

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

May 1, 2017

The School Board of Independent School District No. 77 met in regular session on Monday, May 1, 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, Kinney Eberhart, Sara Hansen, Ann Hendricks, Abdi Sabrie, Jodi Sapp and Kristi Schuck. Absent: none

Ms. Sapp made a motion, and Ms. Schuck seconded, approval of the agenda together with a Personnel Addendum and moving the acceptance of Educare Grants to the beginning of the agenda. The motion carried on a 7-0 voice vote.

Open Forum: No one wished to speak.

Shannon Beal, Chair of the Educare Grants Committee, reviewed the grants and requested Board approval. A motion was made by Ms. Hansen and seconded by Mrs. Brandon to approve the following grants as presented. The motion carried on a 7-0 voice vote.

1. PLTW Biomedical Sciences Equipment - East and West High Schools
Amount Requested - \$54,939; Amount Funded - \$54,939
2. Get Fit, Stay Fit - 2 elementary schools
Amount Requested - \$48,860.80; Amount Funded - \$10,000
3. Career Technical Education - Central High School
Amount Requested - \$15,312.56; Amount Funded - \$10,000
4. Maker Space - Franklin, Jefferson, Kennedy, Monroe & Washington Elementary Schools
Amount Requested - \$13,879.75; Amount Funded - \$13,879.75

Information Reports: Out of School Programming Report presented by Audra Nissen Boyer, Andrea Greenwald, Alison Troidahl, Al Roehm, Michelle Sorenson, Seth Hoscheit and Melanie Schmidt; Long Term Facilities Maintenance Timeline presented by Scott Hogen and Tom Sager; 2016-17 Superintendent Evaluation presented by Ann Hendricks.

The consent agenda items outlined below were approved on a motion by Ms. Schuck, seconded by Mrs. Eberhart, and carried on a 7-0 roll call vote.

Approval of Minutes of the April 17, 2017, regular Board meeting.

Personnel:

APPOINTMENTS (ADMINISTRATIVE)

Sherri Blasing - Principal at West High School, effective as of July 1, 2017. She will be compensated according to the agreement between the District and the Principals Association - base senior high principal salary, step 7.

APPOINTMENTS (NON-AFFILIATED)

Sara McMonagle - Assistant Special Education Director beginning July 1, 2017. This is a full-time, 12-month position with an annual salary of \$95,531 and she eligible for category III benefits.

APPOINTMENTS (INSTRUCTIONAL)

Aric Attig - Full-time (1.00 FTEs) Physical Education Teacher at Washington Elementary School beginning August 28, 2017 for the 2017-18 school year. He will be placed at step 10 of the B lane on the Teachers Association salary schedule.

Chelsea Copeland - Full-time (1.00 FTEs) Kindergarten Teacher at Hoover Elementary School beginning August 28, 2017 for the 2017-18 school year. She will be placed at step 7 of the B lane on the Teachers Association salary schedule.

Annie Dahl - Full-time (1.00 FTEs) Elementary Physical Education Teacher at sites to be determined beginning August 28, 2017 for the 2017-18 school year. She will be placed at step 3 of the B lane on the Teachers Association salary schedule.

Ashley Germscheid - Part-time (0.500 FTEs) Social Studies Teacher at West High School beginning August 28, 2017 for the 2017-18 school year. She will be placed at step 2 of the B+30 lane on the Teachers Association salary schedule.

Joann Haycraft - Long Term Substitute Special Education Teacher for Karen Powers at Washington Elementary School beginning April 18 and ending June 2, 2017. She will be placed at step 10 of the B+30 lane on the Teachers Association salary schedule.

Heather Hedin - Full-time (1.00 FTEs) School Nurse beginning August 28, 2017 for the 2017-18 school year. She will be placed at step 7 of the B lane on the Teachers Association salary schedule contingent upon obtaining licensure.

