitol Bldg.

Dean Honetschlager
State Planning Agency
Rom 101 Capitol Square

Mike Bradley
Attorney General's Office
11th Floor Bremer Towers
7th & Minnesota
St. Paul, MN

Joyce Krupey
Senate Education Comm.
471 State Office Bldg.

Bill Asp
OPLIC
301 Hanover Bldg.

Donna Knight
State Planning Agency
Room 101 Capitol Square

Steve Lindgren
110 State Office Bldg.

Head of School
Blaine Christian Academy
1264 109th Avenue NE
Blaine, MN 55434

Head of School
Coon Rapids Christian School
11164 Hanson Blvd.
Coon Rapids, MN 55433

Head of School
Cross of Christ Lutheran
9931 Foley Blvd. NW
Coon Rapids, MN 55433

Head of School
Epiphany Education Center
11001 Hanson Blvd.
Coon Rapids, MN 55433

Head of School
Meadow Creek Christian
2937 Bunker Lake Blvd.
Anoka, MN 55303

Head of School
St. Stephen
506 Jackson Street
Anoka, MN 55303

Head of School
Faith Academy
4140 Fourth Street NE
Columbia Heights, MN 55421

Head of School
Immaculate Conception
4053 Quincy Street NE
Minneapolis, MN 55421

Head of School
Little Voyageur's Montessori
825 NE 51 Av,
Columbia Heights, MN 55421

Head of School
Grace High School
1350 Gardena Street NE
Fridley, MN 55432

Head of School
Kinderschule Montessori
61st Street & University NE
Fridley, MN 55421

Head of School
Woodcrest Christian
6875 University Avenue NE
Minneapolis, MN 55432

Head of School
St. Francis Christian School
Box 655
St. Francis, MN 55070

Head of School
Zion Lutheran
Route 2, Box 124
Bethel, MN 55005

Head of School
Grace Christian School
460 75th Avenue NE
Fridley, MN 55432

Head of School
Prince of Peace
7700 Monroe Street NE
Minneapolis, MN 55432

Head of School
Detroit Lakes Christian
1000 Lake Avenue
Detroit Lakes, MN 56501

Head of School
Northside Christian School
804 131st Ave. N.
Blaine, MN 55434

Head of School
Holy Rosary
1032 Washington Avenue
Detroit Lakes, MN 56501

Head of School
Seventh Day Adventist
404 Richwood Road
Detroit Lakes, MN 56501

Head of School
St. Philip
620 Beltrami Avenue
Bemidji, MN 56601

Head of School
Seventh Day Adventist
801 15th St.
Bemidji, MN 56601

Head of School
St. Mary's Mission
Redlake, MN 56671

Head of School
St. John
Box 56
Foley, MN 56329

Head of School
Sacred Heart
324 Third Avenue South
Sauk Rapids, MN 56379

Head of School
Trinity Lutheran
219 North Fourth Street
Sauk Rapids, MN 56379

Head of School
Big Stone Hutterite Colony
Graceville, MN 56240

Head of School
Trinity Lutheran
Box 144
Johnson, MN 56250

Head of School
St. John's Lutheran School
Box 37
Good Thunder, MN 56037

Head of School
St. John's Lutheran School
Route 1
Vernon Center, MN 56090

Head of School
Academy of Our Lady of
Good Counsel Hill
Mankato, MN 56001

Head of School
All Saints School
Madison Lakes, MN 56063

Head of School
Grace Christian School
6th Avenue & Lind Street
Mankato, MN 56001

Head of School
Holy Rosary School
546 Grant
North Mankato, MN 56001

Head of School
Immanuel Lutheran School
421 North Second Street
Mankato, MN 56001

Head of School
Loyola Fitzgerald
110 North Fifth Street
Mankato, MN 56001

Head of School
Mt. Olive Lutheran School
1123 Marsh Street
Mankato, MN 56001

Head of School
St. Joseph - St. John
Blue Earth & Hubbell Streets
Mankato, MN 56001

Head of School
St. Mark's Lutheran
Sibley & West 7
Mankato, MN 56001

Head of School
St. Peter & Paul
110 North Sixth Street
Mankato, MN 56001

Head of School
Wilson Community School
Box 3372
Mankato, MN 56001

Head of School
St. Paul School
Box 215
Comfrey, MN 56019

Head of School
Cathedral School
Washington & Sixth Street N.
New Ulm, MN 56073

Head of School
Central School
515 North State Street
New Ulm, MN 56073

Head of School
New Ulm Christian School
Third & Payne Streets
New Ulm, MN 56073

Head of School
St. George
Route 1
New Ulm, MN 56073

Head of School
St. Paul's Lutheran School
126 South Payne Street
New Ulm, MN 56073

Head of School
St. John's Evangelical Luth.
216 Third Avenue SE
Sleepy Eye, MN 56085

Head of School
St. Mary
104 West St. Mary's Street
Sleepy Eye, MN 56085

Head of School
School of Japanese Martyrs
Route 2, Box 111
Sleepy Eye, MN 56085

Head of School
St. Raphael
20 West Van Duesen
Springfield, MN 56087

Head of School
Our Lady of Sacred Heart
401 Avenue G
Cloquet, MN 55720

Head of School
St. Paul's Academy
18th & Wilson Avenue
Cloquet, MN 55720

Head of School
Guardian Angels
215 West Second Street
Chaska, MN 55318

Head of School
Minnesota Valley Lutheran
126 S. Payne St.
New Ulm, MN 56075

Head of School
Jonathan Montessori
Box 35
Chaska, MN 55318

Head of School
St. Hubert
306 78th Street West
Chanhassen, MN 55317

Head of School
St. John's Lutheran
Oak & 4th St.
Chaska, MN 55318

Head of School
Emanuel Lutheran School
Hamburg, MN 55339

Head of School
St. Bernard
Cologne, MN 55322

Head of School
St. John's Lutheran School
Box 66
Young America, MN 55397

Head of School
Zion Lutheran School
Route 1
Cologne, MN 55322

Head of School
St. Joseph
25 East First Street
Waconia, MN 55387

Head of School
St. Mark's & St. John's Luth.
Box 128
New Germany, MN 55367

Head of School
Trinity Lutheran School
601 East Second
Waconia, MN 55387

Head of School
Lutheran High School
Box 143
Mayer, MN 55360

Head of School
SS Peter & Paul
Box 656
Watertown, MN 55388

Head of School
Zion Lutheran School
Box 108
Mayer, MN 55360

Head of School
Bug-O-Nay-Ge-Shig

Cass Lake, MN 56633

Head of School
Daystar Christian School
Zion Harbor
Federal Dam, MN 56641

Head of School
Chisago Lakes Baptist Academy
Box 57
Chisago City, MN 55013

Head of School
Assumption
Barnesville, MN 56514

Head of School
Daystar Ministry
121 Sixth Avenue South
Moorhead, MN 56560

Head of School
St. Francis de Sales
1330 Eighth Avenue North
Moorhead, MN 56560

Head of School
St. Joseph
202 Tenth Street South
Moorhead, MN 56560

Head of School
Christian Day
710 North 11th Street
Mountain Lake, MN 56159

Head of School
Westbrook Christian School
Westbrook, MN 56183

Head of School
Lake Region Christian School
Highway 210 West, Box 428
Brainerd, MN 56401

Head of School
St. Francis of Assisi
817 Juniper Street
Brainerd, MN 56401

Head of School
Seventh Day Adventist
Box 491
Brainerd, MN 56401

Head of School
St. John the Baptist
12508 Lynn Avenue South
Savage, MN 55378

Head of School
Hastings Parochial
600 Tyler Street
Hastings, MN 55033

Head of School
St. John the Baptist
Vermillion, MN 55085

Head of School
Private Christian Liberty
Academy
Moose Lake, MN 55767

Head of School
St. Mary
Route 1
New Trier, MN 55033

Head of School
St. Mathias
Hampton, MN 55031

Head of School
All Saints
20950 Howland Ave West
Lakeville, MN 55044

Head of School
Berea Lutheran School
9308 Rich Valley Blvd.
Inver Grove Heights, MN 55075

Head of School
Rosemount Baptist School
14400 Diamond Path West
Rosemount, MN 55068

Head of School
St. Joseph School
14355 S. Robert Trail
Rosemount, MN 55068

Head of School
Heritage Christian School
1451 Stickney Street South
St. Paul, MN 55075

Head of School
Holy Trinity School
745 Sixth Avenue South
South St. Paul, MN 55075

Head of School
Providence School
19 Avenue N & Bromley
South St. Paul, MN 55075

Head of School
Faith Christian School
502 Hwy. 33 N.
Cloquet, MN 55720

Head of School
Jesus is Lord Academy
14675 Audrey Lane
Rosemount, MN 55068

Head of School
Archbishop Brady
1200 Oakdale Avenue
West St. Paul, MN 55118

Head of School
Convent of the Visitation
2475 Dodd Road
West St. Paul, MN 55120

Head of School
St. Croix Lutheran
110 Crusader Avenue
West St. Paul, MN 55118

Head of School
St. Joseph School
1138 Seminole Avenue
West St. Paul, MN 55118

Head of School
St. Michael
335 East Hurley
West St. Paul, MN 55118

Head of School
St. Thomas Academy
949 Mendota Heights Road
West St. Paul, MN 55120

Head of School
Trinity Lone Oak Lutheran
2950 Dodd Road
Eagan, MN 55121

Head of School
Emanuel Lutheran School
115 Crusader Avenue
West St. Paul, MN 55118

Head of School
St. Mary
Fifth & Hawthorne
Alexandria, MN 56308

Head of School
Zion Lutheran School
310 Lake Street
Alexandria, MN 56308

Head of School
St. Agnes School
307 Fourth Avenue West
Osakis, MN 56360

Head of School
Our Lady of Mt. Carmel
Box 128
Easton, MN 56025

Head of School
St. Casimir
330 Second Avenue SW
Wells, MN 56097

Head of School
St. John's Lutheran
Box 248
Wykoff, MN 55990

Head of School
Hollandale School
Box 182
Hollandale, MN 56045

Head of School
St. Paul's Lutheran School
1100 West Minnesota
Cannon Falls, MN 55009

Head of School
St. John's School
Route 3
Goodhue, MN 55027

Head of School
Concordia-Immanuel Lutheran
1805 Bush Street
Red Wing, MN 55066

Head of School
Our Redeemer's Lutheran
1534 West Avenue
Red Wing, MN 55066

Head of School
St. John's Lutheran School
421 East Avenue
Red Wing, MN 55066

Head of School
St. Joseph
Seventh & North Park
Red Wing, MN 55066

Head of School
Christ Evangelical Lutheran
223 East Fifth
Zumbrota, MN 55992

Head of School
Bethany Academy
6820 Auto Club Road
Minneapolis, MN 55438

Head of School
Mt. Hope-Redemption School
927 East Old Shakopee Road
Minneapolis, MN 55420

Head of School
Nativity of Mary
9901 Bloomington Freeway
Minneapolis, MN 55420

Head of School
Town & Country Montessori
10313 Stanley Circle
Bloomington, MN 55437

Head of School
Chapel Hill Academy, Inc.
17850 Duck Lake Terrace
Eden Prairie, MN 55344

Head of School
New Testament Christian
12901 Valley View Road
Eden Prairie, MN 55344

Head of School
Calvin Christian School
4015 Inglewood Avenue South
Minneapolis, MN 55416

Head of School
Concy's Montessori
4801 France Avenue South
Minneapolis, MN 55410

Head of School
Edina Montessori School
4501 Colfax Avenue South
Minneapolis, MN 55401

Head of School
Our Lady of Grace School
5051 Eden Avenue
Minneapolis, MN 55436

Head of School
St. Peter's Lutheran School
5421 France Avenue South
Edina, MN 55410

Head of School
Good Shepherd Middle School
145 Jersey Avenue South
Minneapolis, MN 55426

Head of School
Blake Schools (Grades K-5)
110 Blake Road
Hopkins, MN 55343

Head of School
Blake Schools (Grades 6-8)
110 Blake Road
Hopkins, MN 55343

Head of School
Groves Learning Center
2000 Hopkins Crossroad
Minnetonka, MN 55343

Head of School
Hopkins Consolidated School
1320 Excelsior Avenue West
Hopkins, MN 55343

Head of School
Bloomington Lutheran School
10600 Bloomington Ferry Rd.
Bloomington, MN 55438

Head of School
Hopkins Montessori
4215 Fairview Avenue
Minnetonka, MN 55343

Head of School
Immaculate Heart of Mary
13505 Excelsior Blvd.
Minnetonka, MN 55343

Head of School
Minneapolis Jr. Academy
3500 Williston Road
Hopkins, MN 55343

Head of School
Annunciation School
525 West 54th Street
Minneapolis, MN 55419

Head of School
Ascension School
1726 Dupont Avenue North
Minneapolis, MN 55411

Head of School
Blake Schools (Grades 9-12)
511 Kenwood Parkway
Minneapolis, MN 55403

Head of School
Breck School
4200 West River Road
Minneapolis, MN 55406

Head of School
Bryant Avenue Baptist School
5601 Bryant Avenue South
Minneapolis, MN 55419

Head of School
Child Garden Total Envirnment
900 Mt. Curve Avenue
Minneapolis, MN 55403

Head of School
Christ the King School
3210 West 51st
Minneapolis, MN 55410

Head of School
De La Salle School
25 West Island Avenue
Minneapolis, MN 55401

Head of School
Fourth Baptist Christian
2105 Fremont Avenue North
Minneapolis, MN 55411

Head of School
Heart of Earth Survival
1209 Fourth Street SE
Minneapolis, MN 55414

Head of School
Holy Rosary
2430 18th Avenue South
Minneapolis, MN 55404

Head of School
Immanuel Lutheran School
2201 Girard Avenue North
Minneapolis, MN 55411

Head of School
Incarnation School
3800 Pleasant Avenue South
Minneapolis, MN 55409

Head of School
Day Community
308 15 Av., SE
Minneapolis, MN 55414

Head of School
Operation De Novo
321 3 St S
Mpls, MN 55404

Head of School
Lake Country School
1601 Laurel Avenue
Minneapolis, MN 55403

Head of School
Minneapolis Lutheran School
4242 Wentworth Avenue South
Minneapolis, MN 55409

Head of School
Minnehaha Academy
3107 47th Avenue South
Minneapolis, MN 55406

Head of School
Nokomis Montessori
5300 Tenth Avenue South
Minneapolis, MN 55419

Head of School
Northeast Regional Ed. Center
Holy Cross, 1630 Fourth St.NE
Minneapolis, MN 55413

Head of School
Northeast Regional Ed. Center
St. Cyril School
229 13th Avenue NE
Minneapolis, MN 55413

Head of School
Our Lady of Victory School
5140 Fremont Avenue North
Minneapolis, MN 55430

Head of School
Pilgrim Lutheran School
3901 First Avenue South
Minneapolis, MN 55409

Head of School
Powderhorn Christian School
4500 Clinton Av. S,
Minneapolis, MN 55409

