



AGENDA

Independent School District No. 77
Mankato, MN 56001

Monday, November 2, 2015 - 5:30 p.m.
Intergovernmental Center - Mankato Room

Greeters: Supt. Sheri Allen and Board Member Sara Hansen

1. CALL TO ORDER AND ROLL CALL (5:30 P.M.)
2. APPROVAL OF AGENDA (5:30 P.M.)
3. OPEN FORUM (5:35 P.M.)
4. INFORMATION (5:45 P.M.)
 - A. District Early Childhood Alignment and Vision
 - B. Bridges Community School Report
5. CONSENT AGENDA (6:15 P.M.)
 - A. Approval of Minutes of the October 19, 2015, Regular Meeting
 - B. Personnel - Consent Items
 1. Personnel - Addendum
6. BUSINESS (6:20 P.M.)
 - A. Acceptance of Gifts and Grants

7. ADJOURNMENT (6:25 P.M.)



School Board Members for 2015

Ann Hendricks
133 Ichabod Lane
Mankato, MN 56001
Phone: 351-7503
E-Mail: ahendr1@isd77.k12.mn.us
Term Ends December 31, 2015

Jodi Sapp
20588 State Highway 66
Mankato, MN 56001
Phone: 351-6597
E-Mail: jsapp1@isd77.k12.mn.us
Term Ends December 31, 2017

Judi Brandon
10 Crown Hill Lane
Mankato, MN 56001
Phone: 387-4945
E-Mail: jbrand1@isd77.k12.mn.us
Term Ends December 31, 2015

Sara Hansen
2034 Sundance Lane
North Mankato, MN 56003
Phone: 344-1566
E-Mail: shanse1@isd77.k12.mn.us
Term Ends December 31, 2015

Tom Rekstein
208 Crestwood Drive
North Mankato, MN 56003
Phone: 327-8755
E-Mail: trekst1@isd77.k12.mn.us
Term Ends December 31, 2015

Kinney Eberhart
2003 Roe Crest Drive
North Mankato, MN 56003
Phone: 469-4623
E-Mail: ceberh1@isd77.k12.mn.us
Term Ends December 31, 2017

Kristi Schuck
730 S. Broad Street
Mankato, MN 56001
Phone: 382-4951
E-Mail: kschuc1@isd77.k12.mn.us
Term Ends December 31, 2017

Sheri L. Allen, Superintendent
10 Civic Center Plaza, Suite 2
Mankato, MN 56001
Phone: 387-1868
E-Mail: sallen1@isd77.k12.mn.us



OPEN FORUM GUIDELINES

The School Board allows public participation at its meeting, but at the same time has the responsibility for conducting its business in an orderly fashion. The Chairperson will provide the audience with an opportunity to speak during the Open Forum portion of the meeting. Citizens wishing to speak are asked to complete a Visitor Registration Card (located at the door of the meeting room) and hand it to the Board Chair or Deputy Clerk prior to the start of the meeting.

The major purpose of the citizens' participation is for the School Board to hear citizen's views on ways to improve the educational program and ways to improve the processes, including communications, for bringing about such improvements.

Each speaker will be asked to state his/her name and address for the record, and will be allowed five minutes for his/her presentation unless the time limit is waived by a majority of the Board members present. When there are a large number of speakers to be heard, the School Board may shorten this time or limit the number of speakers.

During an open meeting, the School Board is prohibited by law from considering allegations or charges against an employee. The presiding officer may terminate the speaker's privilege of address if, after being called to order, he/she persists in improper conduct or remarks.

Members of the School Board and the Superintendent may question a speaker or make comments in response to the speaker's remarks.

Visit our Web Site at www.isd77.org



Mankato Area Public Schools

District Strategic Roadmap

MISSION STATEMENT - *Our core purpose*

Assuring learning excellence and readiness
for a changing world

CORE VALUES - *What drives our actions and words*

Integrity - *Doing the “right thing” at all times with honesty and authenticity*

Respect - *Embracing of our differences, treating others as we wish to be treated*

Excellence - *High expectations for all and in all we do and the courage to challenge for it*

Adaptability - *Engaging in flexible, continuous and purposeful change grounded in data*

Responsibility - *Shared stewardship of and accountability for our words, acts, choices and results*

Engagement - *Actively participating with a mission-focus and values-driven attitude*

Collaboration - *Operating with a preference and capacity for partnership across our community*

VISION - *What we commit to create*

Learner Success through

- Aligned and relevant curriculum meeting individual needs
- Learner excellence and readiness

Sustainable Systems & Structures through

- Sustainable resources for continued growth; freedom from scarcity
- Quality, professional and respected staff
- Sustainable leadership philosophy, practice, and culture

Community Culture of Excellence through

- Recognizing who we are and embracing who we may become
- Collaboration and communication as core competencies

STRATEGIC DIRECTIONS- *Our focus for continuous improvement*

- A. Student learning and engagement
- B. Developing district culture and practices of partnership and connectedness between staff, students, families and community for student learning
- C. Increase readiness for all students to ensure options for life
- D. Needs-based resource allocation
- E. Developing staff capacity, accountability and skills to implement our Strategic Directions

School Board Regular Meeting

ITEM NUMBER: 4. A.

Meeting Date: 11/02/2015

Prepared By: Audra Boyer, Director of Community Education & Recreation

Item Type: Information

Subject:

District Early Childhood Alignment and Vision

Background:

Audra Nissen Boyer, Heather Mueller and Ruth Rosenwinkel will present an informational report on our district's Early Childhood Alignment and Vision.

Recommended Action:

None

Attachments

Early Childhood Alignment

2015–16 *Early Childhood* Report to the School Board

November 2, 2015



Early Childhood Vision Development

preschool focus: 3,4 and 5 year olds

When a child arrives at kindergarten, they will exhibit knowledge and skill across multiple learning areas as described in standards. These include social and emotional, math/science/social studies, physical, arts, language/literacy/communication.



High Quality Instruction

to assure student learning

PLC work

Coaching

Danielson Model

Standards-based Instruction

Job embedded professional development



Data–Driven Decision Making

increase teacher success

Teaching Strategies Gold = 3 Check Points

Pyramid Model for social–emotional dev.