Tanya Herbst - Full-time (1.00 FTEs) 0.50 FTEs ASD Consultant/Assessment Specialist and 0.50 FTEs Early Childhood Special Education Teacher beginning August 28, 2017 for the 2017-18 school year. She will be placed at step 10 of the M lane on the Teachers Association salary schedule.

Kasey Jacques - Full-time (1.00 FTEs) Grade 5 Teacher at Rosa Parks Elementary School beginning August 28, 2017 for the 2017-18 school year. She will be placed at step 1 of the B lane on the Teachers Association salary schedule contingent upon obtaining licensure.

Samantha Kaeter - Full-time (1.00FTEs) Grade 4 Teacher at Monroe Elementary School beginning August 28, 2017 for the 2017-18 school year. She will be placed at step 3 of the B lane on the Teachers Association salary schedule.

Rachel McNamara - Full-time (1.00 FTEs) School Social Worker beginning August 28, 2017 for the 2017-18 school year. She will be placed at step 7 of the M lane on the Teachers Association salary schedule.

Thomas Mitchell - Full-time, (1.00 FTES) Elementary School Counselor at Roosevelt and Eagle Lake Elementary Schools beginning August 28, 2017 for the 2017-18 school year. He will be placed at step 1 of the B+30 lane on the Teachers Association salary schedule contingent upon obtaining licensure.

Ann Obernolte - Title I Intervention Teacher at Mount Olive for 0.06 FTEs beginning March 27 and ending May 21, 2017. She will be compensated at the rate of \$59.79 per hour for this assignment.

Melanie Pederson - Full-time (1.00 FTEs) Special Education ASD Teacher at Prairie Winds Middle School beginning August 28, 2017 for the 2017-18 school year. She will be placed at step 1 of the B lane on the Teachers Association salary schedule contingent upon obtaining licensure.

Alissa Ricke - Full-time, (1.00 FTEs) Elementary School Counselor at Washington and Bridges Community Schools beginning August 28, 2017 for the 2017-18 school year. She will be placed at step 1 of the B+30 lane on the Teachers Association salary schedule contingent upon obtaining licensure.

David Roberts - Long Term Substitute Art Teacher at Prairie Winds Middle School beginning April 4 and ending June 1, 2017. He will be placed at step 1 of the B lane on the Teachers Association salary schedule.

Chelsea Silvers - Full-time (1.00 FTEs) English Language Arts Teacher at East High School beginning August 28, 2017 for the 2017-18 school year. She will be placed at step 1 of the B lane on the Teachers Association salary schedule contingent upon obtaining licensure.

Abigail Thein - Full-time (1.00 FTEs) Special Education Resource Teacher at Rosa Parks Elementary School beginning August 28, 2017 for the 2017-18 school year. She will be placed at step 1 of the B lane on the Teachers Association salary schedule contingent upon obtaining licensure.

Kendra Vander Linden - Full-time (1.00 FTEs) Speech-Language Pathologist beginning August 28, 2017 for the 2017-18 school year. She will be placed at step 7 of the M+45 lane on the Teachers Association salary schedule.

Amber Waibel - Full-time (1.00 FTEs) English Language Arts Teacher at East High School beginning August 28, 2017 for the 2017-18 school year. She will be placed at step 10 of the M lane on the Teachers Association salary schedule.

Martha Wildeman - Long Term Substitute Teacher for Makenzie Evans at Monroe Elementary School beginning April 27 and ending June 2, 2017. She will be placed at step 10 of the B lane on the Teachers Association salary schedule.

Peter Wittmer - Full-time (1.00 FTEs) Special Education Behavior Support Teacher at East High School beginning August 28, 2017 for the 2017-18 school year. He will be placed at step 1 of the B lane on the Teachers Association salary schedule contingent upon licensure.

The following will be MAPS Preschool Teachers with the Early Learning Program June 19-29 and July 24-August 3, 2017 for 7 hours per day/4 days per week with additional hours for Pre-Post hours, planning and meetings.. They will be compensated at their current rate of pay.