Head of School
Regina School
4225 Third Avenue South
Minneapolis, MN 55409

Head of School
Resurrection School
5435 11th Avenue South
Minneapolis, MN 55417

Head of School
St. Albert the Great
2840 33rd Avenue South
Minneapolis, MN 55406

Head of School
St. Anne
2620 Russell Avenue North
Minneapolis, MN 55411

Head of School
St. Austin
4021 Thomas Avenue North
Minneapolis, MN 55412

Head of School
St. Bridget
3820 Emerson Avenue North
Minneapolis, MN 55412

Head of School
St. John's Lutheran School
610 NE Broadway
Minneapolis, MN 55413

Head of School
St. Kevin
59th Street & 27th Avenue S.
Minneapolis, MN 55417

Head of School
St. Stephen
2123 Clinton Avenue South
Minneapolis, MN 55404

Head of School
St. Thomas the Apostle
2900 West 44th Street
Minneapolis, MN 55410

Head of School
Second Foundation School
1219 University Avenue SE
Minneapolis, MN 55414

Head of School
Soul's Harbor
230 Nicollet Mall
Minneapolis, MN 55401

Head of School
South Parks Consolidated
1120 East 37th Street
Minneapolis, MN 55407

Head of School
Southside Family
2647 Bloomington Avenue So.
Minneapolis, MN 55407

Head of School
Trinity First Lutheran
1115 East 19th Street
Minneapolis, MN 55404

Head of School
Visitation
4530 Lyndale Avenue South
Minneapolis, MN 55409

Head of School
Katahdin School
23 SE 4th St.
Minneapolis, MN 55414

Head of School
Deephaven Montessori
18325 Minnetonka Blvd.
Wayzata, MN 55391

Head of School
Home Covenant School
5570 Covington Road
Excelsior, MN 55331

Head of School
Calvary Memorial Church Sch.
2420 Dunwoody Ave.
Wayzata, 55391

Head of School
Minnetonka Montessori
233 School Ave.
Excelsior, MN 55331

Head of School
St. John the Baptist School
638 Mill Street South
Excelsior, MN 55331

Head of School
St. Therese
18325 Minnetonka Blvd.
Wayzata, MN 55391

Head of School
Our Lady of the Lake School
2411 Commerce Blvd.
Mound, MN 55364

Head of School
Holy Name of Jesus School
155 County Road 24
Wayzata, MN 55391

Head of School
Brookdale Christian Center
6030 Xerxes Avenue North
Brooklyn Center, MN 55430

Head of School
St. Alphonsus School
71st & Halifax Avenue North
Minneapolis, MN 55429

Head of School
St. John's Lutheran School
9141 Highway 101
Osseo, MN 55369

Head of School
Seventh Day Adventist
4849 East Main,
Maple Plain, MN 55359

Head of School
St. Vincent de Paul School
600 First Avenue NW
Osseo, MN 55369

Head of School
Faith Home School
19800 Manor Road
Excelsior, MN 55331

Head of School
Academy of Holy Angels
6600 Nicollet Avenue South
Minneapolis, MN 55423

Head of School
Assumption
305 East 77th Street
Richfield, MN 55423

Head of School
Fraser School, Inc.
2400 West 64th Street
Minneapolis, MN 55423

Head of School
Mt. Calvary Lutheran School
6541 16th Avenue South
Minneapolis, MN 55423

Head of School
St. Peter
6720 Nicollet Avenue South
Minneapolis, MN 55423

Head of School
St. Richard
7540 Penn Avenue South
Minneapolis, MN 55423

Head of School
Plymouth Christian School
13030 47th Avenue North
Minneapolis, MN 55442

Head of School
Sacred Heart School
4050 Hubbard Avenue North
Minneapolis, MN 55422

Head of School
St. Margaret Mary School
2225 Zenith Avenue North
Minneapolis, MN 55422

Head of School
St. Raphael School
5501 Nevada Avenue North
Crystal, MN 55428

Head of School
St. Charles Borromeo School
2727 Stinson Blvd. NE
Minneapolis, MN 55418

Head of School
Benilde-St. Margaret School
2501 Highway 100 South
Minneapolis, MN 55416

Head of School
Discoveries for Children
Vernon & 41st Street
St. Louis Park, MN 55418

Head of School
Edina Montessori School, Inc.
4003 Wooddale Avenue South
St. Louis Park, MN 55416

Head of School
Golden Years' Montessori
3700 Alabama Avenue
St. Louis Park, MN 55416

Head of School
Holy Family School
5925 West Lake Street
Minneapolis, MN 55416

Head of School
Metropolitan Open School
41st & Vernon Avenue South
St. Louis Park, MN 55416

Head of School
Most Holy Trinity
3946 Wooddale Avenue South
Minneapolis, MN 55416

Head of School
Timothy Lutheran School
7814 Minnetonka Blvd.
Minneapolis, MN 55426

Head of School
Torah Academy
8200 West 33rd
St. Louis Park, MN 55426

Head of School
Blake Schools (Grades K-6)
301 Peavey Lane
Wayzata, MN 55391

Head of School
Minnetonka Montessori
705 Highway 101 North
Wayzata, MN 55391

Head of School
Redeemer Lutheran School
115 West Wayzata Blvd.
Wayzata, MN 55391

Head of School
St. Bartholomew School
645 East Rice Street
Wayzata, MN 55391

Head of School
St. John's Lutheran School
720 North Marshall
Caledonia, MN 55921

Head of School
St. Mary
318 East South Street
Caledonia, MN 55921

Head of School
Crucifixion
420 Second Street South
La Crescent, MN 55947

Head of School
St. Peter
Box 357
Hokah, MN 55941

Head of School
MN Assoc. of Private Schools
Nevis, MN 56467

Head of School
Park Rapids First Baptist
Christian School
Park Rapids, MN 56470

Head of School
Grasston Christian
Academy
Grasston, MN 55030

Head of School
Calvary Bible Academy
Box 336
Cambridge, MN 55008

Head of School
Seventh Day Adventist School
Route 2, Box 95
Cambridge, MN 55008

Head of School
Christian Community School
510 Golf Course Road
Grand Rapids, MN 55744

Head of School
St. Joseph School
614 North Second Avenue West
Grand Rapids, MN 55744

Head of School
Frontier Farm School
Route 1, Box 36
Effie, MN 56639

Head of School
Immanuel Lutheran School
620 Bush Street
Lakefield, MN 56150

Head of School
St. Paul's Lutheran School
Route 3
Lakefield, MN 56150

Head of School
Nature's Way
Box 47
Middle River, MN 56737

Head of School
St. Philip School
225 East Third Street
Litchfield, MN 55355

Head of School
Central Lutheran School
300 Northeast 16th Street
Austin, MN 55912

Head of School
Community Christian School
Box 68
Pease, MN 56363

Head of School
Faith Christian School
Oakland, Mn
55912

Head of School
St. Paul's Lutheran School
Route 1
Ceylon, MN 56121

Head of School
Crosier Seminary Prep.
Onamia, MN 56359

Head of School
Pacelli School
311 Northwest Fourth Street
Austin, MN 55912

Head of School
Fairmont Christian School
1345 Albion Avenue
Fairmont, MN 56031

Head of School
North Star Christian Academy
400 East Broadway
Little Falls, MN 56345

Head of School
Queen of Angels
912 First Avenue Northeast
Austin, MN 55912

Head of School
St. James Lutheran School
Box 305
Northrop, MN 56075

Head of School
Our Lady of Lourdes School
205 Northwest Third Street
Little Falls, MN 56345

Head of School
St. Augustine-St. Edward
511 Fourth Avenue Northwest
Austin, MN 55912

Head of School
St. John Vianney School
901 South Prairie Avenue
Fairmont, MN 56031

Head of School
St. Mary
307 Southeast Fourth Street
Little Falls, MN 56345

Head of School
St. Paul's Lutheran
106 9 Place Southwest
Austin, MN 55912

Head of School
St. Paul's Lutheran School
201 Oxford Street
Fairmont, MN 56031

Head of School
St. John Nepomuk School
Lastrup, MN 56344

Head of School
Sacred Heart School
Adams, MN 55909

Head of School
St. Paul's Lutheran School
114 East Fourth Street North
Truman, MN 56088

Head of School
St. Joseph School
Pierz, MN 56364

Head of School
Chandler Christian School
Box 125B
Chandler, MN 56122

Head of School
St. Anthony School
Box 469
Watkins, MN 55389

Head of School
St. Michael School
Buckman, MN 56317

Head of School
St. Paul's Lutheran School
Box 394
Fulda, MN 56131

Head of School
Austin Christian Academy
301 Southwest Fourth Street
Austin, MN 55912

Head of School
Immanuel Lutheran School
Route 1
Courtland, MN 56021

Head of School
Nay-Ah-Shing School
Star Route
Onamia, MN 56359

Head of School
St. John's Lutheran School
Route 2
Atwater, MN 56209

Head of School
Central Minnesota Christian
Box 98
Prinsburg, MN 56281

Head of School
Christian Community School
Highway 23
Willmar, MN 56201

Head of School
Heritage School
Karlstad, MN 56732

Head of School
St. Thomas Aquinas School
Box 712
International Falls, MN
56649

Head of School
Seventh Day Adventist School
Loman Route 7
International Falls, MN
56649

Head of School
Lonsdale Consolidated School
Lonsdale, MN 55046

Head of School
Buffalo Ridge Accelerated
Christian Academy
Lake Benton, MN 56149

Head of School
St. Peter
Box 112
Balaton, MN 56115

Head of School
Samuel School of Christ
500 Village Drive
Marshall, MN 56258

Head of School
Holy Redeemer School
501 South Whitney
Marshall, MN 56258

Head of School
St. Edward School
Fourth & Washington Street
Minneota, MN 56264

Head of School
St. Eloi School
Ghent, MN 56239

Head of School
St. Mary School
225 Sixth Street
Tracy, MN 56175

Head of School
First Evangelical Lutheran
1015 14th Street East
Glencoe, MN 55336

Head of School
St. Pius X
1103 East Tenth Street
Glencoe, MN 55336

Head of School
Hutch ABC
Box 476
Hutchinson, MN 55350

Head of School
Immanuel Lutheran School
Route 3
Hutchinson, MN 55350

Head of School
Maplewood Academy
700 North Main Street
Hutchinson, MN 55350

Head of School
Our Savior's Lutheran
800 North Bluff Street
Hutchinson, MN 55350

Head of School
St. Anastasia School
400 Lake Street
Hutchinson, MN 55350

Head of School
St. John's Lutheran School
Route 4
Hutchinson, MN 55350

Head of School
Silver Lake Catholic School
Silver Lake, MN 55381

Head of School
Holy Trinity School
110 Winsted Avenue West
Winsted, MN 55395

Head of School
St. Michael School
Route 1, Box 23
Mahnomen, MN 56557

Head of School
St. Rose of Lima
Box 825
Argyle, MN 56713

Head of School
St. Michael School
318 Fifth Avenue
Madison, MN 56256

Head of School
St. Anne School
511 North Fourth
LeSueur, MN 56058

Head of School
Holy Redeemer School
205 Vine Avenue West
Montgomery, MN 56069

Head of School
Trinity Lutheran School
Box 387
Nicollet, MN 56074

Head of School
John Ireland School
618 South Fifth Street
St. Peter, MN 56082

Head of School
Norseland Lutheran School
Route 3, Box 40
St. Peter, MN 56082

Head of School
St. Anthony & St. Kilian
Lismore, MN 56155

Head of School
Calvary Christian School
Box 383, 1401 Fourth Avenue
Worthington, MN 56187

Head of School
Faith Christian School
Box 38
Bigelow, MN 56117

Head of School
St. Mary
12th Street & 8th Avenue
Worthington, MN 56187

Head of School
Worthington Christian
1118 Johnson Avenue
Worthington, MN 56187

Head of School
Worthington Montessori
230 Clary Street
Worthington, MN 56187

Head of School
Faith Christian School
2810 Southeast 40th Avenue
Rochester, MN 55901

Head of School
Seventh Day Adventist
75 at Dresser Drive NE
Rochester, MN 55901

Head of School
Lourdes
Center St. & 7th Ave. W.
Rochester, MN 55901

Head of School
Montessori Child Dev. Center
4435 Bamber Valley Road SW
Rochester, MN 55901

Head of School
Resurrection Lutheran
407 14th Street Northwest
Rochester, MN 55901

Head of School
Rochester Central Lutheran
2619 Ninth Avenue Northwest
Rochester, MN 55901

Head of School
Rochester Christian School
921 37th Street Northwest
Rochester, MN 55901

Head of School
Rochester Montessori
2211 Salem Road Southwest
Rochester, MN 55901

Head of School
St. Francis School
318 11th Avenue Southeast
Rochester, MN 55901

Head of School
St. John
420 West Center
Rochester, MN 55901

Head of School
St. Pius X
14th Street & 12th Avenue NW
Rochester, MN 55901

Head of School
New York Mills Christian
103 Hayes Ave.
New York Mills, MN 56567

Head of School
Stewartville Christian
500 Southeast First Avenue
Stewartville, MN 55976

Head of School
Hillcrest Lutheran Academy
Box 317
Fergus Falls, MN 56537

Head of School
Our Lady of Victory
426 West Cavour
Fergus Falls, MN 56537

Head of School
St. John's Lutheran School
Route 1
Ottertail, MN 56571

Head of School
Seventh Day Adventist
Box 84'
Clitherall, MN 56524

Head of School
St. Henry School
253 Second Street Southwest
Perham, MN 56573

Head of School
St. Paul's Lutheran School
560 Second Street Southwest
Perham, MN 56573

Head of School
St. Bernard School
117 Knight Avenue North
Thief River Falls, MN 56701

Head of School
Seventh Day Adventist
1004 South Tindolph
Thief River Falls, MN 56701

Head of School
St. Mary School
815 West Sixth Avenue
Pine City, MN 55063

Head of School
Kingsway
Thief River Falls, MN 56701

Head of School
Edgerton Christian School
Box 236
Edgerton, MN 56128

Head of School
Free Christian School
Box 431
Edgerton, MN 56128

Head of School
Leota Christian School
501 E. Main
Leota, MN 56153

Head of School
Southwest Christian School
451 Elizabeth Street West
Edgerton, MN 56128

Head of School
Seventh Day Adventist School
Holland, MN 56139

Head of School
Crookston Catholic School
220 East Third Street
Crookston, MN 56716

Head of School
Mt. St. Benedict Academy
East Summit Avenue
Crookston, MN 56716

Head of School
Bible Baptist School
310 Fifth Avenue North
East Grand Forks, MN 56721

Head of School
Sacred Heart School
126 Third Street Northwest
East Grand Forks, MN 56721

Head of School
Gladstone Christian Academy
1717 English St.
St. Paul, MN 55109

Head of School
River Heights Lutheran
1708 River Road NW
East Grand Forks, MN 56721

Head of School
Northside Christian School
7901 Red Oak Drive NE
Minneapolis, MN 55432

Head of School
Harbon Montessori
Long Lake Road & Highway 694
St. Paul, MN 55412

Head of School
Oak Hill Montessori
4665 Hodgson Road
St. Paul, MN 55112

Head of School
St. John the Baptist School
845 Second Avenue Northwest
New Brighton, 55112

Head of School
St. Odilia School
3495 North Victoria Street
St. Paul, MN 55112

Head of School
Capitol City School
1220 South McKnight
St. Paul, MN 55119

Head of School
Christ Lutheran School
2475 East 17th Avenue
North St. Paul, MN 55109

Head of School
Gethsemane School
2410 Stillwater Road
St. Paul, MN 55119

Head of School
Hill-Murray School
2625 East Larpenteur Avenue
St. Paul, MN 55109

Head of School
Little School of Montessori
Frost & Mantor
Maplewood, MN 55109

Head of School
Presentation of the Blessed
Virgin Mary
1725 Kennard Street
St. Paul, MN 55109