IGDIS

Accessing K–12 Data

Rtl Implementation



Collaboration Across District

one message and one measurement

Standards-based Curriculum Adoption
Inclusive Classrooms
District and Program Leadership



Equitable Access to Preschool

Parent Aware 4 Star Rating

–Pathways Scholarships

Title 1 Resource Use

Sliding Fee Scale

Restructured Classroom Placement 2016–17



Community Cooperation

understanding importance of work

HeadStart

Greater MN Area United Way

Southern MN Initiative Foundation

Child Care Aware

- **Childfind**
- **Community Providers**



World's Best Workforce

Mankato Area Public Schools VISIONCARD A: Student learning & engagement

A 02	ReadWell by 3rd Grade	20%	DE	Less than 75% of students proficient on the 3 rd grade MCA Reading assessment	75 - 79% of students proficient on the 3 rd grade MCA Reading assessment	80 - 84% of students proficient on the 3 rd grade MCA Reading assessment	85 - 90% of students proficient on the 3 rd grade MCA Reading assessment	Greater than 90% of students proficient on the 3 rd grade MCA Reading assessment	1
A 03	Kindergarten Literacy	30%	DE	Less than 75% of students meet Fall literacy benchmark for K	75 - 79% of students meet Fall literacy benchmark for K	80 - 84% of students meet Fall literacy benchmark for K	85 - 90% of students meet Fall literacy benchmark for K	Greater than 90% of students meet Fall literacy benchmark for K	1



Thank you!

Questions?



School Board Regular Meeting

ITEM NUMBER: 4. B.

Meeting Date: 11/02/2015

Prepared By: Heather Mueller, Director of Teaching and Learning

Item Type: Information

Subject:

Bridges Community School Report

Background:

Robin Courier and Michelle Modrow will present an update report on Bridges Community School.

Recommended Action:

None

Attachments

Bridges Presentation

2015–16 *Bridges* **Report to the School Board**

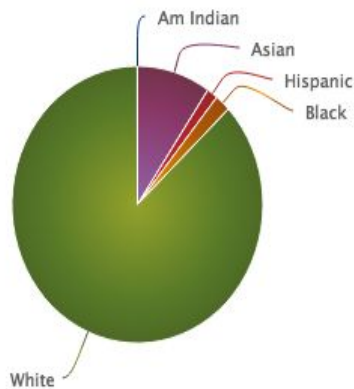
November 2, 2015

Demographics

Bridges Community Elementary Mankato Public School District



2015 Enrollment by Ethnicity

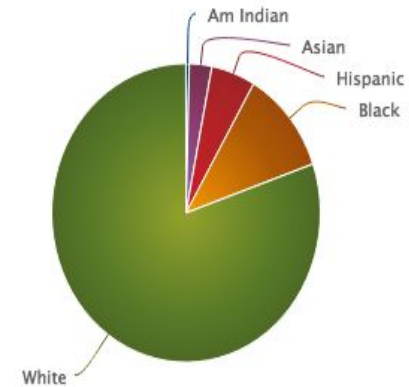


Ethnicity	Count	Percent
American Indian/Alaskan Native	0	0.0%
Asian/Pacific Islander	14	9.5%
Hispanic	2	1.4%
Black, not of Hispanic Origin	3	2.0%
White, not of Hispanic Origin	128	87.1%
All Students	147	100.0%

Mankato Public School District



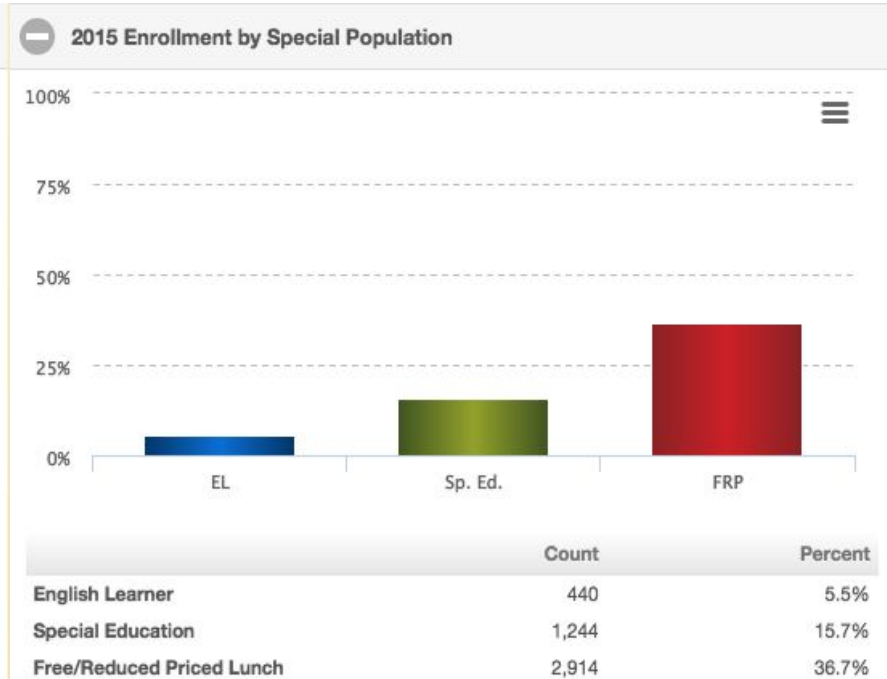
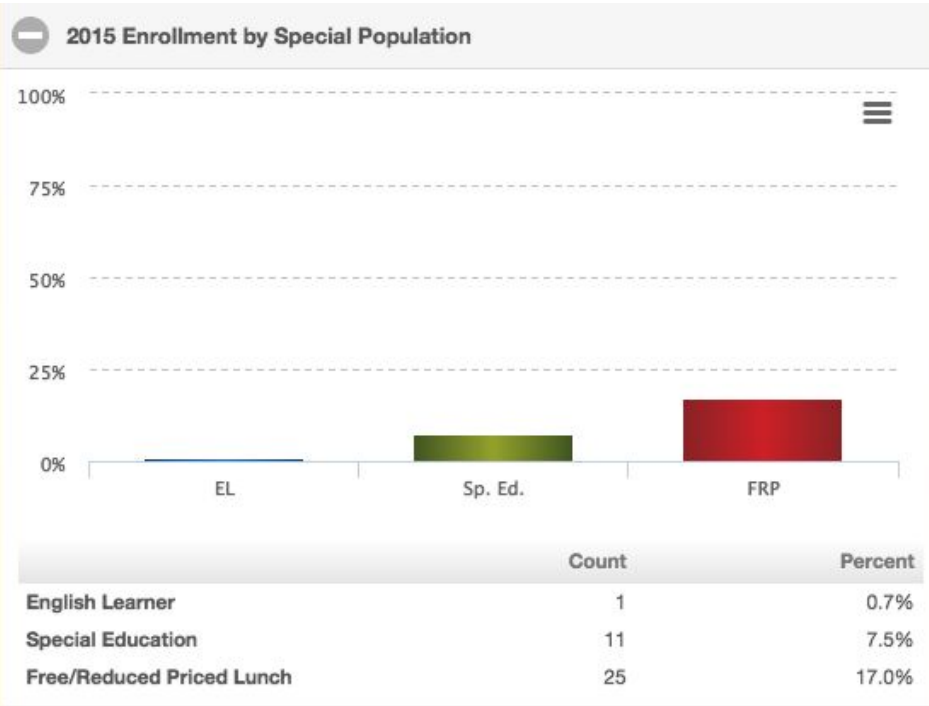
2015 Enrollment by Ethnicity



