



AGENDA
Independent School District No. 77
Mankato, MN 56001

Tuesday, January 23, 2018 - 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. Prairie Winds Middle School Report
 - B. Rosa Parks School Report
 - C. Board Member Workshop/Committee Reports
5. CONSENT AGENDA (6:20 P.M.)
 - A. Approval of Minutes of January 8, 2018, Regular Meeting
 - B. Approval of January Bills
 - C. Personnel
 1. Personnel - Addendum
6. BUSINESS (6:25 P.M.)
 - A. Acceptance of Gifts and Grants

B. Approval of Pay Equity Compliance Report

7. ADJOURNMENT (6:35 P.M.)



School Board Members for 2018

Ann Hendricks, Chair
133 Ichabod Lane
Mankato, MN 56001
Phone: 507-351-7503
E-Mail: ahendr1@isd77.org
Term Ends December 31, 2019

Jodi Sapp, Vice-Chair
20588 Old State Highway 66
Mankato, MN 56001
Phone: 507-351-6597
E-Mail: jsapp1@isd77.org
Term Ends December 31, 2021

Judi Brandon, Treasurer
10 Crown Hill Lane
Mankato, MN 56001
Phone: 507-387-4945
E-Mail: jbrand1@isd77.org
Term Ends December 31, 2019

Sara Hansen, Clerk
2034 Sundance Lane
North Mankato, MN 56003
Phone: 507-469-1414
E-Mail: shanse1@isd77.org
Term Ends December 31, 2019

Kristi Schuck
730 S. Broad Street
Mankato, MN 56001
Phone: 507-382-4951
E-Mail: kschuc1@isd77.org
Term Ends December 31, 2021

Darren Wacker
312 Tranquility Trail
Mankato, MN 56001
Phone: 507-340-4708
E-Mail: dwacke1@isd77.org
Term Ends December 31, 2021

Abdi Sabrie
404 Homestead Road
Mankato, MN 56001
Phone: 507-933-4254
E-Mail: asabri1@isd77.org
Term Ends December 31, 2019

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



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 will 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

School Board Meeting Agendas and Minutes can be found at www.isd77.org/page/4677



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. Management of financial resources
- E. Develop staff capacity, accountability and skills to empower our Strategic Directions

Adopted July 21, 2014

School Board Regular Meeting

4.A.

Meeting Date: 01/23/2018

Prepared By: Heather Mueller, Director of Teaching and Learning

Item Type: Information

Subject:

Prairie Winds Middle School Report

Background:

Steve Rustad, Monde Schwartz and Aaron Hyer will present a report on Prairie Winds Middle School.

Recommended Action:

None

Attachments

Prairie Winds Presentation



2017-18 Prairie Winds Middle School Report to the School Board



January 23, 2018

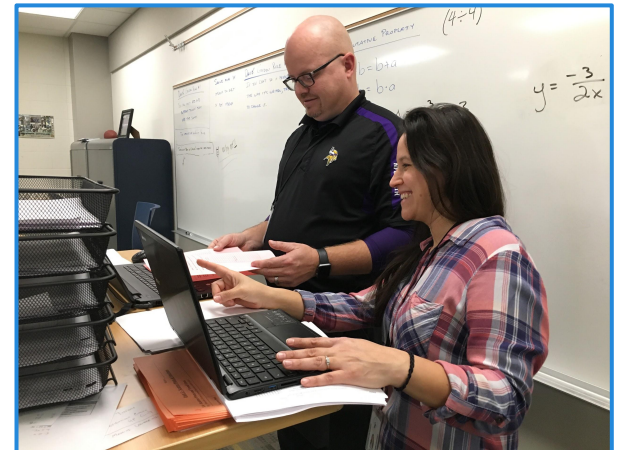


Improvement Efforts

Strategic Direction A

Strategic Direction A: Student learning and engagement

- Integration of Technology for Student Engagement
 - 1:1 Chromebook
 - Google Classroom
 - Technology Int. Specialist
 - GTT – Project Lead the Way
 - Robotics
- Rigorous Instruction
 - Increased rigor through WICOR
 - ELA Workshop Model
 - Talent Development – Clusters, Rising Scholars, and Enriched Math Options
 - High Functioning Collaborative Teams