Beth Dostal, Lisa Downs Kohn, Jennifer Schwartz, Hilary Urban

APPOINTMENTS (NONINSTRUCTIONAL)

Kali Cummins - Transfer from Assistant Supervisor to ACES Site Supervisor with Community Education & Recreation beginning May 2 and ending September 1, 2017 for 8 hours per day/5 days per week. She will be compensated at the rate of \$12.50 per hour.

Zahra Hadi - Substitute General Education Paraprofessional at Kennedy Elementary School for 4.5 hours per day/5 days per week beginning April 19 and ending June 1, 2017. She will be compensated at the rate of \$12.00 per hour.

Brenda Jones - NonClassroom (Lunchroom) Paraprofessional at Kennedy Elementary School for 2 hours per day/5 days per week beginning April 27, 2017 through June 1, 2017. She will be compensated at the rate of \$12.00 per hour.

Amy Luethmers - Special Education Paraprofessional at the Early Childhood Center for 7 hours per day/M-Th beginning May 8, 2017. She will be compensated at the rate of \$12.00 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

Nicole Mara - Special Education Paraprofessional at Dakota Meadows Middle School for 6.75 hours per day/5 days per week beginning May 1 and ending June 1, 2017. She will be compensated at the rate of \$12.00 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

CONTRACT ADJUSTMENTS (NON-AFFILIATED)

The following will have wage increases effective as of May 1, 2017.

Elisabeth Johnson, ACES Program Manager - \$20.32 per hour

Kalli Schaub, ACES Program Manager - \$18.02

Madeline Vinson, Lead ACES Supervisor - \$17.02

CONTRACT ADJUSTMENTS (INSTRUCTIONAL)

Tamara Furth - Increase in teaching assignment from .50 FTEs at West High School to 1.00 FTEs Spanish Teacher at Dakota Meadows Middle School beginning with the 2017-18 school year.

Shelley Leenhouts - Decrease in assignment from 240 day work-year to 220 day work- year, effective as of July 1, 2017.

Sarah Zimmerman - Increase in General Music teaching assignment at Dakota Meadows Middle School from .684 FTEs to 1.00 FTEs beginning with the 2017-18 school year.

CONTRACT ADJUSTMENTS (NONINSTRUCTIONAL)

Lydia Grabau - Change in Special Education Paraprofessional assignment from Special Education LifeSkills Behavior Intervention to Special Education Paraprofessional at East High School, effective as of April 18, 2017. She will be compensated at the rate of \$12.00 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

Cynthia Moreno - Increase in secretarial assignment from 6 hours per day/4 days per week for 194-day work year to full-time, 8 hours per day/5 days per week, 12-month assignment beginning July 1, 2017.

REQUESTS FOR LEAVE (INSTRUCTIONAL)

Neil Paarmann - Teacher currently on Board approved leave, has requested an extension of his leave through the 2017-18 school year.

Karen Powers, Special Education Teacher at Washington Elementary School, has requested a leave under the provisions of the Family Medical Leave Act commencing on April 18 and continuing through June 2, 2017.

Megan Sandhurst, Grade 4 Teacher at Franklin Elementary School, has requested a leave under the provisions of the Family Medical Leave Act commencing on October 23 and ending January 26, 2018.

Emily Seppmann, Special Education Teacher at Roosevelt Elementary School, has requested an unpaid leave for the 2017-18 school year.

Jenna Watson, Special Education Teacher at Prairie Winds Middle School, has requested an unpaid leave beginning on or about May 22, 2017 and ending June 2, 2017. She will be on a leave, under the provisions of the Family Medical Leave Act commencing on September 11 and ending November 20, 2017.

Christina Woodside - Extend 0.80 FTEs leave beginning March 8 and continuing through the 2016-17 school year.

RESIGNATIONS (INSTRUCTIONAL)

Benjamin Peake - English Teacher at East High School, effective at the end of the 2016-17 school year.