Ethnicity	Count	Percent
American Indian/Alaskan Native	31	0.4%
Asian/Pacific Islander	215	2.7%
Hispanic	421	5.3%
Black, not of Hispanic Origin	897	11.3%
White, not of Hispanic Origin	6,384	80.3%
All Students	7,948	100.0%

From MDE website, Oct. 2015
Education.state.mn.us

Special Populations



From MDE website, Oct. 2015
Education.state.mn.us

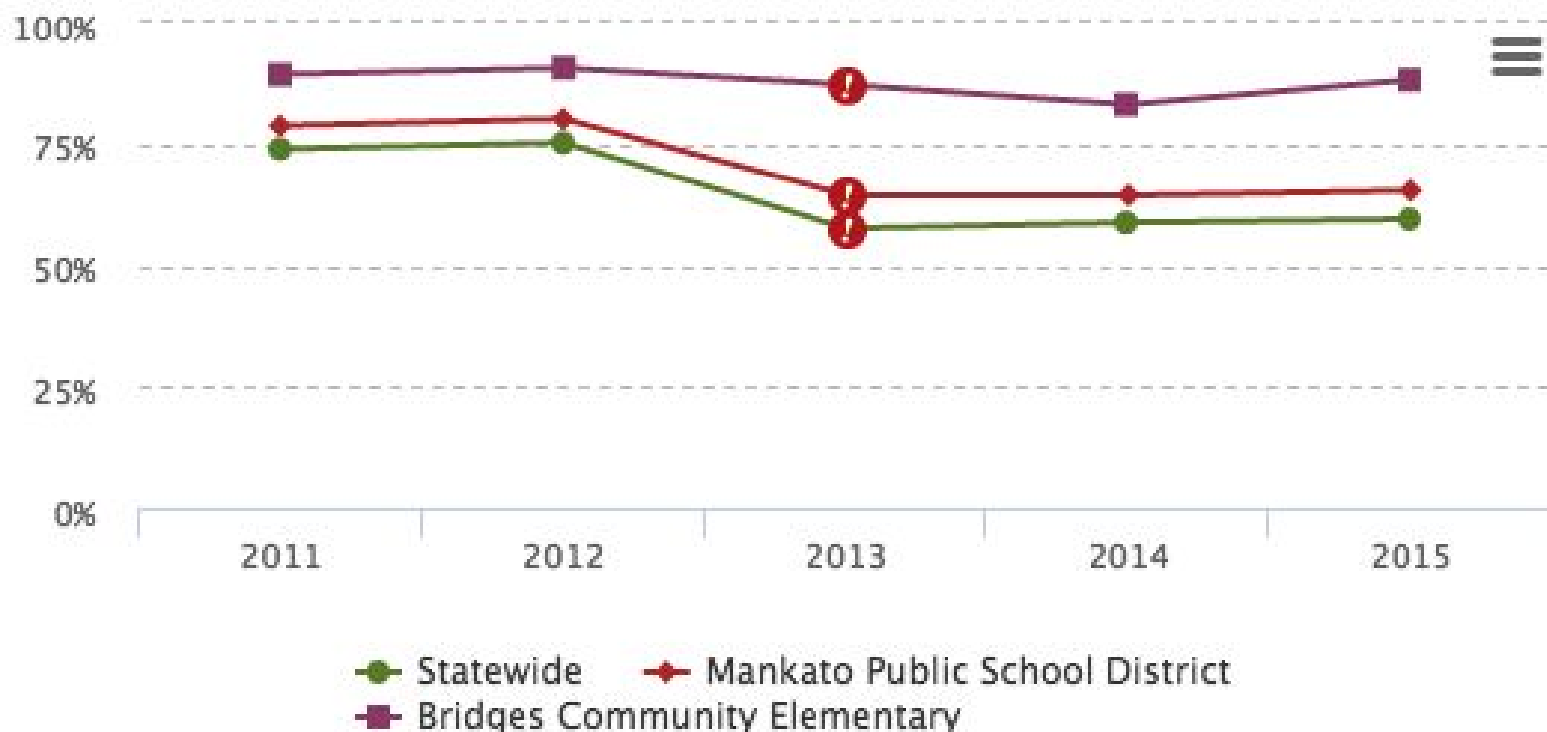
Bridges Reading Trend Data

Bridges Community Elementary Mankato Public School District

Subject: Reading, Grade: All Grades



2011 - 2015 Proficiency



! = the year new reading standards were implemented

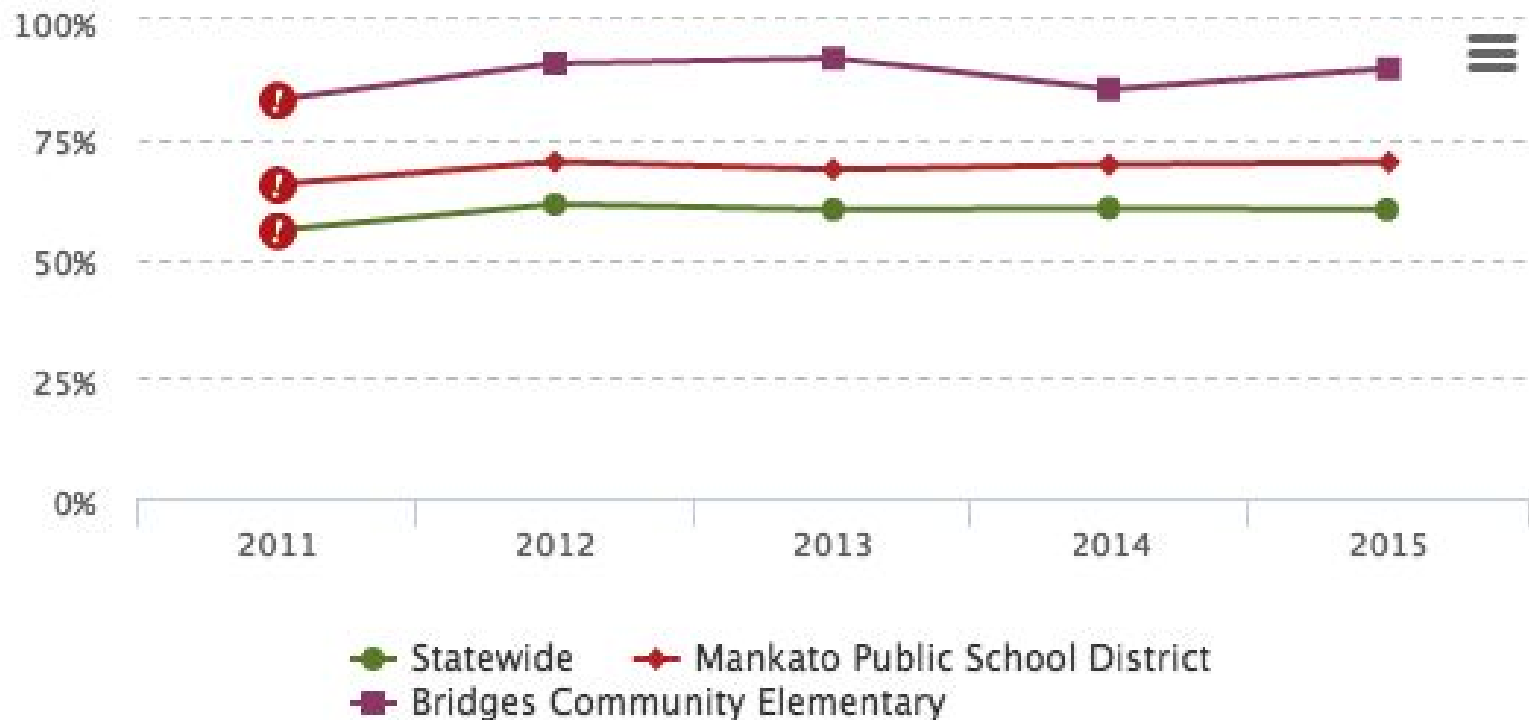
Bridges Math Trend Data

Bridges Community Elementary Mankato Public School District

Subject: Math, Grade: All Grades



2011 - 2015 Proficiency



Improvement Efforts

Strategic Direction A (student learning and engagement)

- Continue to deliver standards based instruction through the Balanced Literacy framework.
- Increase the automaticity of math computation.
- Continue with school-wide RTI 30 minute block.
- To help all kindergarten students benchmark on Winter DIBELS
- Utilize enrichment work for high achieving students

Improvement Efforts

Strategic Direction B (developing culture)

- Welcome all Bridges families to the unique climate and culture at Bridges
 - Cub Connection
 - BBQ on the Blacktop
 - Grandparents Day
 - Community Tours
 - Bridges Showcase

Improvement Efforts

Direction E (developing staff capacity)

- Understand and utilize data, through collaborative professional development, in order to respond to the needs of students
 - PLC Meetings
 - DEN - NWEA Learning Continuum
 - Cluster training
 - Professional Development Provided by CIC
 - Team Planning Time

Professional Learning Community Collaborative Teams

- Collaborative Team Goals
 - 100% of students will meet growth targets in reading
 - targeted reading instruction using a balanced literacy approach
 - reading interventions provided by an intervention teacher
 - Support through MN Reading Corps
 - 100% of students will meet growth targets in math
 - targeted math instruction
 - small guided math groups

Bridges Core Knowledge Curriculum

“The Core Knowledge Sequence is a detailed outline of specific content and skills to be taught in language arts, history, geography, mathematics, science, and the fine arts.”

“Core Knowledge is a guide to coherent content from grade to grade, designed to encourage cumulative academic progress as children build their knowledge and skills from one year to the next.”

CK compliments the Benchmark Literacy resource as well as allowing for real life connections through “being there” experiences and hands-on activities and projects.