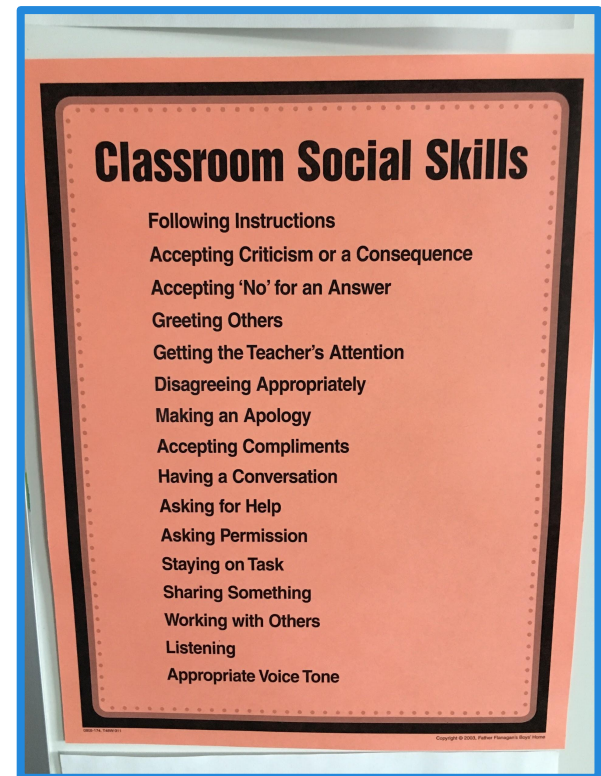


Improvement Efforts

Strategic Direction B

Strategic Direction B: Developing district culture and practices of partnership and connectedness between staff, students, families and community for student learning

- RtI Behavior – Increase Student Sense of Welcome and Belonging
 - Well Managed Schools
 - Social Skills Advisory lessons
 - PBIS
 - ADSIS
 - Invisible Mentor
 - Book Study– *What Every Middle School Teacher Should Know*
 - Student Leadership Team
 - Power Pack Food Program – Feeding Our Community Partners
 - Snack Cart Program



Improvement Efforts

Strategic Direction B continued

Strategic Direction B: Developing district culture and practices of partnership and connectedness between staff, students, families and community for student learning

- RtI Behavior – Increase Families Sense of Welcoming
 - Team Newsletters
 - Weekly Staff Updates
 - Prairie Winds Parent Newsletter
 - Parent Family Engagement Nights
 - Well-Managed Schools Parent Nights
 - Conference format



PWMS MAVERICK 8 TEAM NEWSLETTER



December 15th, 2017

Update # 6

Team Announcements:

Winter Break is December 23-January 2. We look forward to seeing students on Wednesday, January 3, 2018!