Annette McGinness - NonPublic Title I Teacher. Last date of employment will be May 24, 2017.

Lu Ann Sting - GED/ABE Teacher currently on Board approved leave. Her last date of employment will be June 1, 2017.

RESIGNATIONS (NONINSTRUCTIONAL)

John Dabla - Special Education Paraprofessional at Monroe Elementary School. His last date of employment will be April 28, 2017.

Quentina Dunbar - ACES Child Care Assistant. Last date of employment will be May 3, 2017.

Chris Freemark - ACES Child Care Assistant. Last date of employment will be May 19, 2017.

Elisa Gjermundson - ACES Child Care Assistant. Last date of employment will be June 1, 2017.

Sydney Goodman - ACES Child Care Assistant. Last date of employment will be June 1, 2017.

Carolyn Graham - Intervention Paraprofessional currently on Board approved leave, has submitted her resignation for purposes of retirement as of June 1, 2017.

Elizabeth Gurholt - Lead Teacher at Lincoln Logs Learning Center. Last date of employment will be June 1, 2017.

Savannah Krueger - ACES Child Care Assistant. Her last date of employment will be May 1, 2017.

Madison Mueller - ACES Child Care Assistant. Last date of employment will be May 3, 2017.

Susan Owens - ACES Child Care Assistant. Her last date of employment will be May 5, 2017.

Amanda Proehl - ACES Child Care Assistant. Her last date of employment will be May 19, 2017.

Lynn Ries, Special Education Paraprofessional at Prairie Winds Middle School, has submitted her resignation for purposes of retirement. Her last date of employment will be June 1, 2017.

Elissa Thier - ACES Child Care Assistant. Last date of employment will be May 4, 2017.

Taylor Turner - ACES Child Care Assistant. Last date of employment will be April 25, 2017.

Tom Sager reviewed the recommended revised 2016-2017 budget for Mankato Area Public Schools programs. This revised budget was recommended by the administration as a result of salary adjustments with staff, revised revenue projections, and as a result of a number of program modifications which have occurred since the original budget was adopted in June of 2016. Mrs. Brandon made a motion to approve the revised budgets as presented. The motion was seconded by Ms. Hansen and carried on a 7-0 roll call vote. Approval of the revised 2016-2017 budgets changed the individual fund totals as follows:

1. General Fund Revenues from \$90,576,598 to \$92,055,709.
2. General Fund Expenditures from \$90,114,069 to \$94,581,270.
3. Food Service Fund Revenues from \$4,213,667 to \$3,993,000.
4. Food Service Fund Expenditures from \$4,068,378 to \$4,114,085.
5. Community Service Fund Revenues from \$6,082,288 to \$6,403,575.
6. Community Service Fund Expenditures from \$5,895,063 to \$6,445,501.
7. Debt Service Fund Revenues from \$7,365,331 to \$8,531,168.
8. Debt Service Fund Expenditures from \$10,253,675 to \$8,143,446.
9. Building Construction Fund Revenues from \$158,527 to \$101,986.
10. Building Construction Fund Expenditures from \$35,485,270 to \$16,772,715.
11. OPEB Debt Service Fund Revenues from \$1,028,301 to \$972,524.

The following 2017-2018 Dental Program rates were approved on a motion by Ms. Schuck and second by Mrs. Eberhart. The new plans will offer full coverage for preventative and diagnostic services. Other dental care will remain at current coverage. Each employee will now also have the option to choose preferred providers. Also, as recommended by Delta Dental, their plans will discontinue an additional fee for stop loss coverage. These two updates for the plan help control costs and will provide better dental care options for employees and their families. This will be a 24-month contract, with a guaranteed no rate increase for the 2018-2019 year.

Single - \$32.87

Family - \$82.58

A voluntary dental program has been implemented to provide optional dental insurance benefits for employee groups that previously did not have access to group dental insurance plans. There is no employer contribution to the plan. The voluntary dental plan is fully insured with the following rates guaranteed through 6/30/19:

Single - \$34.32

Single + 1 - \$70.42

Family - \$113.20

The motion carried on a 7-0 voice vote.