Head of School
St. Peter School
2620 North Margaret Street
North St. Paul, MN 55109

Head of School
Transfiguration School
953 Ferndale Avenue
St. Paul, MN 55119

Head of School
Walther Jr. High School
2410 Stillwater Road
St. Paul, MN 55119

Head of School
Concordia Academy
2400 North Dale Street
St. Paul, MN 55113

Head of School
Corpus Christi School
2131 North Fairview
St. Paul, MN 55113

Head of School
Kinderhaus Montessori
Fernwood & Ryan
Roseville, MN 55113

Head of School
King of Kings Lutheran
2330 North Dale Street
St. Paul, MN 55113

Head of School
St. Jerome School
384 East Roselawn Avenue
St. Paul, MN 55117

Head of School
St. John the Evangelist
2621 McMenemy Road
St. Paul, MN 55117

Head of School
St. Rose of Lima School
2072 Hamline Avenue North
St. Paul, MN 55113

Head of School
Bethune Montessori
440 University Avenue
St. Paul, MN 55103

Head of School
Blessed Sacrament School
1800 Ames Avenue
St. Paul, MN 55119

Head of School
Cathedral Montessori
328 West ~~Kellogg~~ 6 St
St. Paul, MN 55102

Head of School
Central Lutheran School
775 North Lexington Parkway
St. Paul, MN 55104

Head of School
Cheder of St. Paul
15 Montcalm Court
St. Paul, MN 55116

Head of School
Krueger Christian
1630 E. Geranium
St. Paul, MN 55106

Head of School
Children's Center Montessori
1536 West Minnehaha
St. Paul, MN 55104

Head of School
Children's House Montessori
341 South Hamline Avenue
St. Paul, MN 55105

Head of School
Children's Center
Montessori I
1536 West Minnehaha
St. Paul, MN 55104

Head of School
Christ Household of Faith
355 Marshall Avenue
St. Paul, MN 55102

Head of School
Cretin School
495 South Hamline Avenue
St. Paul, MN 55116

Head of School
Dayton Avenue Montessori
217 Mackubin Street
St. Paul, MN 55102

Head of School
Derham Hall
540 Warwick
St. Paul, MN 55116

Head of School
East St. Paul Lutheran
School Ass'n.
674 Johnson Parkway
St. Paul, MN 55106

Head of School
Environment for Learning, Inc.
921 Bayless Avenue
St. Paul, MN 55114

Head of School
Faith Baptist Christian
1360 Mississippi Street
St. Paul, MN 55101

Head of School
Guadalupe Area Project
381 East Robie
St. Paul, MN 55107

Head of School
Highland Catholic School
2017 Bohland Avenue
St. Paul, MN 55116

Head of School
Highland Park Montessori
225 South Cleveland Avenue
St. Paul, MN 55104

Head of School
Holy Childhood
1435 Midway Parkway
St. Paul, MN 55108

Head of School
Holy Spirit School
1406 Randolph Avenue
St. Paul, MN 55105

Head of School
Immaculate Heart of Mary
1550 Summit Avenue
St. Paul, MN 55105

Head of School
Jewish Community Center
1375 St. Paul Avenue
St. Paul, MN 55116

Head of School
Macalester Child Center
1652 Summit Avenue
St. Paul, MN 55105

Head of School
Apple School
1885 University Av. S.E.
St. Paul, MN 55104

Head of School
Maternity of Mary
592 West Arlington Avenue
St. Paul, MN 55117

Head of School
McIntyre Center for
Gifted Child
630 Laurel Av
St. Paul, MN 55104

Head of School
Morning Star Montessori
1791 North Albert
St. Paul, MN 55113

Head of School
Montessori Foundation of MN
1003 East Ivy
St. Paul, MN 55106

Head of School
Nativity School
1900 Stanford Avenue
St. Paul, MN 55105

Head of School
Red School House
643 Virginia Street
St. Paul, MN 55103

Head of School
Sacred Heart & St. John
835 East Fifth Street
St. Paul, MN 55106

Head of School
St. Adalbert School
262 Edmund
St. Paul, MN 55103

Head of School
St. Agnes School (Elementary)
525 Thomas Avenue
St. Paul, MN 55103

Head of School
St. Agnes School (Secondary)
525 Thomas Avenue
St. Paul, MN 55103

Head of School
St. Andrew School
1028 Van Slyke Avenue
St. Paul, MN 55103

Head of School
St. Bernard School (Elem.)
1167 Albemarle Street
St. Paul, MN 55117

Head of School
St. Bernard School (Sec.)
170 West Rose Avenue
St. Paul, MN 55117

Head of School
St. Casimir School
930 East Geranium Avenue
St. Paul, MN 55106

Head of School
St. Columba School
1330 Blair Avenue
St. Paul, MN 55104

Head of School
St. Frances de Sales School
426 Osceola Avenue South
St. Paul, MN 55102

Head of School
St. Gregory the Great School
1668 Montreal Avenue
St. Paul, MN 55116

Head of School
St. James School
486 View Street
St. Paul, MN 55102

Head of School
St. John's Lutheran School
771 Margaret Street
St. Paul, MN 55106

Head of School
St. Luke School
1065 Summit Avenue
St. Paul, MN 55105

Head of School
St. Mark School
1983 Dayton Avenue
St. Paul, MN 55104

Head of School
St. Matthew School
10 West Winifred Street
St. Paul, MN 55107

Head of School
St. Pascal Baylon School
1770 East Third Street
St. Paul, MN 55106

Head of School
St. Patrick School
471 East Magnolia Avenue
St. Paul, MN 55101

Head of School
St. Paul Academy-Summit
1712 Randolph Avenue
St. Paul, MN 55105

Head of School
St. Paul Academy-Summit
(Lower)
1150 Goodrich Avenue
St. Paul, MN 55105

Head of School
Temple Baptist School
200 West Seventh
St. Paul, MN 55102

Head of School
Urban Catholic Community
School-St. Peter Claver
1060 West Central Avenue
St. Paul, MN 55104

Head of School
St. Mary of the Lake
112 Bald Eagle Avenue
White Bear Lake, MN 55110

Head of School
St. Pius X School
3878 Highland Avenue
White Bear Lake, MN 55110

Head of School
White Bear Montessori
501 Bloom Avenue
White Bear Lake, MN 55110

Head of School
St. Joseph School
Box 215
Red Lake Falls, MN 56750

Head of School
St. Michael School
Morgan, MN 56266

Head of School
Zion Lutheran School
Box 116
Sanborn, MN 56083

Head of School
Our Lady of Victory School
Lucan, MN 56255

Head of School
St. Anne School
Wabasso, MN 56293

Head of School
St. Mary School
140 South Tenth Street
Bird Island, MN 55310

Head of School
Emanuel Lutheran School
Route 2
Fairfax, MN 55332

Head of School
St. Andrew School
Fairfax, MN 55332

Head of School
St. John's Lutheran School
Box 531
Fairfax, MN 55332

Head of School
St. Aloysious
1005 West Fairview
Olivia, MN 56277

Head of School
Bethlehem Academy
105 Third Avenue Southwest
Faribault 55021

Head of School
Bishop Whipple Schools
Box 218
Faribault, MN 55021

Head of School
Consolidated Catholic Schools
of Faribault
15 Southwest Third Avenue
Faribault, MN 55021

Head of School
Montessori House of
Children, Inc.
309 Erblang Ave
Faribault, MN 55021

Head of School
Peace Lutheran School
3rd Avenue SW & 3rd Street
Faribault, MN 55021

Head of School
Seventh Day Adventist
301 NW 5th St.
Faribault, MN 55021

Head of School
Trinity Lutheran School
526 NW Fourth Street
Faribault, MN 55021

Head of School
W. Roby Allen School
525 East Fifth Street
Faribault, MN 55021

Head of School
Wilson Center School
Box 917
Faribault, MN 55021

Head of School
Trinity Lutheran School
Route 1
Morristown, MN 55052

Head of School
Laura Baker School
211 Oak
Northfield, MN 55057

Head of School
St. Dominic School
216 North Spring Street
Northfield, MN 55057

Head of School
Hills Christian School
Box 27
Hills, MN 56138

Head of School
Duluth Cathedral School
1215 Rice Lake Road
Duluth, MN 55811

Head of School
Holy Rosary School
2802 East Fourth Street
Duluth, MN 55812

Head of School
Lakeview Montessori
1600 North Eighth Avenue East
Duluth, MN 55805

Head of School
Lakeview Christian Academy
1600 N. 8th Ave. E.
Duluth, MN 55805

Head of School
St. Anthony School
1028 East Eighth Street
Duluth, MN 55805

Head of School
St. James School
715 North 57th Avenue West
Duluth, MN 55807

Head of School
St. Jean School
2421 West Second Street
Duluth, MN 55806

Head of School
St. John School
Woodland Ave. & Chisholm St.
Duluth, MN 55803

Head of School
St. Michael School
4828 Pitt Street
Duluth, MN 55804

Head of School
McKinley Christian Academy
Box A
McKinley, MN 55761

Head of School
Assumption School
2310 Seventh Avenue East
Hibbing, MN 55746

Head of School
St. Leo School
39th St. & 2nd Ave. East
Hibbing, MN 55746

Head of School
St. Rose School
2 South Sixth Avenue West
Proctor, MN 55810

Head of School
Marquette
311 3 St. S.
Virginia, 55792

Head of School
Grand Marais Bible School
Route 1, Box 79
Meadowlands, MN 55765

Head of School
Bible Baptist
2801 W 1st St.
Duluth, MN 55806

Head of School
Our Lady of the Prairie
215 North Chestnut
Belle Plaine, MN 56011

Head of School
Trinity Lutheran School
501 West Church Street
Belle Plaine, MN 56011

Head of School
St. John the Baptist School
215 Second Street
Jordan, MN 55352

Head of School
St. Wencelaus School
227 East Main Street
New Prague, MN 56071

Head of School
St. Michael School
16280 Duluth Avenue SE
Prior Lake, MN 55372

Head of School
Prior Lake Christian School
7690 Credit River Road
Prior Lake, MN 55372

Head of School
Shakopee Area Catholic
305 South Scott
Shakopee, MN 55379

Head of School
St. Andrew School
428 Irving Avenue
Elk River, MN 55330

Head of School
Christian Alliance Academy
829 School St.
Elk River, MN 55330

Head of School
St. John's Lutheran School
9243 Viking Blvd Northwest
Elk River, MN 55330

Head of School
St. Martin School
21201 Church Ave.
Rogers, MN

Head of School
St. John's Lutheran School
Route 2
Arlington, MN 55307

Head of School
St. Paul's Lutheran School
510 West Adams
Arlington, MN 55307

Head of School
Immanuel Lutheran School
417 High Ave.
Gaylord, MN 55334

Head of School
Immanuel Lutheran School
Box 177
Gibbon, MN 55335

Head of School
St. Peter's Lutheran School
Route 1
Gibbon, MN 55335

Head of School
Holy Family School
Albany, MN 56307

Head of School
St. Pius V School
Albany, MN 56307

Head of School
Holy Cross School
Route 1
Kimball, MN 55353

Head of School
St. Boniface School
527 Main Street
Cold Spring, MN 56320

Head of School
SS Peter & Paul School
Box 188
Richmond, MN 56368

Head of School
Our Lady of Grace School
Route 2
Freeport, MN 56307

Head of School
Sacred Heart School
Box 38
Freeport, MN 56331

Head of School
St. John School
Route 1, Box 222
Melrose, MN 56352

Head of School
St. Mary School
320 Fifth Avenue Southeast
Melrose, MN 56352

Head of School
Holy Spirit School
1615 11th Avenue South
St. Cloud, MN 56301

Head of School
John XXIII - Cathedral
7th Avenue & 3rd
St. Cloud, MN 56301

Head of School
Montessori School
302 Fifth Avenue South
St. Cloud, MN 56301

Head of School
St. Anthony School
24th Avenue & First Street N.
St. Cloud, MN 56301

Head of School
St. Augustine School
428 Second Street Southeast
St. Cloud, MN 56301

Head of School
St. John's Preparatory
Collegeville, MN 56321

Head of School
St. Joseph School
108 Sixth Avenue North
Waite Park, MN 56387

Head of School
St. Joseph Laboratory
Box 188
St. Joseph, MN 56374

Head of School
St. Mary Help of Christians
Route 3, Box 41
St. Cloud, MN 56301

Head of School
St. Mary's Cathedral
823 First Street South
St. Cloud, MN 56301

Head of School
SS Peter & Paul School
11th Ave & 12th St. N.
St. Cloud, MN 56301

Head of School
St. Wendelin School
Route 8, Box 68
St. Cloud, MN 56301

Head of School
St. Francis Xavier
Sartell, MN 56377

Head of School
Holy Family School
231 Sinclair Lewis Avenue
Sauk Centre, MN 56378

Head of School
Prairie Mennonite School
Route 1
Blooming Prairie, MN 55917

Head of School
Marian - St. Mary's School
Marian Drive
Owatonna, MN 55060

Head of School
Owatonna Christian School
265 26th Street Northeast
Owatonna, MN 55060

Head of School
St. Isidore School
Route 2, Box 90
Owatonna, MN 55060

Head of School
St. Mary School
411 Colorado
Morris, MN 56267

Head of School
St. Francis Xavier School
501 12th Street North
Benson, MN 56215

Head of School
Pioneer Private School
Route 1
Bertha, MN 56437

Head of School
Stony Ridge School
Route 1
Hewitt, MN 56453

Head of School
Browerville Parochial School
Box 186
Browerville, MN 56438

Head of School
Meadow View School
RR 2
Long Prairie, MN 56347

Head of School
St. Mary of Mt. Carmel
425 Central Avenue
Long Prairie, MN 56347

Head of School
Trinity Lutheran School
610 Second Avenue Southeast
Long Prairie, MN 56347

Head of School
Sacred Heart School
324 North Fourth Street
Staples, MN 56479

Head of School
St. John's Lutheran School
516 West Chestnut
Lake City, MN 55041

Head of School
Immanuel Lutheran School
30 South Wabasha
Plainview, MN 55964

Head of School
St. Felix School
130 East Third Street
Wabasha, MN 55981

Head of School
Christian Liberty School
Menahga, MN 56464

Head of School
Hillside
Route 1
Wadena, MN 56482

Head of School
Seventh Day Adventist
222 Third Street Northeast
Wadena, MN 56482

Head of School
St. Ann School
519 Second Street Southeast
Wadena, MN 56482

Head of School
Trinity Lutheran School
501 N. Main St.
Janesville, MN 56048

Head of School
Sacred Heart School
308 West Elm Avenue
Waseca, MN 56093

Head of School
Grace Alliance Christian
432 11th Ave. Southeast
Forest Lake, MN 55025

Head of School
Forest Lake Montessori
807 Hwy 97
Forest Lake, MN 55025

Head of School
St. Peter School
1250 South Shore Drive
Forest Lake, MN 55025

Head of School
St. Jude of the Lake School
600 Mahtomedi Avenue
Mahtomedi, MN 55115

Head of School
Park Grove Academy
8333 Hemingway Avenue South
Cottage Grove, MN 55016

Head of School
Rose of Sharon School
7241 80th Street South
Cottage Grove, MN 55016