-Maverick 8 Team

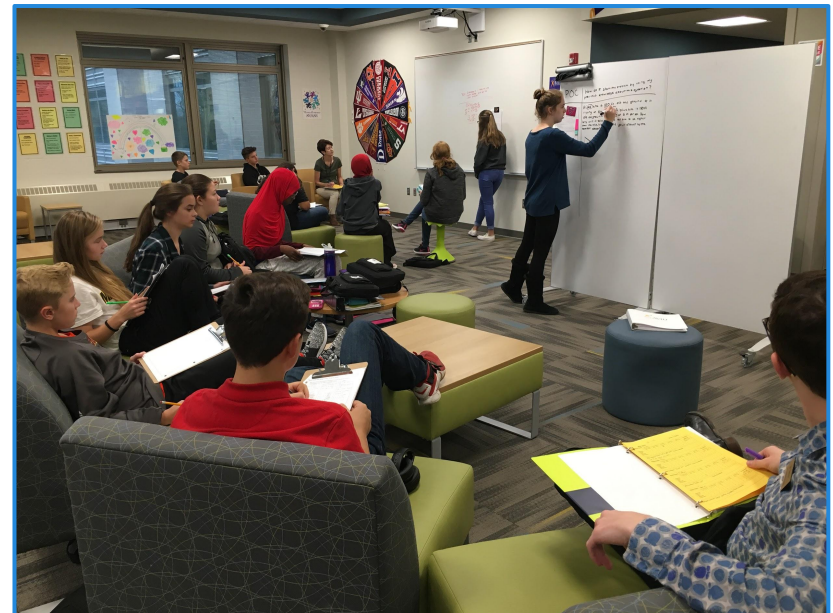
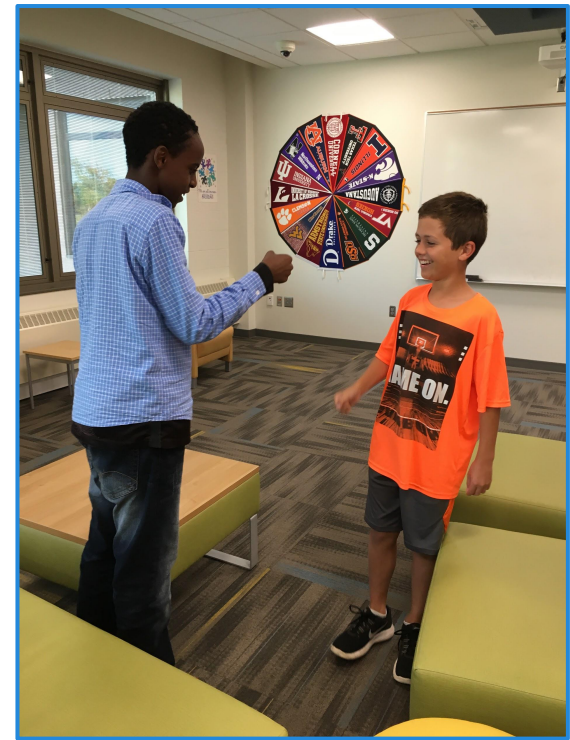
Improvement Efforts

Strategic Direction C

Strategic Direction C: Increase readiness for all students to ensure options for life

AVID Schoolwide – Transform the Instruction, Systems, Leadership, and Culture of our school, ensuring college readiness for all AVID Elective students and improved academic performance for all students based on increased opportunities

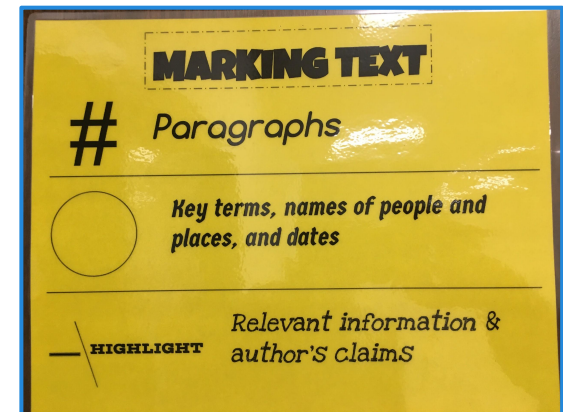
- College and Career Readiness Classes
 - AVID Electives: 2 sections 7th grade elective; 1 section 8th grade elective
 - CCR: Becoming an Expert Student, Exploring My Strengths, Shaping My Future



Improvement Efforts Strategic Direction C

AVID Schoolwide – Transform the Instruction, Systems, Leadership, and Culture of our school, ensuring college readiness for all AVID Elective students and improved academic performance for all students based on increased opportunities

- AVID Building Goal: To increase the use of critical reading and focused note-taking strategies schoolwide
 - Path and Summer Institute Trainings
 - WICOR Open Doors
 - CIC Corner WICOR strategy of the week
 - Culturally Relevant Teaching PD