On March 31, 2017, the District received five bids for the Employee Group Health Insurance. In accordance with the Health Insurance Transparency Act (HITA), the bids were opened with two members of the largest bargaining group. On April 17 & 24, 2017, the District employee insurance committee met and reviewed the bids and discussed the merits of each. The South Central Service Cooperative bid projected a 9.9% increase for 2017-18. Below is a summary of the bid results:

Company	Rate Increase	Cap for Year 2	Plan Design	Other Comments
SCSC	9.9%	9%	Stay Same	
Health Partners	10.8%	9%	Stay Same	
Medica	12.0%	12%	Stay Same	
PIEP	8.0%	No Guarantee	Many Changes; HMO Model	Network Structure Changes
BCBS	21%	No Guarantee	Stay Same	
Preferred One	No Proposal			

Based on overall costs, plan designs, network access and familiarity, the administration and the District employee insurance committee recommended acceptance of the South Central Service Coop bid for the 2017-2018 health insurance programs with the following rates:

<u>PLAN</u>	<u>SINGLE</u>	<u>FAMILY</u>
Basic +	\$904.00	\$2436.00
Double Gold	\$1010.50	\$2675.00
\$500 CMM	\$753.00	\$1988.50
\$3250 CDHP	\$612.00	\$1616.50
\$6350 CDHP	\$488.00	\$1289.50

Ms. Sapp made a motion, seconded by Ms. Schuck, to approve the 2017-18 employee health insurance renewal rates as proposed. The motion carried on a 7-0 voice vote.

In 2016, bids were solicited for the District's Long-Term Disability insurance program. Madison National Life Insurance Company submitted a bid for .25% of covered payroll with a three-year rate guarantee. At that time, the school board approved the proposed rates on a three-year commitment. The administration on behalf of the District's Employee Insurance Committee recommended continuing this insurance program and entering the second year of a three-year rate. A motion was made by Mrs. Brandon, seconded by Ms. Hansen, to continue the disability insurance program as recommended. The motion carried on a 7-0 voice vote.

Reliance Standard Life, the District's employee group life insurance provider determined a rate adjustment was not necessary and guaranteed the renewal rate for two years effective September 1, 2016. The administration, on behalf of the District's Employee Insurance Committee, has recommended continuing this insurance program. Renewal was approved on a motion by Ms. Hansen, seconded by Ms. Sapp, and carried on a 7-0 voice vote.

There being no further business to consider, Ms. Sapp moved and Ms. Hansen seconded, that the meeting be adjourned. The meeting was declared adjourned at 6:20 p.m., on a 7-0 voice vote.

Clerk _____

Attest:

Chairperson _____

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

May 1, 2017

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1. Sapp/Schuck approval of agenda with personnel addendum and moving Educare Grant approval to beginning of agenda. 7-0
2. Open Forum - none
3. Hansen/Brandon approval of Educare Grants. 7-0
4. Information: Out of School Programming Report, Long-Term Facilities Maintenance Timeline, 2016-17 Superintendent Evaluation
5. Schuck/Eberhart approval of Consent Agenda Items: Approval of Minutes of the April 17, 2017, regular meeting; Personnel. 7-0
6. Brandon/Hansen approval of 2016-17 revised budgets. 7-0
7. Schuck/Eberhart approval of rates for 2017-18 dental programs. 7-0
8. Sapp/Schuck approval of 2017-18 employee health insurance renewal rates. 7-0
9. Brandon/Hansen approval of 2017-18 employee disability insurance renewal. 7-0
10. Hansen/Sapp approval of 2017-18 employee life insurance renewal. 7-0
11. Sapp/Hansen adjournment at 6:20 p.m. 7-0

Independent School District No. 77
Mankato, Minnesota
By: Sara Hansen

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.