Site Council

Bridges Community School is governed by a Site Council under the direction of Mankato Area Public Schools. Bridges Community School Site Council looks to energize the education process and to encourage innovation, commitment, ownership, and accountability. The following statements characterize the Site Council model:

- Is mission, philosophy directed
- Is team-oriented
- Allows staff, student, parent and community participation
- Is accountable to standards
- Focuses on what is best for the students
- Seeks flexibility
- Increases and integrates the responsibility of staff, parents, students, and community
- Measures student achievement
- Develops a collaborative relationship between district administration and Bridges
- Provides the opportunity for the role of the principal (Lead Teacher) to be redefined according to our local needs
- Improves trust level based on open communication, cooperation and collaboration among stakeholders
- Develops close relationships with parents and community members

Site Council Members

Site Council

Teaching staff:

Robin Courrier, Lead Teacher
Peggy Morris, Kindergarten
Mary Jane Sletten, 1st grade
Teri Townsend, 2nd grade
Bri Miller, 3rd grade
Jeremy Olson, 4th grade
Jenny Reed, 5th grade

Community Representative

Bukata Hayes, Community Rep.

Ex-Officio Members

Tom Rekstein, School Board
Travis Olson, Principal Liaison
Jen Jacob and Joleen Johnson, BAC Chair

BAC Parents/Guardians:

Paul Mackie, parent 2016
Chase Sutton, parent 2016
Jen Huettl, parent 2016
Rick Sartell, parent 2016
Rick Koenig, parent 2017
Matthew Clay, parent 2017
Danielle Ceminsky, 2017

Celebrations and Proactive Behavior Supports

Lifelong Guidelines

- TRUSTWORTHINESS – to act in a manner that makes one worthy of trust and confidence
- TRUTHFULNESS – to be honest about things and feelings with oneself and others
- ACTIVE LISTENING – to listen with the intention of understanding what the speaker intends to communicate
- NO PUT-DOWNS – to never use words actions, and/or body-language that degrade, humiliate, or dishonor others.
- PERSONAL BEST – to do one's best given the circumstances and available resources

Life Skills

- | | | |
|----------------|----------------|-------------------|
| - CARING | - FLEXIBILITY | - PERSEVERANCE |
| - COMMON SENSE | - FRIENDSHIP | - PRIDE |
| - COOPERATION | - INITIATIVE | - PROBLEM SOLVING |
| - COURAGE | - INTEGRITY | - RESOURCEFULNESS |
| - CURIOSITY | - ORGANIZATION | - RESPONSIBILITY |
| - EFFORT | - PATIENCE | - SENSE OF HUMOR |

Thank you!