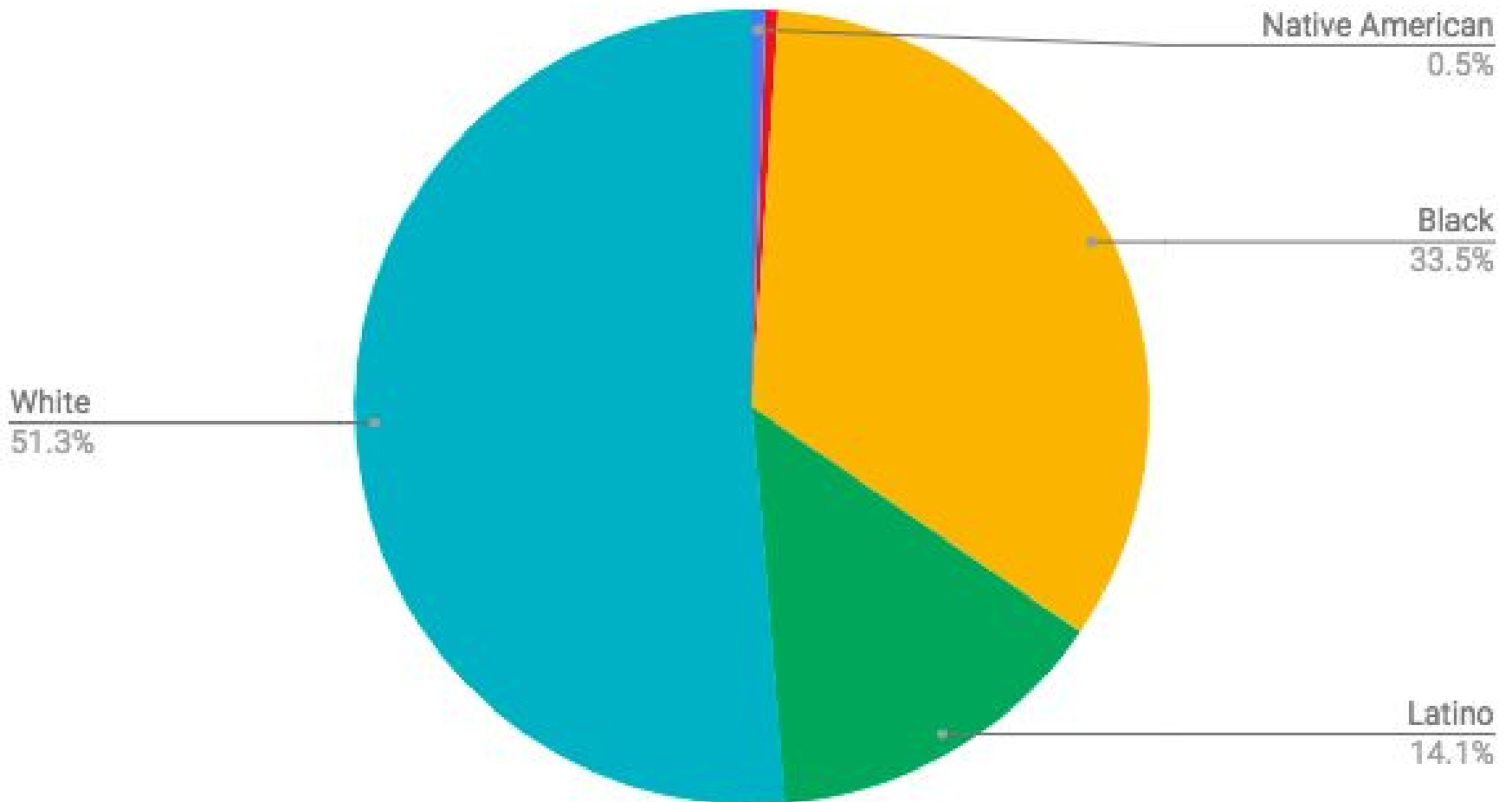
Cornell Notes		Topic/Objective: <u>Self Esteem</u>	
		<u>6 pillars</u>	
Essential Question: <u>How can I practice having self esteem?</u>			
Questions:	Notes:		
What will help you live consciously?	① Practice of <u>living consciously</u> : Being <u>fully aware</u> or sensitive to something. - Ex: Listen to yourself + making choices in that moment.		
How can you have self acceptance?	② Practice of <u>self acceptance</u> : The awareness of one's <u>strengths and weaknesses</u> . - Ex: accepting who you are like your background or race.		
What will make you a responsible person?	③ Practice of <u>self responsibility</u> : Taking <u>responsibility</u> for actions. - Ex: So you have responsibility for your actions.		
How can you be able to have self assertiveness?	④ Practice of <u>self assertiveness</u> : <u>Willingness</u> to stand up for yourself. Ex: Not letting other people take control of you.		
Summary: How you can have good self esteem is by using the 6th pillars. The 6 pillars are: living consciously, self acceptance, self responsibility, self assertiveness, living purposefully, and personal integrity. If you do one the rest will follow.			
<u>Important</u>			