Head of School
St. Andrew School
1001 Holly Avenue
St. Paul Park, MN 55071

Head of School
Woodbury Montessori
6695 Upper Afton Road
Woodbury, MN 55119

Head of School
St. Croix School
621 South Third Street
Stillwater, MN 55082

Head of School
Salem Lutheran School
14940 62nd Street North
Stillwater, MN 55082

Head of School
St. Mary School
223 First Street Northeast
Madelia, MN 56062

Head of School
St. John School
Route 1
St. James, MN 56081

Head of School
Calvary Christian
P.O. Box 222
Stillwater, MN 55082

Head of School
St. Paul's Lutheran
St. James, MN 56081

Head of School
St. Mary School
404 Nebraska Avenue
Breckenridge, MN 56520

Head of School
Immanuel Lutheran School
Route 2
Lewiston, MN 55952

Head of School
St. John School
160 Williams Street
Lewiston, MN 55952

Head of School
Cathedral School
352 Center Street
Winona, MN 55987

Head of School
Cotter School
101 East Wabasha Street
Winona, MN 55987

Head of School
Delahanty Montessori
Box 191
Winona, MN 55987

Head of School
Riverhaven School
856 W. 5th St.
Winona, MN 55987

Head of School
St. John's Lutheran School
Route 1
Dakota, MN 55925

Head of School
St. Martin School
253 Liberty Street
Winona, MN 55987

Head of School
St. Mary School
1315 West Broadway
Winona, MN 55987

Head of School
St. Matthew School
756 West Wabasha
Winona, MN 55987

Head of School
St. Stanislaus School
602 East Fifth
Winona, MN 55987

Head of School
Winona Christian School
1363 Homer Road
Winona, MN 55987

Head of School
St. Francis School
210 First Avenue Northwest
Buffalo, MN 55313

Head of School
Salem Lutheran School
Box 191
Loretto, MN 55357

Head of School
Mount Olive Lutheran School
435 East Bridge Avenue
Delano, MN 55328

Head of School
St. Peter School
235 2nd St.
Delano, MN 55328

Head of School
SS Peter & Paul School
150 Railway Street
Loretto, MN 55357

Head of School
St. James Lutheran School
Box 248
Howard Lake, MN 55349

Head of School
St. Timothy School
207 East Division Street
Maple Lake, MN 55358

Head of School
Riverside Christian School
Monticello, MN 55362

Head of School
St. Michael School
20 Main
St. Michael, MN 55376

Head of School
St. Leo School
St. Leo, MN 56286

Head of School
St. Peter School
410 Ring North
Canby, MN 56220

Head of School
St. John School
Box 155
Wood Lake, MN 56297

Head of School
West Lutheran High School
6300 Walker Room 227
St. Louis Park, MN 55416

Head of School
Faith Baptist School
Stacy, MN 55079

Head of School
Elmore Christian School
Box 342
Elmore, MN 56027

Head of School
Crosstown Baptist School
6500 Baker Road
Eden Prairie, MN 55344

Head of School
Chadashchay
RR 1
Cambridge, MN 55008

Head of School
Cloverdale Mennonite Church
RR 1, Box 86 A
Nashwauk, MN 55769

Head of School
New Life Christian School
6758 Bailey Road
Woodbury, MN 55119

Head of School
Delano Free Church Academy
Elm Avenue
Delano, MN 55328

Head of School
Calvary Assembly Academy
1685 E Hwy 96
White Bear Lake, MN 55110

1. Evidence that the school district is unable to employ a licensed head varsity coach of interscholastic sports for the current school year, and

2. The person to be employed under such authorization holds a current, valid Minnesota teaching license, and

3. The person to be employed under such authorization is currently enrolled in a program approved by the Minnesota Board of Education leading to the licensure of head varsity coaches of interscholastic sports.

I. Licenses as head varsity coaches shall be renewed according to provisions of 5 MCAR § 3.005 continuing education/relicensure.

State Board of Education
Department of Education
Special Services Division

Proposed Rules Governing Prohibition of Discriminatory Practices in Athletic Programs in Public and Private Elementary and Secondary Schools (5 MCAR §§ 1.0667-1.0672)

Notice of Hearing

A public hearing concerning the proposed rules will be held at the Veterans Service Building, Room D, 20 West 12th Street and Columbus Avenue, St. Paul, Minnesota 55155 on March 27, 1981, commencing at 9:00 a.m. The proposed rules may be modified as a result of the hearing process. Therefore, if you are affected in any manner by the proposed rules, you are urged to participate in the rule hearing process.

Following the agency's presentation at the hearing all interested or affected persons will have an opportunity to ask questions and make comments. Statements may be made orally and written material may be submitted. In addition, whether or not an appearance is made at the hearing, written statements or material may be submitted to George Beck, Hearing Examiner, Room 300, 1745 University Avenue, St. Paul, Minnesota 55104, telephone (612) 296-8108 either before the hearing or within five working days after the close of the hearing. The hearing examiner may, at the hearing, order that the record be kept open for a longer period not to exceed 20 calendar days. The rule hearing procedure is governed by Minn. Stat. §§ 15.0411-15.0417 and 15.052, and by 9 MCAR §§ 2.101-2.113 (Minnesota Code of Agency Rules). If you have any questions about the procedure, call or write the hearing examiner.

Notice is hereby given that 25 days prior to the hearing, a Statement of Need and Reasonableness will be available for review at the agency and at the Office of Administrative Hearings. This Statement of Need and Reasonableness will include the evidence and argument which the agency anticipates presenting at the hearing justifying both the need for and the reasonableness of the proposed rule or rules. The agency intends to present only a short summary of the Statement of Need and Reasonableness at the hearing but will answer questions raised by interested persons. You are therefore urged to review the Statement of Need and Reasonableness before the hearing. Additional copies will be available at the hearing. Copies of the Statement of Need and Reasonableness may be obtained from the Office of Administrative Hearings at a minimal charge.

The board's statutory authority to promulgate the proposed rules is provided by Minn. Stat. § 126.21, subd. 5 as amended by Laws of 1980, ch. 355, § 1.

The board estimates that there will be no cost to local bodies in the state to implement the rule for the two years immediately following its adoption within the meaning of Minn. Stat. § 15.0412, subd. 7 (1978).

A copy of the proposed rules is attached hereto. One free copy may be obtained by writing to the State Department of Education, Capitol Square Building, 550 Cedar Street, St. Paul, Minnesota 55101. Additional copies will be available at the door on the date of the hearing. If you have any questions on the content of the proposed rule, contact Dr. Greg Waddick or Archie Holmes, 296-5061 or 296-5020.

Notice: Any person may request notification of the date on which the Hearing Examiner's Report will be available, after which date the board may not take any final action on the rules for a period of five working days. Any person may request

KEY: PROPOSED RULES SECTION — Underlining indicates additions to existing rule language. ~~Strike outs~~ indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material." ADOPTED RULES SECTION — Underlining indicates additions to proposed rule language. ~~Strike outs~~ indicate deletions from proposed rule language.

notification of the date on which the hearing record has been submitted or resubmitted to the Attorney General by the board. If you desire to be so notified, you may so indicate at the hearing. After the hearing, you may request notification by sending a written request to the hearing examiner, in the case of the Hearing Examiner's Report, or to the board, in the case of the board's submission or resubmission to the Attorney General.

Minn. Stat. ch. 10A requires each lobbyist to register with the State Ethical Practices Board within five days after he or she commences lobbying. A lobbyist is defined in Minn. Stat. § 10A.01, subd. 11 (1979 Supp.) as any individual:

(a) Engaged for pay or other consideration, or authorized by another individual or association to spend money, who spends more than five hours in any one month or more than $250, not including his own travel expenses and membership dues, in any year, for the purpose of attempting to influence legislative or administrative action by communicating or urging others to communicate with public officials; or

(b) Who spends more than $250, not including his own traveling expenses and membership dues, in any year, for the purpose of attempting to influence legislative or administrative action by communicating or urging others to communicate with public officials.

The statute provides certain exceptions. Questions should be directed to the Ethical Practices Board, 41 State Office Building, St. Paul, Minnesota 55155, telephone (612) 296-5615.

January 12, 1981

Howard B. Casmey, Secretary
State Board of Education

Rules as Proposed (all new material)

Chapter Thirty-Three: Prohibition of Discriminatory Practices in Education

5 MCAR § 1.0667 Athletic programs. Authority, scope and purpose. These rules are promulgated pursuant to Minn. Stat. § 126.21, subd. 5, as amended by Laws of 1980, ch. 355, § 1. These rules apply to both public and private elementary and secondary schools that operate athletic programs.

5 MCAR § 1.0668 Definitions. All the words below shall have the meaning herein ascribed to them:

A. "Athletic program"—Means all interscholastic and intramural sports offered to students by public and private elementary and secondary educational institutions.

B. "Interscholastic athletic program"—Means all athletic activities offered within a school the purpose of which is to provide opportunities for students to compete with other students on like teams in other schools within an organized conference under the auspices of the Minnesota State High School League or with other like teams in other schools operating under separate jurisdictions.

C. "Intramural athletic program"—Means all non-interscholastic athletic activities offered within a school, which are not a part of the regular physical education curriculum, designed to provide students athletic opportunities, experiences and the development of competencies in a variety of sports.

D. "Participate"—Means for interscholastic sports, a student has been selected by the coach to be a member of a particular athletic team, inclusive of both varsity and junior varsity teams, after the try-out period has ended.

E. "Participation rate for a particular sex in the interscholastic athletic program"—Means the ratio of the number of participants of that sex in the athletic program to the number of students of that sex in the student body.

F. "Participation rate for a particular sex in the intramural athletic program"—Means the ratio of the number of participants of that sex in the athletic program to the number of students of that sex in the student body.

5 MCAR § 1.0669 Separation by teams.

A. Athletic programs for students in the seventh grade or above may include one or more teams limited to participants of one sex whose overall athletic opportunities have previously been limited. Athletic programs for students in the sixth grade or below may contain one or more teams which are limited to participants of one sex whose overall athletic opportunities have previously been limited and who by demonstrated interest indicate a desire to participate on a team restricted to members of that sex.

B. Any public or private elementary or secondary school may provide in the same sport two teams which are separated according to sex when overall athletic opportunities for one sex have previously been limited, but the team for the other sex may only be substantially separated by sex.

C. When overall athletic opportunities for one sex have previously been limited, members of that sex shall be permitted to try out and, if successful, to participate on any team in any sport. This rule does not prohibit any elementary or secondary school from making participation on a team in a sport dependent upon a demonstrated level of skill and ability.

D. When an educational institution has established a team exclusively for members of the sex whose overall athletic opportunities have previously been limited, members of the other sex may not try out for or participate on that team.

E. When an equal opportunity to participate is not provided to members of a sex whose overall athletic opportunities to participate have previously been limited, the school shall provide separate teams for the excluded sex in sports which will provide equal opportunity and accommodate their demonstrated interest.

5 MCAR § 1.0670 Duties of schools; penalty for failure to comply.

A. Public and private elementary and secondary schools shall provide equal opportunity for members of each sex to participate in both their intramural and interscholastic athletic program by responding to the following considerations:

1. A biennial determination of student demonstrated interest is to be conducted by use of a methodology the nature of which will be reported to the Department of Education in conjunction with the report required by 5 MCAR § 1.0671. The first biennial determination shall be made prior to the end of the 1981-82 school year.

Student demonstrated interest shall be considered in the selection of those athletic activities to be provided in the athletic program for the purpose of providing separate teams or sports for members of the previously excluded sex.

2. The number of opportunities for females to participate on teams is to be comparable to the number of opportunities for males to participate on teams in each school year in the interscholastic athletic program and comparable, as well as in the intramural athletic program.

3. The equipment, supplies and uniforms for each sport are to be comparable for both sexes.

4. The locker rooms, practice, and competitive facilities are to be comparable for both sexes.

5. The medical services are to be comparable for both sexes.

6. The participation rates for members of both sexes are to be comparable while recognizing the voluntary nature of student involvement in interscholastic and intramural athletics.

B. When two teams in the same sport are provided pursuant to 5 MCAR § 1.0669 A., the two teams shall be treated in a substantially equal manner. Public and private elementary and secondary schools shall accomplish this by providing that:

1. equipment, supplies, and uniforms for each team are comparable.

2. the games and competitive events for each team are scheduled so that the number of opportunities to perform before an audience are comparable.

3. the practice sessions and competitive events scheduled for each team are at equally desirable time periods.

4. the travel and per diem allowances per participant are comparable.

5. coaching for members of each team is comparable.

6. the locker rooms, practice, and competitive facilities for each team are comparable.

7. the medical services for each team are comparable.

8. the publicity produced by the school for each team is comparable.

9. the expenditure, excluding salary of the coach, per participant on each team is substantially equal. Per participant expenditure excludes gate receipts and other revenues generated by that sport. When an item or items of expense are not separated, the expense shall be prorated to the teams according to the number of participants.

C. The penalty for noncompliance with these rules by public elementary and secondary schools shall be the reduction of State Aids pursuant to procedures of Minn. Stat. § 124.15, subd. 3. In addition, nothing in these rules shall be interpreted as limiting the authority of the Human Rights Department over public and nonpublic schools and noncompliance may constitute a violation of Minn. Stat. ch. 363, Human Rights Act.

5 MCAR § 1.0671 Compliance reports and submission of data. Annually, on or before October 15, each school/school district shall submit to the Commissioner of Education an elementary and secondary athletic program report containing information about both intramural and interscholastic athletics provided. The report shall contain by building: (a) number of sports offered for each sex, (b) the season each sport is offered for each sex, (c) the number of weeks each sport is offered, (d) the number of

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teams in each sport, (e) the number of coaches assigned each sport, (f) the number of students by sex participating in each sport, (g) the dollar expenditure per sport and, (h) the total unduplicated count of student participation in the athletic program by sex.

5 MCAR § 1.0672 Duties of the Commissioner of Education. Upon receipt of an educational institution's athletic program report, the Commissioner of Education shall:

A. Evaluate the data contained in the report.

B. Forward reports requiring additional attention to the Commissioner of Human Rights, pursuant to Minn. Stat. § 124.15, subd. 2a.

Energy Agency
Alternative Energy Development Division

Proposed Temporary Rule Governing Certification of Solar Collectors to Qualify Renewable Energy Source Expenditures for the Minnesota Individual Income Tax Residential Energy Credit

Temporary Rule as Proposed

6 MCAR § 2.1500 Solar collector certification. Any solar collector included in a renewable energy source expenditure after December 31, 1980, shall be deemed certified by the Minnesota Energy Agency for purposes of Minn. Stat. § 290.06, subd. 14 (1980), so long as the expenditure qualifies for the federal renewable energy source residential credit of Section 44C of the Internal Revenue Code of 1954 (26 U.S.C. § 44C), as amended through December 31, 1978, and any regulation promulgated pursuant thereto. [A Request for Public Comment on this proposed temporary rule appears in this issue, at page 1305.]

Department of Public Welfare
Mental Health Bureau

Proposed Temporary Rule Governing Approval of Mental Health Centers and Clinics for Insurance Reimbursement

Request for Public Comment

Notice is hereby given that the Department of Public Welfare has proposed the following temporary rule for the purpose of implementing the provisions of Laws of Minnesota, 1980, Chapter 506, standards for approval of mental health agencies for insurance reimbursement; as authorized by Minn. Stat. § 15.0412, subd. 5 (1977), pending completion of a full hearing and adoption of a permanent rule.