School Board Regular Meeting

ITEM NUMBER: 5. A.

Meeting Date: 11/02/2015

Prepared By: Sheri L. Allen, Superintendent

Item Type: Action

Subject:

Approval of Minutes of the October 19, 2015, Regular Meeting

Background:

See attachment.

Recommended Action:

Recommend approval of the minutes as presented.

Attachments

Minutes - October 19, 2015, Regular Meeting

SCHOOL BOARD MINUTES
INDEPENDENT SCHOOL DISTRICT NO. 77
Mankato, Minnesota

October 19, 2015

The School Board of Independent School District No. 77 met in regular session on Monday, October 19, in the Mankato Room at the Intergovernmental Center. Chair Hendricks called the meeting to order at 5:30 p.m. Members present at roll call: Judi Brandon, Sara Hansen, Ann Hendricks, Tom Rekstein, Jodi Sapp and Kristi Schuck. Absent: Kinney Eberhart.

Ms. Schuck moved, and Mrs. Brandon seconded, approval of the agenda together with a Personnel Addendum. The motion carried on a 6-0 voice vote.

Open Forum: No one wished to speak.

Information Reports: Hoover Elementary School Report presented by Dan Kamphoff; East Senior High School Report presented by Jeff Dahline, Sam Schroeder, Mary Jo Brindley, Andy Krause and Joy Visto; Board member workshop/committee reports.

The consent agenda items outlined below were approved on a motion by Ms. Hansen, seconded by Mr. Rekstein, and carried on a 6-0 roll call vote.

Approval of Minutes of the October 5, 2015, regular Board meeting.

Approval of October bills totaling \$9,313,475.54.

Personnel:

APPOINTMENTS (INSTRUCTIONAL)

Amanda Rueter - Part-time Teacher at Mt. Olive for approximately 160 hours for the 2015-16 school year beginning October 23, 2015. She will be compensated according to her placement on the Teachers Association salary schedule with an hourly rate of \$44.72.

Katherine Sump - Adult Basic Education Teacher for 3.75 hours per day/2 days per week beginning October 13, 2015. She will be compensated at the rate of \$25.35 per hour.

The following will be teachers in the ExCel Program at Rosa Parks Elementary School beginning October 19 and ending April 13, 2016 (3 days per week for 58 days). They will be compensated according to their placement on the Teachers Association salary schedule.

Dan Blasl, Jordan Elias, Kayla Engel-Rachel Gore - shared position,

Jennifer Gates/Clare Oberle - shared position, Susan Levandowski
Dan Blasl, Coordinator for the ExCel Program - he will receive \$1,000 for
this assignment.

APPOINTMENTS (NONINSTRUCTIONAL)

Thomas Anderson - Full-time Evening Custodian at West High School beginning
October 12, 2015. He will be placed at classification A13 of the Maintenance
and Custodial Workers Association salary schedule with an hourly rate of
\$12.69.

Deborah Anton - Special Education Paraprofessional at Lincoln ECFE for 6.5
hours per day/4 days per week beginning October 19, 2015. She will be
compensated at the rate of \$10.86 per hour in accordance with the agreement
between the District and the Minnesota School Employees Association.

Alyssa Brage - Special Education Paraprofessional at Washington Elementary
School for 6.25 hours per day/5 days per week beginning October 7, 2015. She
will be compensated at the rate of \$10.86 per hour in accordance with the
agreement between the District and the Minnesota School Employees
Association.

Andrew Brethauer - Special Education Paraprofessional at East High School for
6.75 hours per day/5 days per week beginning October 21, 2015. He will be
compensated at the rate of \$10.86 per hour in accordance with the agreement
between the District and the Minnesota School Employees Association.

Kasey Carstensen - LPN/Classroom Paraprofessional at Kennedy Elementary
School for 7.08 hours per day/4 days per week (M-Th) and 6.25 hours on Fridays
(34.57 hours per week) beginning October 19, 2015. She will be compensated
at the rate of \$17.76 per hour in accordance with the agreement between the
District and the Minnesota School Employees Association.

Heather Coopman - Instructional Support Secretary at Student Support Services
Center beginning October 16, 2015. This position is full-time, 12-months with
a work-year of 251 days plus 10 paid holidays. She will be placed at
classification B22, step 1 of the Educational Secretaries Association salary
schedule.

Wence Edwards - NonClassroom (Supervision and Security) Paraprofessional at
Dakota Meadows Middle School for 7.5 hours per day/5 days per week
beginning October 19, 2015. You will be compensated at the rate of \$10.86
per hour in accordance with the agreement between the District and the
Minnesota School Employees Association.

Taden Johnson - Special Education Paraprofessional at Kennedy Elementary

School for 6.25 hours per day/5 days per week beginning October 6, 2015. He will be compensated at the rate of \$10.86 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

Denise Salisbury - Special Education Job Coach Paraprofessional - District wide for 5.5 hours per day/5 days per week beginning October 19, 2015. She will be compensated at the rate of \$10.86 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

CONTRACT ADJUSTMENTS (NONINSTRUCTIONAL)

Rebecca Bernin - Increase in Intervention Paraprofessional assignment from 4.5 hours per day/5 days per week to 5.5 hours per day/5 days per week at Roosevelt Elementary School beginning October 14, 2015.

Beth Gorres - Increase in Cook's Helper assignment from 6.5 hours per day to 6.75 hours per day/5 days per week at West High School, effective as of October 1, 2015.

Nasra Ibrahim, Outreach Community Connector - Change in position classification from A13 to B22 with an hourly rate of \$18.92, effective as of October 15, 2015.

Christine Larson - Increase in Special Education Behavior Intervention Paraprofessional assignment at Futures from 6.25 hours per day to 6.75 hours per day/5 days per week beginning September 8, 2015.

Maria Nett - Increase in Cook's Helper assignment from 5 hours per day to 7.5 hours per day/5 days per week at Rosa Parks Elementary School beginning October 1, 2015.

Elizabeth Rossow - Increase in Special Education Paraprofessional assignment from 15.25 hours per week to 31.25 hours per week (6.25 hours per day/5 days per week) at Franklin Elementary School beginning December 14, 2015.