Student Group Attendance Rate

All	93.78%
FRP	94.48%
LEP	93.78%
Sped	92.19%
Non-Sped	94.03%
Hispanic/Latino	92.52%
Asian	95.05%
Black or African American	91.35%
White	94.46%
Two or more Races	93.69%

BEHAVIOR DATA

Number of Students Referred



BEHAVIOR DATA

Student Group	Number of Students Referred	Number of Students Enrolled
Native American	1	2
Asian	1	30
Black	64	152
Latino	27	70
Pacific Islander	0	0
White	98	666

DIBELS DATA Grade 6 (Beginning)

6th



n=333

23



(7%)

30



(9%)

280



(84%)

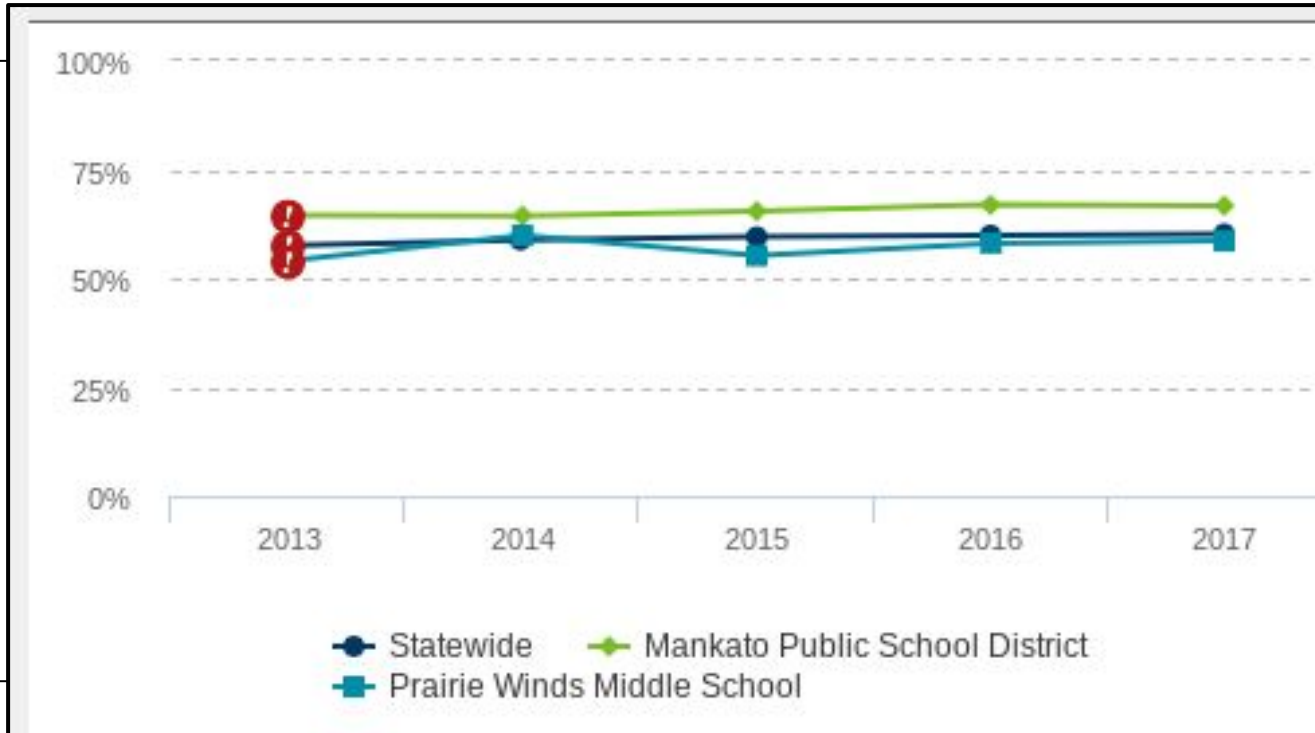
Intensive = 7%

Strategic = 9%

Core = 84%

*Note: Middle Assessment
Period date is Jan. 25*

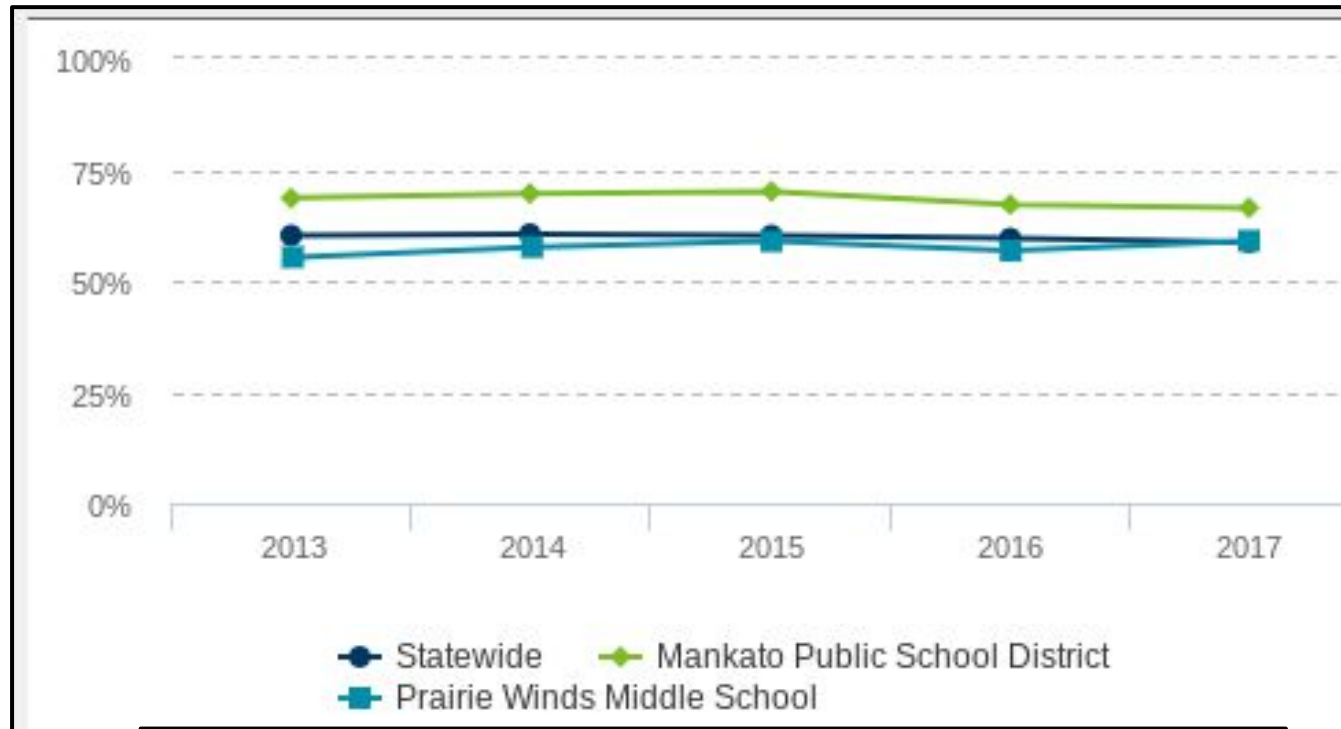
PWMS Reading Trend Data (all grades)



Prairie Winds Middle School

Year	Percent Proficient	Number Proficient	Number Tested
2013	54.0%	279	517
2014	59.9%	308	514
2015	55.2%	310	562
2016	58.1%	318	547
2017	58.6%	540	921