All interested persons are hereby afforded the opportunity to submit their comments on the proposed rule for 20 days immediately following publication of this material in the State Register by writing to Trudy Dunham, Insurance Reimbursement Specialist, Mental Health Bureau, Department of Public Welfare, 4th Floor, Centennial Office Building, Saint Paul, Minnesota 55155. The temporary rule may be revised on the basis of comments received. Any written material received shall become part of the record in the final adoption of the temporary rule.

Arthur E. Noot
Commissioner of Public Welfare

Temporary Rule as Proposed (all new material)

DPW Temporary Rule 29

A. Statutory Citation

B. Purpose

C. Applicability

D. Definitions

E. Minimum Standards

1. Treatment

2. Quality Assurance

3. Staffing

EDU-81-001-GB

STATE OF MINNESOTA
OFFICE OF ADMINISTRATIVE HEARINGS

FOR THE STATE BOARD OF EDUCATION

In the Matter of the Proposed Adoption of Rules of the State Board of Education Governing Prohibition of Discriminatory Practices in Athletic Programs in Public and Private Elementary and Secondary Schools. 5 MCAR §§ 1.0667-1.0672.

REPORT OF THE HEARING EXAMINER

The above-entitled matter came on for hearing before State Hearing Examiner George A. Beck on March 27, 1981, at 9:00 a.m. on Conference Room D on the Fifth Floor of the Veterans Service Building in the City of Saint Paul, Minnesota.

This Report is part of a rule hearing procedure pursuant to Minn. Stat. §§ 15.0411-15.0417 and 15.052 to determine whether the proposed rules should be adopted by the State Board of Education. A copy of this Report may be obtained from the Office of Administrative Hearings for the cost of reproduction.

Members of the agency panel appearing at the hearing included: Dr. Gregory Waddick, Assistant Commissioner, Department of Education; Archie Holmes, Manager, Equal Educational Opportunities Section, Department of Education; Michael Bradley, Assistant Attorney General, representing the State Board of Education.

Twenty-seven people signed the hearing register. Ten public witnesses appeared and spoke at the hearing. The Department submitted 16 written exhibits. Twenty written comments were received from the public.

The State Board of Education must wait at least five working days before taking any final action on the rules; during that period, this Report must be made available to all interested persons upon request.

Pursuant to the provisions of Minn. Stat. § 15.0412, subd. 4d (1980), this Report has been submitted to the Chief Hearing Examiner for his approval. If the Chief Hearing Examiner approves the findings of this Report, he will advise the State Board of Education of actions which will correct the defects and the State Board of Education may not adopt the rule until the Chief Hearing Examiner determines that the defects have been corrected. However, in those instances where the Chief Hearing Examiner identifies defects which relate to the issues of need or reasonableness, the State Board of Education may either adopt the Hearing Examiner's recommendations to cure the defects or, in the alternative, if the State Board of Education does not elect to adopt the recommendations, it may submit the proposed rule to the Legislative Commission to Review Administrative Rules for the Commission's advice and comment. Provisions relating to this submission to the Commission may be found in Minn. Stat. § 15.0412, subd. 4d (1980).

If the State Board of Education elects to adopt the recommendations of the Hearing Examiner and makes no other changes and the Chief Hearing Examiner determines that the defects have been corrected, then the State Board of Education shall submit the rule to the Attorney General for review of form and legality. If the State Board of Education makes changes in the rule other than those recommended by the Hearing Examiner, then it shall submit the rule, with the complete record, to the Chief Hearing Examiner for a review of the changes before adopting it and submitting it to the Attorney General. Procedures relating to this subsequent review by the Chief Hearing Examiner are set forth in Minn. Stat. § 15.0412, subd. 4e (1980).

When the State Board of Education submits the rule to the Attorney General, it shall give notice on the day of submission to all persons who requested that they be informed of the submission to the Attorney General.

Based upon all the testimony, exhibits and written comments, the Hearing Examiner makes the following:

FINDINGS OF FACT

Procedural Requirements

1. On January 14, 1981, the Board filed the following documents with the Chief Hearing Examiner:

(a) A copy of the proposed rules.
(b) An Order for Hearing.
(c) A proposed Notice of Hearing.
(d) A Certificate of the Board's authorizing resolution.
(e) An estimate of the attendance at and the length of the hearing.

2. On February 26, 1981, the Board filed the following documents with the Hearing Examiner:

(a) A copy of the proposed rule.
(b) The Notice of Hearing.
(c) The Notice of Hearing and proposed rule as mailed.
(d) The Certificate of the Board's authorizing resolution.
(e) The Affidavit of Mailing.
(f) The Affidavit of Additional Notice.
(g) A Certificate of the accuracy of the mailing list.
(h) An Affidavit concerning the mailing list.
(i) The Statement of Need and Reasonableness.
(j) A copy of the Notice of Intent to Solicit Outside Opinion, published May 5, 1980.
(k) A copy of the State Register in which the proposed rules were published.

3. On March 4, 1981, the Board filed a statement indicating the names of the people who would appear at the hearing on behalf of the Board to testify in support of the proposed rules.

4. The proposed rules were published at 5 State Register 1295, on February 23, 1981.

5. On February 17, 1981, the Board mailed the Notice of Hearing to all persons and associations who have placed their name on file with the Board of Education for the purpose of receiving notice of rulemaking activity.

6. All of the documents cited above were available for inspection at the Office of Administrative Hearings from the date of filing to the date of the hearing.

7. The record remained open through April 16, 1981, for the receipt of written comments and statements, the comment period having been extended by order of the Hearing Examiner to 20 calendar days following the hearing.

Statutory Authority

8. The Board has cited as specific statutory authority for the proposed rules Minn. Stat. § 126.21, subd. 5 (1980), which reads as follows:

> Subdivision 5. The state board of education, after consultation with the commissioner of human rights shall promulgate rules in accordance with chapter 15 to implement this section to prevent discrimination in elementary and secondary school athletic programs operated by educational institutions. The rules promulgated by the state board pursuant to this section shall not require athletic competition or tournaments for teams whose membership may be restricted to members of a sex whose overall athletic opportunities have previously been limited to be scheduled in conjunction with the scheduling of athletic competition or tournaments for teams whose membership is not so restricted by this selection. Any organization, association or league entered into by elementary or secondary schools or public services for the purpose of promoting sports or adopting rules and regulations for the conduct of athletic contests between members shall provide rules and regulations and conduct its activities so as to permit its members to comply fully with this section. The rules of that organization, association or league may provide separate seasons for athletic competition or tournaments in a sport for teams whose membership may be restricted to members of a sex whose overall athletic opportunities have previously been limited from athletic competition or tournaments established for teams in that same sport whose membership is not so restricted by this section, and its rules may prohibit a participating student from competing on more than one school team in a given sport during a single school year.

The Board referred to Minn. Stat. § 363.03 (1980), which provides at subdivision 5 that discrimination in any manner in the full utilization of or benefit from any educational institution is an unfair discriminatory practice. (Pursuant to Minn. Stat § 363.02, subd. 3(b), an educational institution or public service may sponsor separate athletic teams and activities by sex or restrict memebership on a team by sex if they comply with Minn. Stat. § 126.21.) The Board also cited Minn. Stat. § 124.15, subd. 2a (1980) which directs the Board of Education to adopt rules requiring school districts to file with the Commissioner of Education assurances of compliance with state and federal laws prohibiting discrimination and specifying the information required to be submitted. Subdivision 3 of the statute authorizes the Commissioner to reduce special state aids to a school district for failure to correct violations of the rule or law.

The Board has demonstrated its general statutory authority to adopt the proposed rules.

9. As the above-quoted statutory excerpt indicates, the purpose of this rule hearing proceeding is to adopt rules prohibiting discrimination in elementary and secondary school athletic programs operated by educational institutions.

10. The Department of Education consulted with the Commissioner of Human Rights in the development of the proposed rules as is required by Minn. Stat. § 126.21, subd. 5 (1980). (Tr. 118).

General Comments

11. In addition to the comments received which address specific portions of the rules, some commentors provided general remarks concerning the rules as a whole. The League of Women Voters of Minnesota (Ex. L), the National Organization of Women (Tr. 59), the Women's Equity Action League (Ex. S) and the Commissioner of Human Rights (Tr. 118) all expressed general support for the rules as proposed.

12. Those comments which were generally opposed to the proposed rules came from the Alden Public Schools (Ex. A), the Hinckley Public Schools (Ex. O), the Tracy Public Schools (Ex. D), the Red Lake Falls Public Schools (Ex. F), the Cyrus Public Schools (Ex. B), which commented that the rules would hurt smaller rural schools, and the Minneapolis Public Schools, which stated that the rules would decrease opportunities for girls. (Ex. J; Tr. 19-21).

5 MCAR § 1.0668 - Definitions

13. Section 1.0668 A. defines "athletic program" to include both interscholastic and intramural sports. The phrase "athletic program" is not defined in the statute. The inclusion of the intramural sports program within the scope of these proposed rules drew a substantial number of comments. Although the inclusion of the intramural program is reflected throughout these rules, such as at § 1.0668 C. and F., § 1.0670 A., A.2., and A.6. and § 1.0671, the issue is discussed here since this is the first subsection of the proposed rules which speaks to the inclusion of intramural sports.

14. A number of public schools commented that including intramural programs within the proposed rules goes beyond the legislative intent as expressed in Minn. Stat. § 126.21 (1980). (Tr. 54; Exs. F, C, N, O, I). The Minnesota State High School Coaches Association for Girls Sports, Inc. ("Girls Coaches") (Ex. K, p. 1) and the Minnesota School Boards Association (Ex. M) also stated that the intent of the statute was to deal with interscholastic and not intramural programs. The Rochester Public Schools commented that intramurals should not be included in the rules since they operate on a volunteer student involvement level and are for the purpose of recreation rather than skill development. (Tr. 40). The Columbia Heights Public Schools commented that the statute was enacted because of a concern for equity in interscholastic athletic programs and that intramurals were not considered. The school commented that the term "athletics" was used in the statute in its most common understanding, namely interscholastic athletics and that the inclusion in the statute of provisions related to equipment and supplies, coaches, locker rooms and facilities suggests that the statute speaks only to interscholastic athletics. (Ex. G, p. 1-2; Ex. R, p. 1-2). The Minnesota State High School League commented that the intramural program was a great deal different from interscholastic sports since generally the school merely provides a facility for intramurals and coaches are not hired, there is no competition with other schools and students generally provide their own uniforms and equipment. The League points out that the inclusion of intramural sports creates some problems such as how to define participation and how to keep meaningful statistics. The League also suggests that the statute was drawn to deal with interscholastic sports and that pursuant to Minn. Stat. § 645.16,

the occasion and necessity for the law and the mischief to be remedied are to be considered in determining legislative intent. (Ex. H, p. 1-2; Ex. T).

15. The League of Women Voters (Ex. L, p. 1) and the Women's Equity Action League pointed out that nothing in the statute specifically excludes intramurals and commented that the Federal Title IX athletic regulations apply to intramurals and that inclusion in these rules would simplify enforcement. (Ex. S) Elizabeth Ebbott pointed out that § 126.21 is an exception to the general bar against separation contained in the Human Rights law, Ch. 363, and that § 126.21 speaks to all types of educational institutions and public services and that, therefore, intramurals should be included. (Tr. 48).

16. In reply, the Board of Education states that had the legislature meant to only deal with interscholastic athletics in § 126.21, it would have said so as it did in Minn. Stat. § 129.121, dealing with the High School League. The Board also points out that an amendment was made to Minn. Stat. § 126.21, subd. 3(2) during the 1980 session of the legislature which now permits separation by sex in the sixth grade or below when there is a demonstrated interest on the part of girls for a separate team. The Board argues that since there are no interscholastic sports programs in elementary school, the legislature obviously intended to regulate the intramural programs at this level. The Board also believes that the use of the term "levels of competition" in § 126.21, subd. 2 implies the inclusion of intramurals. The Board also pointed out that § 126.21, which allows limited separation by sex in athletic programs is an exception to the human rights statute contained in Ch. 363 which allows no separation or discrimination based upon sex. Accordingly, the Board believes that if intramurals are not included within the proposed rules, no separation at all would be allowed since Ch. 363 would apply. Finally, the Board suggests that the statute plainly speaks to "educational institution or public service" which would seem to contemplate a broader orientation than just interscholastic athletics. (Tr. 60-62; Ex. 16, pp. 2-4).

17. It is concluded that the regulation of intramural programs in these rules is authorized by Minn. Stat. § 126.21 (1980). As the High School League pointed out, the mischief to be remedied and the object to be attained are to be considered in ascertaining legislative intent. Minn. Stat. § 645.16 (1980). The expressed purpose of the statute authorizing these rules is to provide an equal opportunity for members of both sexes to participate in athletic programs. Minn. Stat. § 126.21, subd. 1 (1980). This is the object to be obtained and the phrase "athletic programs" cannot be narrowed without a strong indication elsewhere in the statute that that was intended by the legislature. It cannot be doubted that the legislature was concerned about equal opportunity in interscholastic athletics when it passed this legislation. A number of the factors to be considered relate only to the interscholastic program. This does not preclude inclusion of intramurals, however, especially in light of the legislature's clear intent to regulate intramurals at the elementary school level. (See, Minn. Stat. § 126.21, subd. 3(2) (1980).) The goal of equal opportunity would seem to be as important to students in the intramural program as to the students in the interscholastic program. The fact that equal opportunity may be more difficult to measure in

the intramural program should not prohibit the effort. Finally, should the argument be accepted that intramurals are not regulated by Minn. Stat. § 126.21, they would then fall under the general rule contained in Chapter 363 which would prohibit separation by sex. This result would apparently not be desired by the school districts and simply does not seem to be consistent with the goals set out in Minn. Stat. § 126.21.

18. Section 1.0668 B. defines "interscholastic athletic program". The School Boards Association stated that the reference to "an organized conference under the auspices of the high school league" may make for a more narrow definition than intended by the legislature since some teams do not play within an organized conference or be under control of the High School League. (Ex. M, p. 1). It would appear, however, that the last clause of the definition would cover the situation which the School Board Association is concerned about. The Board of Education may wish to review the definition to make sure it is as broad as the statute. However, the definition is needed and reasonable as proposed. no change p. 1

19. Section 1.0668 C. defines "intramural athletic program". Consistent with their comments with regard to § 1.0668 A., the School Boards Association (Ex. M, p. 1) and Columbia Heights Public Schools (Ex. G, p. 3), suggested that this definition be struck since it was outside the legislative intent. The definition is needed and reasonable as proposed.