Rebecca Shouts - Increase in Intervention Paraprofessional assignment from 4 hours per day/5 days per week to 5.5 hours per day/5 days per week at Roosevelt Elementary School beginning October 14, 2015.

REQUESTS FOR LEAVE (INSTRUCTIONAL)

Amber Baumann, Grade 6 Teacher at Dakota Meadows Middle School has requested a leave under the provisions of the Family Medical Leave Act commencing on or about February 3 and ending on or about April 29, 2016.

REQUEST FOR LEAVE (NONINSTRUCTIONAL)

Leah Andersen - Paraprofessional currently on Board approved unpaid leave has requested an extension of her leave until March 1, 2016.

Arlawayne Boerner, Food Service Secretary, has requested a leave under the provisions of the Family Medical Leave Act commencing on October 26 and continuing for a period of 12 weeks.

RESIGNATIONS (NONINSTRUCTIONAL)

Ryan Busch - Playground Supervisor at Hoover Elementary School, effective as of October 5, 2015.

Marcia Holt, Secretary at Bridges Community School, has submitted her resignation for purposes of retirement effective as of November 13, 2015.

Linnae Johnson - Playground Supervisor at Hoover Elementary School, effective as of October 14, 2015.

Denise Salisbury - Cook's Helper at Dakota Meadows Middle School, effective as of October 15, 2015 so that she can accept the position of Special Education Paraprofessional.

Jaime Spaid - Playground Supervisor at Washington Elementary School, effective as of October 31, 2015. She will continue to sub in this position.

Heather Mueller presented the proposed timeline and process for developing the 2016-17 and 2017-18 school year calendars (see page _____). The proposed timeline and process is similar to the one used in past years to adopt the school year calendar. Following questions and comments, Ms. Sapp made a motion to approve the timeline and process as presented. The motion was seconded by Ms. Hansen and carried on a 6-0 voice vote.

Each year, school districts in Minnesota must submit an Assurance of Compliance with State and Federal laws prohibiting discrimination to the Department of Education. A copy of the report is attached (see pages _____). Mr. Rekstein made a motion to authorize the Superintendent to sign and submit the report on behalf of the District. Mrs. Brandon seconded the motion and it carried on a 6-0 voice vote.

Board members have received a detailed analysis of the proposed changes for non-affiliated personnel. Eric Hudspith reviewed the information and answered questions from Board members. Ms. Hansen made a motion to approve the salaries or hourly rates, and fringe benefit categories for non-affiliated personnel for the 2015-16 and 2016-17 fiscal years. The motion was seconded by Ms. Schuck and then carried on a 6-0 roll call vote.

There being no further business to consider, Ms. Sapp moved and Mrs. Brandon seconded, that the meeting be adjourned. The meeting was declared adjourned at 6:58 p.m., on a 6-0 voice vote.

Clerk _____

Attest:

Chairperson _____

MANKATO AREA PUBLIC SCHOOLS

2016-17 and 2017-18 School Year Calendars Development Process and Timeline

August - October 2015	CAM prepares calendar options.
October 19, 2015	Board establishes calendar timeline.
October 20, 2015	CAM shares calendar with District Leadership Team.
October 20, 2015	CAM shares calendar options with School Board.
October 20, 2015	CAM disseminates calendar options to stakeholders for feedback.
November 16, 2015	School Board conducts a public hearing on proposed school calendars.
November 17, 2015	On CAM agenda.
November 24, 2015	CAM prepares recommendation.
December 21, 2015	School Board adopts 2016-17 and 2017-18 school calendars.

INSTRUCTIONS: Pursuant to Minnesota Rules 3535.2500, each school board shall annually submit to the Commissioner of Education, a statement of compliance with state and federal laws prohibiting discrimination and provide the designated supporting information to assure that statement. Complete this form as directed and submit it to the Minnesota Department of Education annually by November 15. Retain a copy for your files.

IDENTIFICATION INFORMATION

Mankato Area Public Schools

ISD 77

School District Name

District Number

Eric Hudspith

Director of Human Resources & Org. Dev.

507-387-3017

Name of District Contact

Title

Telephone No.

STATEMENT OF ASSURANCE

The undersigned hereby affirm that the above named school district is in compliance with the following state and federal laws prohibiting discrimination:

Federal Laws

1. Title VI of the Civil Rights Act of 1964 (42 USC 2000d, et. seq.; 34 C.F.R. Part 100), which provides that no person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the district receives federal financial assistance.
2. Title VII of the Civil Rights Act of 1964 (42 USC 2000e, et. seq.; P.L. 88-352), as amended by the Equal Employment Opportunity Act of 1972 (P.L. 92-261), which prohibits discrimination in employment because of an individual's race, color, religion, sex, or national origin.
3. Title VII of the Civil Rights Act of 1964 Pregnancy Discrimination Act (within Title VII) (42 USC § 2000e(k)).
4. Title IX of the Education Amendments of 1972 (20 USC § 1681; 34 C.F.R. Part 106), which prohibits discrimination on the basis of sex in education programs and activities receiving or benefiting from federal financial assistance.
5. The Age Discrimination in Employment Act of 1967 (29 USC § 621; 42 USC § 6101; 29 C.F.R. Part 621), which prohibits discrimination on the basis of age (over 40 years).
6. Section 504 of the Rehabilitation Act of 1973 (34 C.F.R. part 104) prohibiting discrimination on the basis of disability.
7. The American with Disabilities Act (42 USC § 12101, et seq.), also prohibiting discrimination on the basis of disability.
8. Denial of Equal Educational Opportunity Prohibited (20 USC § 1703).
9. The Fair Housing Act (42 USC § 3601 et seq.; 24 C.F.R. part 100).
10. The Age Discrimination Act of 1975 (42 USC § 6101 and 6102; 34 C.F.R. part 110).
11. Prohibition of Discrimination Based on Blindness (20 USC § 1684).

State Laws

1. The Minnesota Human Rights Act (Minn. Stat. § 363A), which prohibits discrimination in education programs and activities on grounds of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, sexual orientation, disability or age.
2. Minnesota Statutes, section 121A.031, which requires school districts to have a written policy to prevent and to prohibit student bullying.
3. Minnesota Statutes, section 121A.03, which requires school districts to have a policy prohibiting sexual/racial/religion harassment and violence which applies to students, teachers, administrators and other school personnel.
4. Minnesota Statutes, section 121A.04, which prohibits sex discrimination in athletic programs.
5. Minnesota Rules, part 3500.0550, relating to the Inclusive Educational Program Plan.
6. Minnesota Rules, Chapter 3535.0100-.0180; 3535.2300-.2800; 3535.3000-.3700, relating to equality of educational opportunity and school desegregation, and prohibition of discriminatory practices.