PWMS Math Trend Data (all grades)



Prairie Winds Middle School

Year	Percent Proficient	Number Proficient	Number Tested
2013	55.3%	285	515
2014	57.6%	296	514
2015	58.9%	329	559
2016	56.8%	308	542
2017	59.0%	548	929

Professional Learning Community Collaborative Teams

Focus Questions drive conversation at monthly PLC's based on the four corollary question below:

1. What content standards and ELA standards do we want students to learn?
2. What common formative and common summative assessments will we use to determine if each student has mastered the standard?
3. How will we respond when students don't show mastery of the standard?
4. How will we respond or extend their learning when students have already mastered the standard?

PEOPLE

Questions?

you
got
this!



Paints Wide PRIDE Expectations	
<i>• Wide Language • Goodwill Values • to Honor • Making</i>	
	School Expectations
P <i>Preparation</i>	• Arrive on time and be prepared.
R <i>Respect</i>	• Respect property, peers, adults, and self.
I <i>Integrity</i>	• Do the right thing and be honest.
D <i>Determination</i>	• Keep trying and stay on task, even when things are challenging.
E <i>Excellence</i>	• Hold yourself to high standards for your work and actions.

BE
YOUR
OWN
HERO

A collage on a crumpled paper background. At the top is a stylized head of Captain America. Below it is a large, distressed version of the Captain America shield. To the right of the shield is the word 'HERO' in a bold, distressed font. Below the shield is a stylized Iron Man suit, shown from the waist up with one arm raised. The words 'BE', 'YOUR', 'OWN', and 'HERO' are arranged vertically on the left side of the collage in a bold, distressed, sans-serif font.

School Board Regular Meeting

4.B.

Meeting Date: 01/23/2018

Prepared By: Heather Mueller, Director of Teaching and Learning

Item Type: Information

Subject:

Rosa Parks School Report

Background:

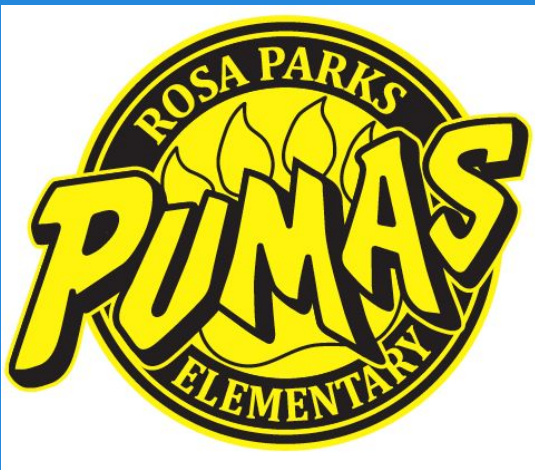
Michelle Kruize will present a report on Rosa Parks Elementary School.

Recommended Action:

None

Attachments

Rosa Parks Presentation



2017–18 Rosa Parks Report to the School Board



January 23, 2018

Improvement Efforts

Strategic Direction A

Student Learning and Engagement

Math Instruction

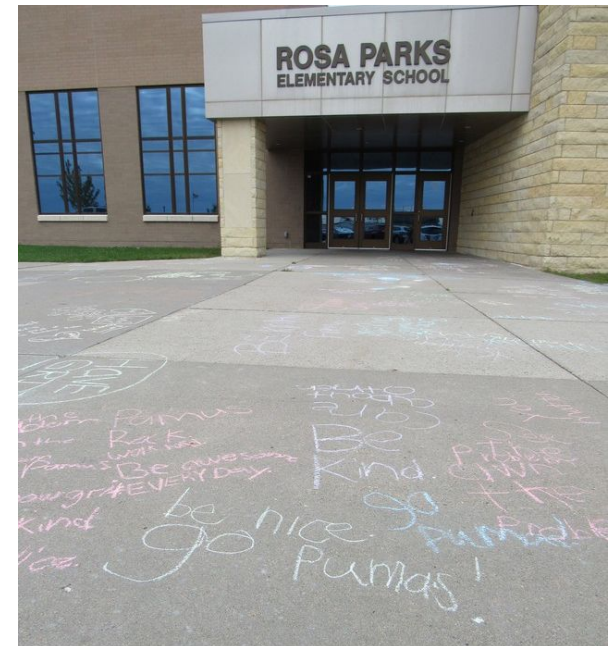
- Focus on small group math instruction/small group and independent work structures based on data
- Standards focused instruction
- Formative assessment aligned to standards