20. Section 1.0668 D. defines the word "participate" as a student being selected for a team. This definition attracted several comments as did some subsequent rule subsections which revolved around the general question of whether or not the rules were concentrating on participation while the statute specifies only an opportunity to participate. Both the School Boards Association (Ex. M, p. 1) and the Minnesota Association of School Administrators (Ex. E) commented that the opportunity to participate should be the thrust of the rules, and not actual participation. The Minnesota State High School Coaches Association for Girls Sports, Inc. commented that the definition does not allow for the inclusion of students who came out initially for a team but were not selected or quit due to a lack of interest. It also noted that high schools often offer three levels of competition--varsity, junior varsity, and sophomore--while the rule subsection refers to only two levels. (Ex. K, p. 1). The Columbia Heights Public Schools suggested that the definition be modified to define "opportunity to participate". (Ex. G, p. 3). Defining the word "participate" does not mean, however, that the rules shift the emphasis from opportunity to participate to actual participation. Other sections of the rules speak in terms of opportunity to participate. Defining the word "participate" merely permits a determination as to whether or not the opportunity was present. As the Board pointed out in its post-hearing comments, a low participation rate for females would not show sex discrimination. It could be an indicator that further inquiry may or may not be necessary. (Ex. 16, p. 6). The definition is needed and reasonable as proposed. The Board may wish to consider whether or not a third category should be added in addition to varsity and junior varsity teams. added p. 1

21. Section 1.0668 E. and F. define participation rates for a particular sex in the interscholastic and intramural athletic programs. Comments similar

to those in regard to the previous rule subsection were submitted in regard to these definitions. Some commentors thought that the use of a ratio was inappropriate since the proper question is whether or not there is an opportunity to participate and suggested deletion of these definitions. (Ex. O; Ex. G, p. 3). The High School League commented that these definitions were neither needed nor reasonable since the number of students who are selected to be on a given team is not an indication of whether equal opportunity exists in the first instance. The League believes that the use of mathematical ratios is not appropriate in determining equal opportunity, but that the statutory factor of a demonstrated interest in athletics is more appropriate. (Ex. H, pp. 2-3). The School Boards Association also supported deletion of these definitions because the statute does not speak to the usage of mathematical ratios based upon the actual number of team members. (Ex. M, p. 2). The Columbia Heights Public Schools stated that to count the number of team members in order to determine compliance is beyond the authority of the statute. (Ex. R, p. 2).

22. The Board has replied that it is not possible to determine whether opportunities are equal without looking at the results generated by the current athletic program. One way to measure the results is by determining the existing participation rates by sex. The Board suggests that the opportunity to participate must be a meaningful one. The Board admits that a lower participation rate for females would not conclusively show a failure to offer an equal opportunity to participate, but the Board believes that if a school district falls significantly below the statewide level, further investigation might be merited. (Ex. 16, pp. 5-7; Tr. 62-64). The Board has justified the need for and reasonableness of these two proposed rule subsections. It is true that the Board cannot employ any particular formula to determine whether or not equal opportunity to participate exists in an athletic program. However, it is reasonable to employ statistics such as the participation rates defined in these rule subsections in order to provide one measurement of whether or not the statute is being complied with. It is clear that the Board cannot go beyond the reach of the statute which only requires an opportunity to participate; that is, the Board cannot require certain participation levels. The mere accumulation of statistics, however, is reasonable and does not extend beyond the statutory requirement.

5 MCAR § 1.0669 - Separation By Teams

23. Section 1.0669 A. sets out the general rule which permits separation by sex in the seventh grade or above for girls teams and in the sixth grade or below where girls demonstrate an interest for a girls only team. The League of Women Voters and the Women's Equity Action League both suggested that this subsection be reworded to indicate what is stated in the statute, namely that sex integrated teams are the general rule. It also requested that demonstrated interest in the rule subsection be determined by the survey authorized by § 1.0670 A.1. (Ex. L, p. 1; Ex. S, p. 2). The National Organization of Women agreed with the rephrasing, but felt that the methodology for determining demonstrated interest in this section should differ from that contained

in § 1.0670 A.1. (Tr. 58). The language suggested by the League of Women Voters and the Women's Equity Action League is as follows:

> Athletic programs for students in the sixth grade or below shall be operated without restrictions on the basis of sex, except that when overall athletic opportunities for one sex have previously been limited and there is demonstrated interest by members of that sex to participate on a team restricted to members of that sex, the educational institution may provide a team restricted to members of that sex. Demonstrated interest shall be determined by use of a methodology the nature of which will be reported to the Department of Education in conjunction with the report required by 5 MCAR 1.0671.

The first sentence of the amendment does appear to more accurately reflect the statutory intent especially insofar as it emphasizes, as does the statute at Minn. Stat. § 126.21, subd. 3(2) that the general rule is that teams shall be operated without restrictions on the basis of sex. The Board's proposed rule subsection cannot, however, be said to be unneeded or unreasonable. The Board should consider whether the proposed amendment more accurately reflects the statutory intent.

24. The School Boards Association commented that this subsection should specifically say that girls only teams are not required to play against teams which are mostly boys. (Ex. M, p. 2). The High School League suggested that the rule subsection be amended to provide that the ages listed in the statute, namely 12 years old or older and 11 years old or younger be inserted into the rule. (Ex. H, p. 3). The Board replied that the age criteria is meaningful to non-school programs but is potentially conflicting and not meaningful to school programs. (Ex. 16, p. 7). The rule subsection is needed and reasonable as proposed.

25. Section 1.0669 B. sets out the rule that a school may provide two teams separated by sex in the same sport, but that the boys team may not be exclusively for boys. Both the High School League and the School Boards Association commented that this subsection should not be applicable to elementary programs. They also commented that the last clause was unclear. The School Boards Association suggested the following substitution:

> B. If any public or private secondary school provides two teams in the same sport, one of these teams may be restricted to members of a sex whose overall athletic opportunities have previously been limited. Members of either sex shall be permitted to try out for a position on the other team.

(Ex. M, p. 2; Ex. H, p. 3). The Columbia Heights Public Schools also supported this revision. (Ex. G, p. 4).

26. Although the Board made no reply to these suggestions, it does appear that the inclusion of elementary schools in this subsection is potentially confusing since as indicated in § 126.21, subd. 3(2) the elementary schools are subject to a slightly different standard in regard to the creation of a second team for girls, namely, the demonstrated interest test. The inclusion of elementary schools within a rule which derives from § 126.21, subd. 3(4) seems to diminish the general requirement in § 126.21, subd. 3(2) that generally elementary teams are to be operated without separation by sex. Although these objections cannot be said to render the proposed rule unneeded or unreasonable, the Department should carefully consider these arguments and

specifically the language proposed by the School Boards Association since it appears, by more closely paraphrasing the statute, to provide greater clarity.

27. Section 1.0669 C. is the rule subsection which permits girls to try out for any team in any sport. The High School Coaches Association for Girls Sports, Inc. expressed the concern in regard to this section that the cross-overs for girls which are authorized should not be counted as opportunity to participate in compliance reports. (Ex. K, pp. 1-2). The subsection is needed and reasonable as proposed.

28. Section 1.0669 D. provides that boys may not try out for a girls only team. The School Boards Association suggested that a phrase "established a team exclusively for" be replaced by the phrase "restricted membership on a team exclusively to" so that the statute would be more accurately reflected. (Ex. M, p. 2). The Columbia Heights Public Schools agreed. (Ex. G, p. 4). The Board should consider the suggestion. The rule subsection is needed and reasonable as proposed.

29. Section 1.0669 E. provides that when a school does not provide equal opportunity to girls, it must provide separate teams for them in other sports in order to provide equal opportunity. The rule, as proposed, was objected to by a number of schools and organizations which thought that the rule did not reflect the necessity of a demonstrated interest and did not clearly indicate that the school is the final determiner of the type of program. (Ex. H, p. 3; Exs. I, E). It was also commented that "attempt to" accommodate should replace "will accommodate" to reflect the statute. (Ex. Q, pp. 1-2; Ex. C). The School Boards Association agreed that the statute requires separate teams for girls only when there is a demonstrated interest, that the educational institution is to make the final determination as to what sports are offered and that the statute speaks in terms of "attempt to" accommodate whereas the rule does not. (Ex. M, p. 2; see also, Ex. G, p. 4).

30. In its post-hearing comments, the Board agreed that the rule may create a tougher standard than the statute and proposed that the rule subsection be amended to read as follows:

> E. When an equal opportunity to participate is not provided to members of a sex whose overall athletic opportunities to participate have previously been limited, the school shall provide separate teams in sports which it determines will provide members of the excluded sex with an equal opportunity and which will attempt to accommodate their demonstrated interests.

(Ex. 16, p. 9). The rule as originally proposed by the Board provides the schools less flexibility than does the statute. This is impermissible since a rule may not add to a statute or change the legal meaning of the statute. Holland v. State, 115 N.W.2d 161, 163-64 (Iowa 1962). This would constitute a violation of a substantive provision of law. The amendment proposed by the Board eliminates this problem except in one respect. The amendment still does not contain the statutory element that separate teams shall be provided where there is a demonstrated interest. The proposed amendment then still contains a violation of a substantive provision of law since it conflicts with the statute. To cure this defect, the Board could insert the phrase "where there is a demonstrated interest" after the word "school" and before the word "shall" in the last clause of the subsection as proposed to be amended. The

resulting modified rule would not be substantially different from that originally proposed.

5 MCAR § 1.0670 - Duties of Schools; Penalty for Failure to Comply

31. The first sentence of § 1.0670 A. requires schools to ensure equal opportunity by responding to the listed considerations. Both the School Boards Association and the High School League stated that this sentence should provide that schools should respond to the stated considerations only to the extent that they are applicable to a given situation. (Ex. H, p. 3; Ex. M, p. 3). Minn. Stat. § 126.21, subd. 2 provides that the factors listed therein shall be considered "to the extent that they are applicable to a given situation". Although the rule subsection cannot be said to conflict with the statute by failure to include the language requested, greater clarity may be achieved by including the language as the Board as agreed to do in § 1.0670 B. Such a change would not constitute a substantially different rule. The subsection is needed and reasonable as proposed.

32. Section 1.6070 A.1. requires a biennial survey of student interest. Both the High School League and the School Boards Association requested that the phrase "previously excluded sex" be replaced with the statutory language of "members of the sex whose athletic opportunities have previously been limited". They suggested that the existing phrase is vague. (Ex. H, p. 4; Ex. M, p. 3) The Coaches Association for Girls Sports, Inc. expressed some concern as to whether or not adolescent students would be able to successfully aid in selecting athletic activities. (Ex. K, p. 2). A very important point was made by the Cambridge-Isanti Public Schools which stated that the sentence should be rewritten in clear and consise English. The schools commented that it could simply be stated that "schools will report the method they use to conduct the survey" rather than using the more complicated language contained in the proposed rule. (Ex. Q, p. 1). The rule subsection as proposed is needed and reasonable; however, the Board should consider the drafting comments summarized in this paragraph. Such changes would not result in a substantially different rule.

33. Section 1.0670 A.2. requires that the number of opportunities for females to participate on teams is to be comparable to that for males. The Coaches Association for Girls Sports, Inc. expressed concern over the imprecise nature of the phrase "number of opportunities to participate" and the vagueness of the word "comparable". (Ex. K, p. 1). The High School League and the School Boards Association also noted the lack of a definition of "opportunity to participate" and stated that a student is afforded an opportunity to participate if he or she tries out for and does not make the team or even if he or she fails to try out due to a lack of interest. (Ex. H, p. 4; Ex. M, p. 3). The Columbia Heights Public Schools suggested deletion of the phrase "number of" in the rule subsection. (Ex. G, p. 4). The rule subsection is needed and reasonable as proposed. The Board could consider whether or not a definition of "opportunity to participate" would further clarify the proposed rules. However, it is unlikely that given the subject of these rules, more precise language than the word "comparable" could be drafted and none has been

suggested. See, Can Manufacturers Institute v. State, 289 N.W.2d 416, 423 (Minn. 1979).

34. Section 1.0670 A.6. requires participation rates for both sexes to be comparable while recognizing the "voluntary nature of student involvement". A number of schools, the High School League and the School Boards Association recommended deletion of this rule since they believe that participation rates or ratios are not indicative of an opportunity to participate since this cannot be measured through a mathematical formula. (Ex. H, p. 4; Tr. 40; Ex. M, p. 3; Ex. G, p. 5). The League of Women Voters, MCOSEE and the Women's Equity Action League all ask that the phrase "while recognizing the voluntary nature of student involvement in interscholastic and intramural athletics" be deleted from the proposed rule subsection. (Ex. S, p. 3; Ex. P; Ex. L, p. 2). They believe that these words serve no constructive purpose and may be interpreted as a rationale for continuing discriminatory practices. The comments did acknowledge the impracticality of requiring participation rates for girls in Minnesota's school athletic programs to rise to 50% "overnight".

35. The proposed rule subsection is needed and reasonable and does not violate any substantive provision of law insofar as it purports to only require that participation rates are a consideration in determining equal opportunity. This is the meaning which the participants in the rule hearing attached to the rule subsection. Because of the wording of the subsection, it might be misinterpreted to mandate "comparable" participation rates if it is not read in conjunction with the first paragraph of § 1.0670 A., which speaks in terms of "responding to the following considerations:". A mandatory interpretation would not be authorized by the statute, nor would it be supported by the facts presented by the Department which emphasize that participation rates were only a factor to be considered in determining whether equal opportunity to participate was being provided. There is a basic drafting problem with the entire § 1.0670 A. in that the initial paragraph speaks not in mandatory terms and yet § 1.0670 A.1., the requirement for a biennial determination, would appear to be a mandatory requirement. It is assumed that items A.2. through 6. are not mandatory, but are factors to be considered as indicated in the statute. The Board should consider whether a non-substantial redrafting of the subsection could be done to clarify that these items are factors to be considered and to clarify the status of the biennial determination. As discussed at Finding No. 22, the use of participation rates as one factor in measuring equal opportunity is reasonable. The Board may consider whether or not the "voluntary nature" language should be deleted, however. That is a matter of policy which is within the Board's discretion.

36. Section 1.0670 B. relettered as C. sets out nine requirements when two teams are provided in the same sport. The High School League, the School Boards Association, the Columbia Heights Public Schools and the Cambridge-Isanti Public Schools all commented that the opening paragraph infers that a school must provide these items when the statute at § 126.21, subd. 2 requires that these items be provided only "to the extent that they are applicable in a given situation". (Ex. H, p. 4; Ex. M, p. 3; Ex. Q, p. 2; Ex. G, p. 5). The Columbia Heights Public Schools requested that the above-quoted statutory language be inserted in the opening paragraph after the word "this," and before the

word "by". (Ex. G, p. 5). In its post-hearing comments, the Board agreed to include this suggestion. (Ex. 16, pp. 7-8). So amended, the proposed subsection is needed and reasonable. The amendment would not result in a rule which is substantially different from that first proposed. so amended p. 3.

37. Section 1.0670 B.3. provides that practice sessions and competitive events for each team are to be scheduled at equally desirable time periods. The High School League commented that this required a subjective judgment as to what is a desirable time period and suggested that this factor be deleted. (Ex. H, pp. 4-5). The Board commented that one example of a problem for which the requirement was drafted is a situation where all girls events are scheduled on evenings before school days and all boys events on either Friday or Saturday night. The Board has demonstrated the need for and reasonableness of the subsection as proposed. Such determinations are not so subjective as to preclude a reasonable analysis by either the school or the Board.

38. Section 1.0670 B.5. provides that coaching for members of each team be comparable. The High School League, the Coaches Association for Girls Sports, Inc. and the School Boards Association all stated that this requirement would involve a subjective determination which would be difficult to make and requested that it be redrafted to provide that the opportunity of team members to receive coaching be comparable. (Ex. H, pp. 4-5; Ex. K, p. 2; Ex. M, p. 4). In its post-hearing comments, the Board agreed to amend the subsection to read as follows:

> 5. The amount of coaching provided for each team is comparable.

so amended p. 3

(Ex. 16, p. 8). So amended, the proposed subsection is needed and reasonable and avoids any violation of a substantive provision of law due to vagueness. The modified rule is not substantially different from the rule as originally published.