This assurance is given in consideration of and for the purpose of obtaining any and all federal grants, loans, contracts, property, discounts, or other federal and state financial assistance extended after the date hereof to the district by the U.S. Department of Education and the Minnesota Department of Education (MDE), including installment payments after such date of application for federal financial assistance and state aid allotments which were approved before such date. The district recognizes and agrees that such federal and state financial assistance will be extended in reliance on the representations, supporting information required by Minnesota Statutes, section 127A.42, subdivision 3, and agreements made in this assurance. This assurance is binding on the district and the person whose signature appears below and who is authorized to sign on behalf of the district.

Furthermore, the undersigned hereby affirms that access to, or a current copy of, each of these laws is available in each building in the district and that parents, district staff, and students have been informed annually and in writing of how they may access these laws free of charge. Additionally, the undersigned hereby affirms that the information provided on this form is accurate and complete.

Note: Charter schools are responsible for knowing which state requirements apply to them under Minnesota Statutes section 124D.10, Subd. 7-8.

Signature - School District Superintendent

Date

This form may be signed electronically. MDE may request verification of an electronic signature.

SCHOOL BOARD PROCEEDINGS
INDEPENDENT SCHOOL DISTRICT NO. 77
Mankato, Minnesota

October 19, 2015

The School Board of Independent School District No. 77 met in regular session on Monday, October 19, in the Mankato Room at the Intergovernmental Center. Chair Hendricks called the meeting to order at 5:30 p.m. Members present at roll call: Judi Brandon, Sara Hansen, Ann Hendricks, Tom Rekstein, Jodi Sapp and Kristi Schuck. Absent: Kinney Eberhart.

1. Schuck/Brandon approval of agenda with Personnel addendum. 6-0
2. Open Forum - none.
3. Information: Hoover Elementary School Report, East Senior High School Report, Board Member Reports.
4. Hansen/Rekstein approval of Consent Agenda Items: Approval of Minutes of the October 5, 2015, regular meeting; Approval of October Bills; Personnel. 6-0
5. Sapp/Hansen approval of 2016-17, 2017-18 calendar timeline and process. 6-0
6. Rekstein/Brandon approval of Assurance of Compliance report. 6-0
7. Hansen/Schuck approval of non-affiliated salaries. 6-0
8. Sapp/Brandon adjournment at 6:58 p.m. 6-0

Independent School District No. 77
Mankato, Minnesota
By: Judi Brandon

The complete minutes and all documents relating to this meeting are on file and available for review in the Superintendent's Office, 10 Civic Center Plaza, Suite 2 and on-line at www.isd77.org.

School Board Regular Meeting

ITEM NUMBER: 5. B.

Meeting Date: 11/02/2015

Prepared By: Eric Hudspeth, Director of Human Resources and Organizational Development

Item Type: Action

Subject:

Personnel - Consent Items

Background:

APPOINTMENTS (INSTRUCTIONAL)

Martha Wildeman – Long Term Substitute Grade 3 Teacher for Alissa Gibbs at Rosa Parks Elementary School beginning February 15 and ending April 8, 2016. She will be placed on step 10 of the B lane of the Teachers Association salary schedule.

The following will be teachers in the ExCel Program at Monroe Elementary School beginning October 19 and ending April 13, 2016. They will be compensated according to their placement on the Teachers Association salary schedule.

Angela Anderson, Megan Hoekstra, Karen Mehlhaff, Sarah Wennes

Alysha Smook, Coordinator for the ExCel Program – she will receive \$1,000 for this assignment.

APPOINTMENTS (NONINSTRUCTIONAL)

Ruth Aganya – Childcare Aide at Lincoln Logs Learning Center for 6 hours per day/4 days per week (M-Th) beginning November 2, 2015. She will be compensated at the rate of \$9.00 per hour and will be eligible for Category for 6-3-2 benefits.

Gail Malacek – NonClassroom (Playground) Paraprofessional at Hoover Elementary School for 1.75 hours per day/5 days per week beginning October 22, 2015. She will be compensated at the rate of \$10.86 per hour.

Melissa McGuire Fisher – Special Education Paraprofessional for 1.75 hours per day/5 days per week and NonClassroom (playground/lunchroom/clerical) Paraprofessional for 2.75 hours per day/5 days per week (22.5 hours per week) at Eagle Lake Elementary School beginning November 2, 2015. She will be compensated at the rate of \$10.86 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

Beth Norgren – General Education Paraprofessional at Kennedy Elementary School for 4.5 hours per day/5 days per week beginning November 2, 2015. She will be compensated at the rate of \$10.86 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

Amanda Robinson – Transfer to the position of Secretary at Bridges Community School beginning November 11, 2015. This is a full-time/10-month position with a 204-day work year plus 9 paid holidays. This position is Classification B22 on the Educational Secretaries Association salary schedule. She will remain on her current step.

David Ross – NonClassroom (playground/lunchroom) Paraprofessional at Washington Elementary School for 1.75 hours per day/5 days per week beginning November 2, 2015. He will be compensated at the rate of \$10.86 per hour.

Jake Severns – NonClassroom (Playground) Paraprofessional at Roosevelt Elementary School for 1.5

hours per day/5 days per week beginning October 20, 2015. He will be compensated at the rate of \$10.86 per hour.

CONTRACT ADJUSTMENTS (NONINSTRUCTIONAL)

Jennifer Daby – Increase in assignment with the addition of 2.0 hours per day/5 days per week as a Title I Paraprofessional at Jefferson Elementary School beginning October 22, 2015. This is in addition to her NonClassroom Paraprofessional assignment for 3.5 hours per day for a total of 27.50 per week.

Jonathan Morrow – Change in assignment from NonClassroom Paraprofessional to Special Education Paraprofessional for 4.5 hours per day/5 days per week at Eagle Lake Elementary School beginning November 2, 2015.

Susan Sullivan – Voluntary decrease in assignment from 27.90 hours per week to NonClassroom Paraprofessional for 1.75 hours per and Intervention Paraprofessional for 2.58 hours per day/5 days per week for a total of 21.65 hours per week beginning September 10, 2015.

RESIGNATIONS (NONINSTRUCTIONAL)

Randie Antczak – ACES Assistant, effective as of December 7, 2015.