39. Section 1.0670 B.9. requires that expenditures per participant on each team be substantially equal excluding the coach's salary. The School Boards Association commented that the per participant expenditure will vary depending on team size, the schedule, travel distances, and the needs of players. (Ex. M, p. 4). The Hinckley Public Schools commented that it would be impractical to implement this rule since equipment purchases are made prior to the start of a new school year before the number of participants, whether boys or girls, are known. (Ex. O, p. 2). The League of Women Voters, the Women's Equity Action League and the National Organization of Women all supported including, as opposed to excluding, the coach's salary within this rule subsection. (Ex. L, p. 2; Tr. 58; Ex. S, p. 4). They commented that since coaching salaries constituted a large portion of the budget, to leave them out would render the cost comparisons implied in the law meaningless. They recognize that in some school districts, coaches in the same sport may legitimately receive different salaries due to their placement on the salary schedule and, thus, recommended that the first sentence of the rule subsection be amended to read as follows:

> The expenditure per participant of each team is substantially equal, although fluctuations will be permitted if coaches' salaries differ due to placement on a salary schedule.

The Board replied that the coach's salary is not reasonably related to the object of these rules, since the rules relate to equality of athletic programs and not to the equality of employment. The Board believes that the salary of one coach as compared to another does not affect the equality of student opportunities. The Board has demonstrated the proposed rule subsection to be needed and reasonable.

40. Section 1.0670 C. sets out the penalties for noncompliance with the proposed rules by providing that public schools shall face a reduction of state aids and that both public and non-public schools may face a violation under the State's Human Rights Act. Several schools commented that the penalty should be equal as between public and private schools. (Exs. I, E, N). The Red Lake Falls Public Schools commented that withholding of funding would be unfair if a school could not comply with the rule. (Ex. F). The School Boards Association saw no need to repeat in the rule the statutory procedure for reduction of state aids. (Ex. M, p. 4). The Board commented that since non-public schools do not receive state aids, that penalty cannot be enforced against them. It is for that reason, however, that the proposed rule makes deliberate reference to the authority of the Human Rights Department. (Ex. 16, p. 9). The rule is needed and reasonable as proposed.

5 MCAR § 1.0671 - Compliance Reports and Submission of Data

41. This section requires that each school district annually submit a report giving certain information about its athletic program. The School Boards Association again commented that participation rate information is not relevant and should be deleted. (Ex. M, p. 4). The Columbia Heights Public Schools commented that three of the requirements were outside the statutory authority, namely the need to submit the season each sport is offered for each sex, the number of students participating by sex in each sport and the total unduplicated count of student participation in the athletic program by sex. As to the latter two items, the school district believes that how many students participate is not indicative of opportunity to participate. (Ex. G, p. 2). The Board acknowledged that Minn. Stat. § 126.21, subd. 5 prohibits a requirement in these proposed rules that seasons be identical where there are separate teams. The Board states that it seeks to develop statistics not for that purpose, but to determine whether patterns of discrimination develop in favoring the timing of seasons for one sex over the other, such as the boys teams being assigned to seasons when certain sports are normally played, while the girls teams are assigned to off seasons. (Ex. 16, pp. 9-10). The National Organization of Women suggested that a report of the participation rate for each sex and the expenditure per participant for each team be added as items to report in the rule. (Tr. 56). MCOSEE asked that data be listed separately for intramural and interscholastic sports. (Ex. P, p. 1).

42. The Board's reply in regard to the necessity of statistics to determine equal opportunity to participate is discussed earlier. In its post-hearing comments, the Board agreed to the suggestion of MCOSEE and suggested amendment of letter "h" in the proposed rule and new letter "i" read as follows:

(h) The total unduplicated count of student participation in the intramural program by sex and (i) the total unduplicated count of student participation in interscholastic programs by sex.

(Ex. 16, p. 8). So amended, the Board has demonstrated the need for and reasonableness of this rule. The addition does not result in a substantially different rule. So amended p.4.

43. As the High School League noted, a number of the rule subsections duplicate statutory language or paraphrase the statutory language. (Ex. H, p. 3). It is specifically found that where this occurs, the duplication of the statutory language is crucial to the ability of a person affected by the rule to comprehend its meaning and effect within the meaning of Minn. Stat. § 15.0412, subd. 1 (1980).

44. All rule subsections which have not been specifically discussed above are found to be needed and reasonable based upon the Statement of Need and Reasonableness and the agency's oral presentation at the hearing.

Based upon the foregoing Findings of Fact, the Hearing Examiner makes the following:

CONCLUSIONS

1. That the Board of Education gave proper notice of the hearing in this matter.

2. That the Board of Education has fulfilled the procedural requirements of Minn. Stat. § 15.0412, subd. 4-4f (1980) and all other procedural requirements of law or rule.

3. That the Board of Education has demonstrated its statutory authority to adopt the proposed rules and has fulfilled all other substantive requirements of law or rule within the meaning of Minn. Stat. §§ 15.0412, subd. 4e and 15.052, subd. 3(4)(i) and (ii) (1980), except as noted at Finding of Fact No. 30.

4. That the Board of Education has documented the need for and reasonableness of its proposed rules with an affirmative presentation of facts in the record within the meaning of Minn. Stat. § 15.0412, subd. 4c (1980).

5. That the amendments and additions to the proposed rules which were suggested by the Board of Education after publication of the proposed rules in the State Register do not result in rules which are substantially different from the proposed rules as published in the State Register within the meaning of Minn. Stat. § 15.0412, subd. 4d (1980) and 9 MCAR §§ 2.110 A. and 2.111 (1980 Ed.).

6. That the Hearing Examiner has suggested action to correct the defects cited in Conclusion No. 3 as noted at Finding of Fact No. 30.

7. That due to Conclusion No. 3, this Report has been submitted to the Chief Hearing Examiner for his approval pursuant to Minn. Stat. § 15.0412, subd. 4d (1980).

8. That any Findings which might properly be termed Conclusions and any Conclusions which might properly be termed Findings are hereby adopted as such.

9. That a finding or conclusion of need and reasonableness in regard to any particular rule subsection does not preclude and should not discourage the Board of Education from further modification of the proposed rules based upon an examination of the public comments, provided that no substantial change is made from the proposed rules as originally published, and provided that the rule finally adopted is based upon facts appearing in this rule hearing record.

Based upon the foregoing Conclusions, the Hearing Examiner makes the following:

RECOMMENDATION

It is hereby recommended that the proposed rules be adopted except where specifically otherwise noted above.

Dated: May 1, 1981.

GEORGE A. BECK
State Hearing Examiner

EDU-81-001-GB

STATE OF MINNESOTA
OFFICE OF ADMINISTRATIVE HEARINGS

FOR THE STATE BOARD OF EDUCATION

In the Matter of the Proposed Adoption of Rules of the State Board of Education Governing Prohibition of Discriminatory Practices in Athletic Programs in Public and Private Elementary and Secondary Schools. 5 MCAR §§ 1.0667-1.0672.

REPORT OF THE
CHIEF HEARING EXAMINER

The above-entitled matter came on for review by the Chief Hearing Examiner pursuant to the provisions of Minn. Stat. § 15.0412, subd. 4d (1980) which provides in part:

> If the [hearing examiner's] report contains a finding that the proposed rule is substantially different from that which was proposed at the public hearing, or that the agency has not met the requirements of section 15.0412, subdivisions 4 through 4f, it shall be submitted to the chief hearing examiner for approval. If the chief hearing examiner approves the finding of the hearing examiner, he shall advise the agency of actions which will correct the defects, and the agency shall not adopt the rule until the chief hearing examiner determines that the defects have been corrected. If the chief hearing examiner determines that the need for and reasonableness of the rule has not been established pursuant to subdivision 4, clause (c), and if the agency does not elect to follow the suggested actions of the hearing examiner to correct that defect, then the agency shall submit the proposed rule to the legislative commission to review administrative rules for the commission's advice and comment. The agency shall not proceed to adopt the rule until it has received and considered the advice of the commission; provided, that the agency is not required to delay adoption longer than 30 days after the commission's receipt of the agency's submission.

Based upon a review of the record in this proceeding, the Chief Hearing Examiner hereby approves the Report of the Hearing Examiner in all respects and specifically as to any finding of substantial change or of failure to comply with Minn. Stat. § 15.0412, subd. 4-4f (1980) or of failure to establish need for and reasonableness of the proposed rule.

In order to correct the defects enumerated by the Hearing Examiner, the agency shall either take the action recommended by the Hearing Examiner or reconvene the rule hearing if appropriate. If the agency chooses to reconvene the rule hearing, it shall do so as if it is initiating a new rule hearing, complying with all substantive and procedural requirements imposed on the agency by law or rule.

If the agency chooses to take the action recommended by the Hearing Examiner, it shall, prior to submitting the rules to the Attorney General for review, submit to the Chief Hearing Examiner a copy of the rules as initially published in the State Register, a copy of the rules as proposed for final adoption in the form required by the State Register for final publication, and

a copy of the agency's Findings of Fact and Order Adopting Rules. The Chief Hearing Examiner will then make a determination as to whether the defect in regard to substantial change and the requirements of Minn. Stat. § 15.0412, subd. 4-4f (1980) have been corrected.

Should the agency make changes in the rules other than those recommended by the Hearing Examiner, it shall also, prior to submitting the rule to the Attorney General, submit the complete record to the Chief Hearing Examiner for a review in regard to substantial changes.

Dated: May 12, 1981.

Duane R. Harves

DUANE R. HARVES
Chief Hearing Examiner

EDU-81-001-GB

STATE OF MINNESOTA
OFFICE OF ADMINISTRATIVE HEARINGS

FOR THE STATE BOARD OF EDUCATION

IN THE MATTER OF THE PROPOSED ADOPTION OF RULES OF THE STATE BOARD OF EDUCATION GOVERNING PROHIBITION OF DISCRIMINATORY PRACTICES IN ATHLETIC PROGRAMS IN PUBLIC AND PRIVATE ELEMENTARY AND SECONDARY SCHOOLS. 5 MCAR §§ 1.0667-1.0672.

ORDER OF THE CHIEF HEARING EXAMINER

WHEREAS, a hearing was held on March 27, 1981, before George A. Beck, a Hearing Examiner of the State Office of Administrative Hearings, on the above-entitled matter in compliance with Minn. Stat. § 15.0412, subd. 4; and

WHEREAS, the Report of Hearing Examiner made pursuant to Minn. Stat. § 15.052, subd. 3, was issued to the State Board of Education and;

WHEREAS, the State Board of Education has now determined to adopt rules pursuant to Minn. Stat. § 15.0412, subd. 4-4f; and

WHEREAS, the State Board of Education has submitted said rules to the Chief Hearing Examiner for review pursuant to Minn. Stat. §§ 15.0412, subd. 4e and 15.052, subd. 4, and 9 MCAR § 2.111; and

WHEREAS, the Chief Hearing Examiner finds that the final proposed rules are not substantially different from those proposed at the public hearing and that the State Board of Education has cured the defects in the rule as required.

NOW, THEREFORE, upon receipt of this Order, the State Board of Education has the responsibility of submitting the complete hearing record and the rules as adopted by the State Board of Education to the Attorney General and to publish in the State Register, all pursuant to Minn. Stat. § 15.0412, subd. 4e and 4f.

Dated: July 22nd, 1981.

Duane R. Harves

DUANE R. HARVES
Chief Hearing Examiner

STATE OF MINNESOTA
COUNTY OF RAMSEY

BEFORE GEORGE A. BECK
HEARING EXAMINER
OFFICE OF HEARING EXAMINERS

FINDINGS OF FACT

In the Matter of the Proposed
Adoption of Rules of the State
Board of Education Governing
Prohibition of Discriminatory
Practices in Athletic Programs
in Public and Private Elementary
and Secondary Schools
5 MCAR §§ 1.0667-1.0672

The above-entitled matter came on for hearing before State Hearing Examiner George A. Beck on March 27, 1981, at 9:00 a.m. in Conference Room D on the fifth floor of the Veterans Service Building in the City of Saint Paul, Minnesota. Proper notice was served upon all persons, associations, and other interested groups registered with the Secretary of State and upon those who filed with the Department of Education for that purpose pursuant to Minn. Stat. § 15.0412. All interested persons were afforded the opportunity to be heard concerning the adoption of the proposed rules captioned above by the submission of either oral or written data, statements, or arguments.

After having reviewed all of the testimony and evidence submitted at the public hearing and to Hearing Examiner George A. Beck before the close of the hearing record after having considered the Report of the Hearing Examiner and applicable statutory standards, after having withheld action on the proposed rules for the required period of time after receipt of the Hearing Examiner's Report, and after having confirmed the need for the above captioned rules, the State Board of Education holds that the findings of fact of the Hearing Examiner accurately reflect the facts in the record, except as designated below.

NOW THEREFORE, BE IT RESOLVED that the Board hereby adopts in part, and incorporates herein, the Report of the Hearing Examiner dated May 5, 1981, relative to the above-entitled matter except as set forth below, and also makes the following findings of fact:

FINDINGS OF FACT

1) Adopts the recommendation in finding 20 of the Hearing Examiner's Report to include reference to sophomore teams in 5 MCAR 1.0668 D. The purpose of the inclusion would be to recognize the three existing levels of participation in interscholastic sports. As amended, the provision would read:

> "Participate" - Means for interscholastic sports, a student has been selected by the coach to be a member of a particular athletic team, inclusive of varsity, junior varsity, and sophomore teams, after the try-out period has ended.

2) Adopts the recommendation of the League of Women Voters and the Women's Equity Action League, which was supported by the Hearing Examiner, to amend 5 MCAR 1.0669 A. The purpose of the amendment is to more closely reflect the language of the authorizing statute. As amended, the provision would read:

A. Athletic programs for students in the seventh grade or above may include one or more teams limited to participants of one sex whose overall athletic opportunities have previously been limited. Athletic programs for students in the sixth grade or below shall be operated without restrictions on the basis of sex, except that when overall athletic opportunities for one sex have previously been limited and there is demonstrated interest by members of that sex to participate on a team restricted to members of that sex, the educational institution may provide a team restricted to members of that sex. The educational institution shall make a biennial determination of students' demonstrated interest. The method used shall be reported to the Department of Education in conjunction with the report required by 5 MCAR § 1.0671.

3) The suggestion in finding of fact number 25 and 26 that consideration be given to amending 5 MCAR 1.0669 B., to limit it to secondary programs, is rejected. A reading of Minn. Stat. 126.21 subd. 3 (1980) in its entirety clearly shows that clause 4 of that section applies to both elementary and secondary programs offering separate teams in the same sport. See Minn. Stat. 126.21 subd. 3 (1) and (2) (1980).

4) Finds no advantage to the alternative language described in finding of fact number 28. Indeed, the proposed language is more difficult to understand and is rejected.

5) Adopts the suggestion of the Hearing Examiner in finding of fact 30 to amend 5 MCAR 1.0669 E. to make it conform with Minn. Stat. 126.21 subd. 4 (1980).

As amended, the section will read:

E. When an equal opportunity to participate is not provided to members of a sex whose overall athletic opportunities to participate have previously been limited, the school, where there is a demonstrated interest, shall provide separate teams ~~for the excluded sex~~ in sports which it determines will provide members of the excluded sex with an equal opportunity and which will attempt to accommodate ~~will provide equal opportunity and accommodate~~ their demonstrated interest.

6) The suggestion contained in finding of fact 31 to clarify 5 MCAR 1.0670 A. renumbered as 1.0670 B., see paragraph 7 below, by adding the phrase: "to the extent that they are applicable to a given situation", is rejected. Such a modification would impact only on clauses 2, 3, and 4. Its addition would confuse the meaning of the remaining classes. Furthermore, the intent and meaning of the section is clear as written.

7) Adopts the suggestion of the Hearing Examiner in finding of fact 32 and 35 to redraft and simplify the language in 5 MCAR 1.0670 A.1. As redrafted and amended that section will read:

A. Public and private elementary and secondary schools shall make a biennial determination of student demonstrated interest. Schools shall report the method used to make the determination to the Department of Education as part of 5 MCAR § 1.0671. The first biennial determination shall be made prior to the end of the 1981-82 school year.

Student demonstrated interest shall be considered in the selection of those athletic activities to be provided in the athletic program for the purpose of providing separate teams or sports for members of previously excluded sex.

B. ~~A.~~ Public and private elementary and secondary schools shall provide equal opportunity for members of each sex to participate in both their intramural and interscholastic athletic program by responding to the following considerations:

1. ~~2.~~ The number of opportunities for females to participate on teams is to be comparable to the number of opportunities for males to participate on teams in each school year in the interscholastic athletic program and comparable, as well as in the intramural athletic program.

2. ~~3.~~ The equipment, supplies and uniforms for each sport are to be comparable for both sexes.

3. ~~4.~~ The locker rooms, practice, and competitive facilities are to be comparable for both sexes.

4. ~~5.~~ The medical services are to be comparable for both sexes.

5. ~~6.~~ The participation rates for members of both sexes are to be comparable while recognizing the voluntary nature of student involvement in interscholastic and intramural athletics.

8) The suggested clarifying language contained in finding of fact number 36 is adopted. As such, 5 MCAR 1.0670 B. renumbered as 1.0670 C. is amended to read in part:

When two teams in the same sport are provided pursuant to 5 MCAR 1.0669 A., the two teams shall be treated in a substantially equal manner. Public and private elementary and secondary schools shall accomplish this, to the extent that they are applicable in a given situation, by providing that:

9) The suggested clarifying language contained in finding of fact number 38 is adopted. As amended, 5 MCAR 1.0670 B.5. provides:

The amount of coaching provided for each team is comparable.

10) The clarifying language identified in finding of fact 42 is adopted. The purpose of the amendment is to keep separate the statistics for interscholastic and intramural athletics. In that manner, the separate nature of the two programs is maintained. Furthermore, if a problem arises in a specific school district, it will be easier to identify which aspects of the program are successful and which are unsuccessful. As amended, 5 MCAR 1.0671 will provide:

Annually, on or before October 15, each school/school district shall submit to the Commissioner of Education an elementary and secondary athletic program report containing information about both intramural and interscholastic athletics provided. The report shall contain by building: (a) Number of sports offered for each sex, (b) The season each sport is offered for each sex, (c) The number of weeks each sport is offered, (d) The number of teams in each sport, (e) The number of coaches assigned each sport, (f) The number of students by sex participating in each sport, (g) The dollar expenditure per sport, (h) The total unduplicated count of student participation in the intramural program by sex, and (i) The total unduplicated count of student participation in interscholastic programs by sex.

11) The State Board of Education has carefully reviewed all comments submitted to the Hearing Examiner and expressed to the State Board prior to the Adoption of the rules for prohibition of discriminatory practices in athletic programs in public and private elementary and secondary schools.

12) The State Board of Education finds all of the amendments contained herein both needed and reasonable.

Secretary, State Board of Education

Member, State Board of Education

Certificate of Board's
Resolution Adopting Rules

I, Howard B. Casmey, do hereby certify that I am secretary of the Board of Education, a Board duly authorized under the laws of the State of Minnesota, and that the following is true, complete, and correct copy of a resolution adopted at a meeting of the Board of Education, duly and properly called and held on the 14th day of July, 1981, that a quorum was present at said meeting, that a majority of those present voted for the resolution, and that said resolution is set forth in the minutes of said meeting and has not been rescinded or modified.

RESOLVED, that the rules governing the prohibition of discriminatory practices in athletic programs in public and private elementary and secondary schools hereby are approved as amended and are adopted pursuant to the authority vested in us by Minn. Stat. § 126.21 subd. 5 (1980) and that the Commissioner of Education be and hereby is authorized to sign an order adopting these rules.

BE IT FURTHER RESOLVED that if, after review by the Chief Hearing Examiner and the Attorney General, it should be deemed appropriate by the Commissioner of Education to make changes in the rules as adopted herein, the Commissioner is hereby authorized to make any changes permitted by law which do not result in a substantially different rule and to sign an amendment to the order adopting the rules.

IN WITNESS WHEREOF, I have hereunto subscribed my name the 14th day of July, 1981.

Secretary State Board of Education

Member, State Board of Education

State of Minnesota
County of Ramsey

Statement of Need and Reasonableness

In the matter of the Proposed Adoption of Rules of the State Board of Education Relating to 5 MCAR § 1.0667-1.0672.

Statutory Authority to Adopt the Proposed Rules

Minnesota Statute, § 124.15, Subdivision 2a (1980), charges the State Board of Education with the responsibility of promulgating rules relating to local school board assurances of compliance with state and federal law prohibiting discrimination and which specify the information required to be submitted in support of the assurances.

Minnesota Statute § 363.03 (1980) prohibits discrimination in educational programs and activities on grounds of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, or disability.

The express statutory authority to adopt these proposed rules is Minnesota Statute, Section 126.21, Subd. 5 (1980), which directs the State Board of Education, after consultation with the Commissioner of Human Rights, to promulgate rules to prevent discrimination in elementary and secondary school athletic programs operated by educational institutions.

In preparing for the implementation of this act and the preparation of these proposed rules, the Department of Education, Division of Special Services, Equal Educational Opportunities Section, has sought advice and input from the Department of Human Rights, school officials in Minnesota public schools, Minnesota State High School League, other educational professional organizations and concerned citizen groups.

The Need for These Particular Rules

Three basic issues can be cited as the underlying need for the proposed rules.

(1) The 1980 Legislature has directed the State Board of Education to promulgate rules to extend athletic opportunities for females and to assure that athletic programs offered by educational institutions for elementary and secondary students are nondiscriminatory on the basis of sex.

(2) There is a need to provide definitions and standards so that both the educational institutions and the beneficiaries of the athletic program can determine program equity for each sex using the same criteria.

(3) There is a need to provide the State of Minnesota, Department of Education, with a set of criteria by which it can determine public and nonpublic schools' compliance with the Act.

5 MCAR § 1.0667 - Athletic Programs, Authority

5 MCAR § 1.0667 is deemed necessary to alert the education community that the rule applies to both public and private, elementary and secondary school athletic programs. It also sets forth the statutory authority for the board to promulgate the rules. The statute and rules are made applicable to private educational institutions through Minn. Stat. § 363.01, Subd. 20 (1980). Despite its location in the education code, it is clear that Section 126.21 is integrally related to and part of the Human Rights Act, Minn. Stat., Ch. 363 (1980).

5 MCAR § 1.0668 Definitions

5 MCAR § 1.0668 A is deemed necessary because it specifies and clarifies and because the statutory language is not clear whether intramural athletic activities are included in the term "athletic program". Therefore, it is necessary to clarify and provide educational institutions a common meaning for the term "Athletic Program". The reasonableness of this definition is supported by the Department of Education's position that the intramural program is an important component of the athletic program because it provides students an opportunity to develop athletic skills and competencies needed to perform in competitive sports, and therefore must be included in the definition of the "athletic program". Further the Department believes that, as financial resources become more scarce, interscholastic sports will diminish causing the intramural program to take on more importance since it is less costly. Therefore, students of both sexes should be provided equal opportunity to participate in the intramural athletic program. These rules will provide that opportunity.

5 MCAR § 1.0668 B through F is deemed necessary to provide educational institutions and citizens a common, working definition for the following terms and words:

B. "Interscholastic Athletic Program"

C. Intramural Athletic Program

D. Participate

E & F. Participation rate for a particular sex in both the Interscholastic and Intramural Athletic Program.

The reasonableness of these definitions is based upon their reliance upon common usage.

5 MCAR § 1.0669 - Separation by Teams

5 MCAR § 1.0669 (A) is deemed necessary to inform educational institutions that in order to provide equal opportunity for students to participate in the athletic program offered in the 7th grade and above it is permissible to offer some sports that are limited to one sex, and in the sixth grade and below it is permissible to offer some sports limited to one sex when a demonstrated interest indicates a desire to participate on such a team. Its reasonableness is based upon Minn. Stat. § 126.21, Subd. 3 (1980). Duplication of this legislative standard is crucial to a comprehension of the rule's meaning and effect.

5 MCAR § 1.0669 (B) is deemed necessary to provide educational institutions conditions under which they may provide separate or substantially separate teams in the same sport. Its reasonableness is based upon Minn. Stat. § 126.21, Subd. 3 (1980). Duplication of this legislative standard is crucial to a comprehension of the rule's meaning and effect.

5 MCAR § 1.0669 (C) is deemed necessary to provide educational institutions conditions under which students shall be permitted to try out and participate on any team in any sport. Its resonableness is based upon Minn. Stat. § 126.21, Subd. (1980). Duplication of this legislative standard is crucial to a comprehension of the rule's meaning and effect.

5 MCAR § 1.0669 (D) is deemed necessary to provide educational institutions conditions under which students may not be permitted to try out or participate on particular teams. Its reasonableness is based upon Minn. Stat. § 126.21, Subd. 3 (1980). Duplication of this legislative standard is crucial to a comprehension of the rule's meaning and effect.

5 MCAR § 1.0669 (E) is deemed necessary to provide educational institutions conditions under which separate teams must be provided for students. Its reasonableness is based upon Minn. Stat. § 126.21, Subd. 4. Duplication of the legislative requirement is essential to a comprehension of the rule's meaning and effect.

5 MCAR § 1.0670 - Duties of School Districts, Penalty for Failure to Comply

5 MCAR § 1.0670 (A) is deemed necessary to provide educational institutions criteria to be used to determine whether or not equal opportunity is being provided for members of each sex to participate in both their intramural and interscholastic athletic programs. Its reasonableness is based upon Minn. Stat. Section 126.21, Subd. 2 (1980). A reiteration and expansion of the legislative criteria is crucial to the implementation of the provisions and intent of the act. Medical services have been added because certain sports require medical services. Therefore, it seems reasonable to require that if medical services are provided to one sex they should be provided the other.

5 MCAR § 1.0670 (B) is deemed necessary to provide institutions criteria to be used to determine whether or not members of teams are being treated in a substantially equal manner when two teams in the same sport are offered by the institutions. Its reasonableness is based upon Minn. Stat. Section 126.21, Subd. 3(3) and Title IX. (Regulations implementing education amendments of 1972, Prohibiting Sex discrimination in Education, Section 86.41(C).) It seems reasonable to use comparable criteria in these rules as are set forth in Title IX in order that school may comply with both without being in conflict with either.

5 MCAR § 1.0670 (C) is necessary to inform local boards that the penalty for non-compliance with this Chapter is the reduction of state aids pursuant to Minnesota Statute 124.15, and that by statute the Human Rights Department has jurisdiction. See Minn. Stat. § 363.02, Subd. 3(b) (1980).

5 MCAR § 1.0671 - Compliance Reports and Submission of Data.

5 MCAR 1.0671 is necessary to set forth the date that each school district or educational institution must submit an elementary and secondary athletic program report and to specify the information that must be contained in the report. Its reasonableness is based upon Minn. Stat. 124.15, Subd. 2a (1975). Presently all the data specified is being collected for the "interscholastic athletic programs".

5 MCAR § 1.0672 (A and B) Duties of the Commissioner of Education.

5 MCAR § 1.0672 is necessary to provide direction to the Commissioner of Education in fulfilling the requirements of Minnesota Statute 124.15, Subd. 2a. This section also recognizes the role of the Commissioner of Human Rights in this area.

RECEIVED
JUL 23 1981
Attorney General's Office
Bremer Towers Office

STATE OF MINNESOTA
STATE BOARD OF EDUCATION

In the Matter of Proposed Adoption of Rules of the State Board of Education Governing Prohibition of Discriminatory Practices in Athletic Programs in Public and Private Elementary and Secondary Schools, 5 MCAR §§ 1.0667-1.0672

STATEMENT OF COMPLIANCE WITH RULEMAKING PROCEDURES

I, Special Assistant Attorney General Charles T. Mottl, do hereby declare that I have examined the proposed rules and all related documents and that, based upon my examination and my personal familiarity with the applicable procedures, the Administrative Procedure Act, the Rules of the Office of Administrative Hearings, and the rules of the Attorney General have been followed. Any exceptions are noted below.

Dated: July 27, 1981

Charles T. Mottl

CHARLES T. MOTTL
Special Assistant
Attorney General

State of Minnesota
State Board of Education
Department of Education

In the Matter of the Proposed Adoption of Rules of the State Board of Education Governing Prohibition of Discriminatory Practices in Athletic Programs in Public and Private Elementary and Secondary Schools 5 MCAR SS 1.0667-1.0672

AFFIDAVIT OF MAILING NOTICE OF SUBMISSION TO THE ATTORNEY GENERAL

STATE OF MINNESOTA)
) ss.
COUNTY OF RAMSEY)

Daniel J. Holmquist, being first duly sworn, deposes and says:

That on the 28th day of July, 1981, in the City of St. Paul, County of Ramsey, State of Minnesota, he served the attached Notice of Submission to the Attorney General by depositing in the State of Minnesota Central Mail System for United States mailing at said City of St. Paul, a copy thereof, properly enveloped, with postage prepaid, on all persons and associations who requested notice that the hearing record, has been submitted to the Attorney General.

Daniel J. Holmquist

Subscribed and sworn to before me this 28th day of July, 1981.

Betty L. King

BETTY L. KING
Notary Public, Dakota Co. MN
My Commission Expires
June 13, 1983

State of Minnesota
State Board of Education
Department of Education

In the Matter of the Proposed Adoption of Rules of the State Board of Education Governing Prohibition of Discriminatory Practices in Athletic Programs in Public and Private Elementary and Secondary Schools 5 MCAR SS 1.0667-1.0672

NOTICE OF SUBMISSION TO THE ATTORNEY GENERAL

Pursuant to your request and in accordance with Minnesota Statutes, section 15.0412:

PLEASE TAKE NOTICE that the above-captioned rules have been submitted to the Office of the Attorney General on this date, JUL 28, 1981, for review as to form and legality. Pursuant to 1 MCAR S 1.206 C., the Attorney General will not approve the rules for ten calendar days after receipt to allow any person or association time to comment on the legality of the rules, after which that Office will complete its review. If you desire to comment on the legality of the above-captioned rules, you should direct your comments to the Office of the Attorney General, G-25 State Administration Building, 50 Sherburne Avenue, St. Paul, Minnesota 55155, telephone (612) 296-7030. Please note that the above-cited rule of the Attorney General also provides that a copy of any written comments submitted to the Attorney General must be submitted simultaneously to this agency.

If you are interested in determining what changes, if any, were made in the proposed rules after the hearing and before submission to the Attorney General you may contact Archie Holmes, Manager, EEO, Minnesota Department of Education, 630 Capitol Square Building, 550 Cedar St., St. Paul, Minnesota 55101, or telephone (612) 296-5020.

John J. Ferderber