Arinn DiSalvo – ACEs Assistant, effective as of November 6, 2015.

Cecilia Hillman – Special Education Paraprofessional at Dakota Meadows Middle School, effective as of November 6, 2015.

Chelsey Larson – Special Education Paraprofessional at Rosa Parks Elementary School, effective as of October 30, 2015.

Michael McCauley – ACEs Assistant, effective as of October 6, 2015.

Recommended Action:

The Administration recommends approval of the personnel items.

School Board Regular Meeting

ITEM NUMBER: 5. B. 1.

Meeting Date: 11/02/2015

Prepared By: Eric Hudspeth, Director of Human Resources and Organizational Development

Item Type: Action

Subject:

Personnel - Addendum

Background:

APPOINTMENTS (INSTRUCTIONAL)

The following will be teachers in the ExCel Program at Franklin Elementary School beginning October 19 and ending April 13, 2016. They will be compensated according to their placement on the Teachers Association salary schedule.

Betty Alders, Karen Barnett, Vesna Bozhinoska, Cindi Hockert, Mandi Kopischke, Sheila Lewis, Jodi McBride, Mike Nagel, Dawn Salzwedel, Staci Waltman, Ann Weber, Danielle Yungerberg, Ed Stock – band instruction on Mondays/Tuesdays

Betty Alders, ExCel Coordinator – she will receive \$1,000 for this assignment

The following will be teachers in the ExCel Program at Jefferson Elementary School beginning October 19 and ending April 13, 2016. They will be compensated according to their placement on the Teachers Association salary schedule.

Emily Ball, Dawn Clauson, Abby Grajewski, Kyle Griffin, Alicia Martinez, Kayla Vogelsang

The following will be teachers in the ExCel Program at Washington Elementary School beginning October 19 and ending April 13, 2016. They will be compensated according to their placement on the Teachers Association salary schedule.

Angie Davis, Cynthia Hashimoto, Eric Miller, Gina Vanselow, Kyle Vanselow

Eric Miller, ExCel Coordinator – he will receive \$1,000 for this assignment

APPOINTMENTS (NONINSTRUCTIONAL)

Allison Braswell – General Education (Read 180) Paraprofessional at East Junior High School for 6.75 hours per day/5 days per week beginning November 10, 2015. She will be compensated at the rate of \$10.86 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

Barb Geertsema – ExCel Paraprofessional at Franklin Elementary School for 1.25 hours per day/3 days per week beginning October 19 and ending April 13, 2016. She will be compensated according to her placement on the Minnesota School Employees Association.

Brandon Kindred – Special Education Paraprofessional at Franklin Elementary School for 6.25 hours per day/5 days per week beginning November 2, 2015. He will be compensated at the rate of \$10.86 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

Alice Laukkonen – NonClassroom (Playground) Paraprofessional at Roosevelt Elementary School for 1.5 hours per day/5 days per week beginning November 2, 2015. She will be compensated at the rate of \$10.86 per hour.

Nicole Sandmann – Intervention Paraprofessional at Hoover Elementary School for 1.25 hours per day/5 days per week beginning October 22, 2015. She will be compensated at the rate of \$11.82 per hour.

The following will be paraprofessionals in the ExCel Program at Washington Elementary School for 1.25 hours per day/3 days per week beginning October 19 and ending April 13, 2016. They will be compensated according to their placement on the Minnesota School Employees Association.
Lynn Keller, Teresa Robinson, Helen Wels

CONTRACT ADJUSTMENTS (NONINSTRUCTIONAL)

Elizabeth Mitzel – Increase in Clerical Assistant/POS assignment from 5 hours per day to 5.5 hours per day/5 days per week with the addition of .5 hours per day Clerical Assistant beginning October 28, 2015.

REQUESTS FOR LEAVE (NON-AFFILIATED)

Marilyn Kraft, Administrative Assistant for the Director of Business Affairs has requested a leave under the provisions of the Family Medical Leave Act commencing on November 2 and ending February 2, 2016.

REQUESTS FOR LEAVE (INSTRUCTIONAL)

Jenna Byron, Mathematics Teacher at Dakota Meadows Middle School has requested a leave under the provisions of the Family Medical Leave Act commencing on or about February 5 and continuing for a period of 12 weeks.

Adam Doll, Social Studies Teacher at East High School has requested a leave under the provisions of the Family Medical Leave Act commencing on or about January 21 and continuing for approximately 3 weeks.

Sarah Doll, Mathematics Teacher at East Junior High School has requested a leave under the provisions of the Family Medical Leave Act commencing on or about January 21 and ending June 6, 2016.

Sarah Summers, Health Science Teacher at Central/East High School has requested a leave under the provision of the Family Medical Leave Act commencing on April 20 and ending June 2, 2016.

RESIGNATIONS (NONINSTRUCTIONAL)

Erin Brage – Special Education Paraprofessional at East High School, effective as of October 14, 2015.

Jerry LaCorte – ACES Assistant, effective as of November 12, 2015.

Recommended Action:

Recommend approval of the personnel - addendum items as presented.

School Board Regular Meeting**ITEM NUMBER: 6. A.****Meeting Date:** 11/02/2015**Prepared By:** Sheri L. Allen, Superintendent**Item Type:** Action

Subject:

Acceptance of Gifts and Grants

Background:

Mary Roach donated hats, mittens and clothing valued at \$400 to the ECFE Program.

Brenda Radichel Quayle donated \$30,000 to the District's Talent Development Program.

The Minnesota State University, Mankato Alumni Foundation donated approximately 180 children's books to ECFE and Early Childhood Screening.

The Mankato High School Class of 1965 donated \$2,000 for scholarships for 2016.

South Central Service Cooperative donated \$5,000 to the 2016 Career Expo.

Truist donated \$160 to the ECFE Program through FedEx and Verizon Wireless employee contributions.

The West High Vex Robotics Program received the following donations:

Daniel & Angela Bastian donated \$150

Verizon Wireless Center donated \$195

E.I. Microcircuits Inc. donated \$200

Johnson Outdoors donated \$350

Taylor Corporation donated \$500

The East/West Technology Development Program received the following donations:

Austin's Auto Repair donated a Launch brand automotive diagnostic scan tool valued at \$3,500.

Condux International, Inc. donated 270 pounds of steel scrap valued at \$94.50 for student welding practice.

The Nick Hoffman Scholarship Fund received the following donations:

\$80 from Andrea Kroll

\$50 from Diane Lutz

Recommended Action:

The administration recommends Board acceptance of these generous gifts.