Literacy Instruction

- Continued focus on rigor in text
- Accelerated growth goal setting and frequent monitoring of progress

Student Engagement

- Top 20 Focus/Star Qualities



Improvement Efforts

Strategic Direction B

Developing district culture and practice of partnership and connectedness between staff, students, families, and community for learning

Positive Behavior Intervention and Supports (PBIS)

- Top 20 Mindset aligned to PBIS system and structure
- Monthly Puma Pride Celebrations
- CARES Buddies
- Building positive relationships with students and families
 - Sharing Top 20 learning with families
 - Home visits
 - Purposeful, positive contact home



Improvement Efforts

Strategic Direction B

Developing district culture and practice of partnership and connectedness between staff, students, families, and community for learning

Rosa Parks Annual Events

- Math Night, Reading Night, Visual Arts and Literacy Night
- Rosa Parks Night at the Children's Museum
- PTO Events (Movie/Game Night, Fall Family Fun Night, Spring Picnic, Walk-a-Thon)
- Music and Art Informances



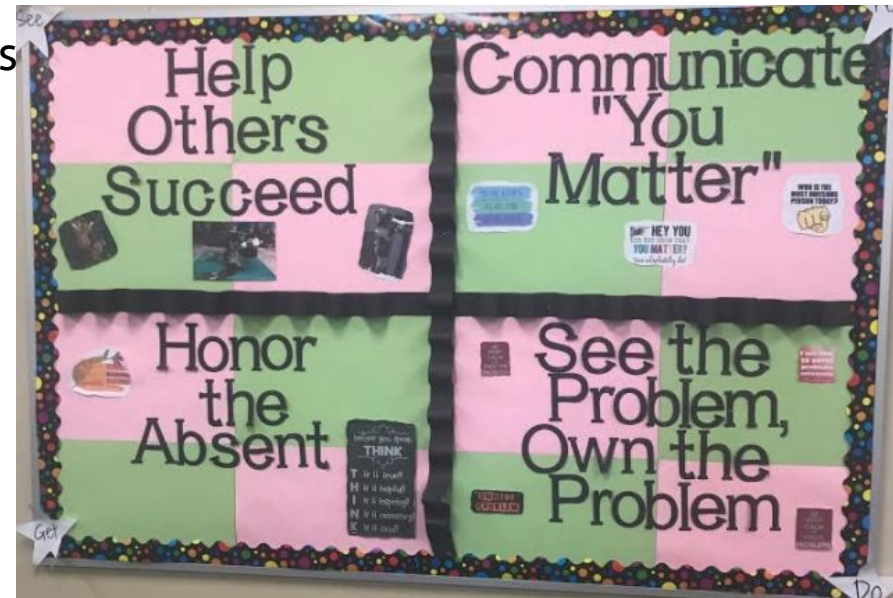
Improvement Efforts Strategic Direction C

Increase readiness for all students to ensure options for life

Best Practices in Instruction for ALL

Top 20 Skills/Developing Star Qualities

- Social Emotional Awareness
- Develop skills of collaboration and relationship building
- Strategies for Engagement and Success
- Top 20 Curriculum/Daily Announcements
- Developing Star Qualities



Improvement Efforts

Direction D

Management of Financial Resources

Commitment to supporting the needs of all students

- Full time counselor
- Behavior Intervention Paraprofessionals
- Additional English Language Learner support
- Reading and Math support



Improvement Efforts

Direction E

Developing staff capacity, accountability and skills to empower our strategic directions

Continuous Improvement Coach

- Coaching plan/Collaboration with teachers
- Teachers observe each other during the school day and engage in collaborative conversations

Instructional Leadership Team

Top 20 Mindsets

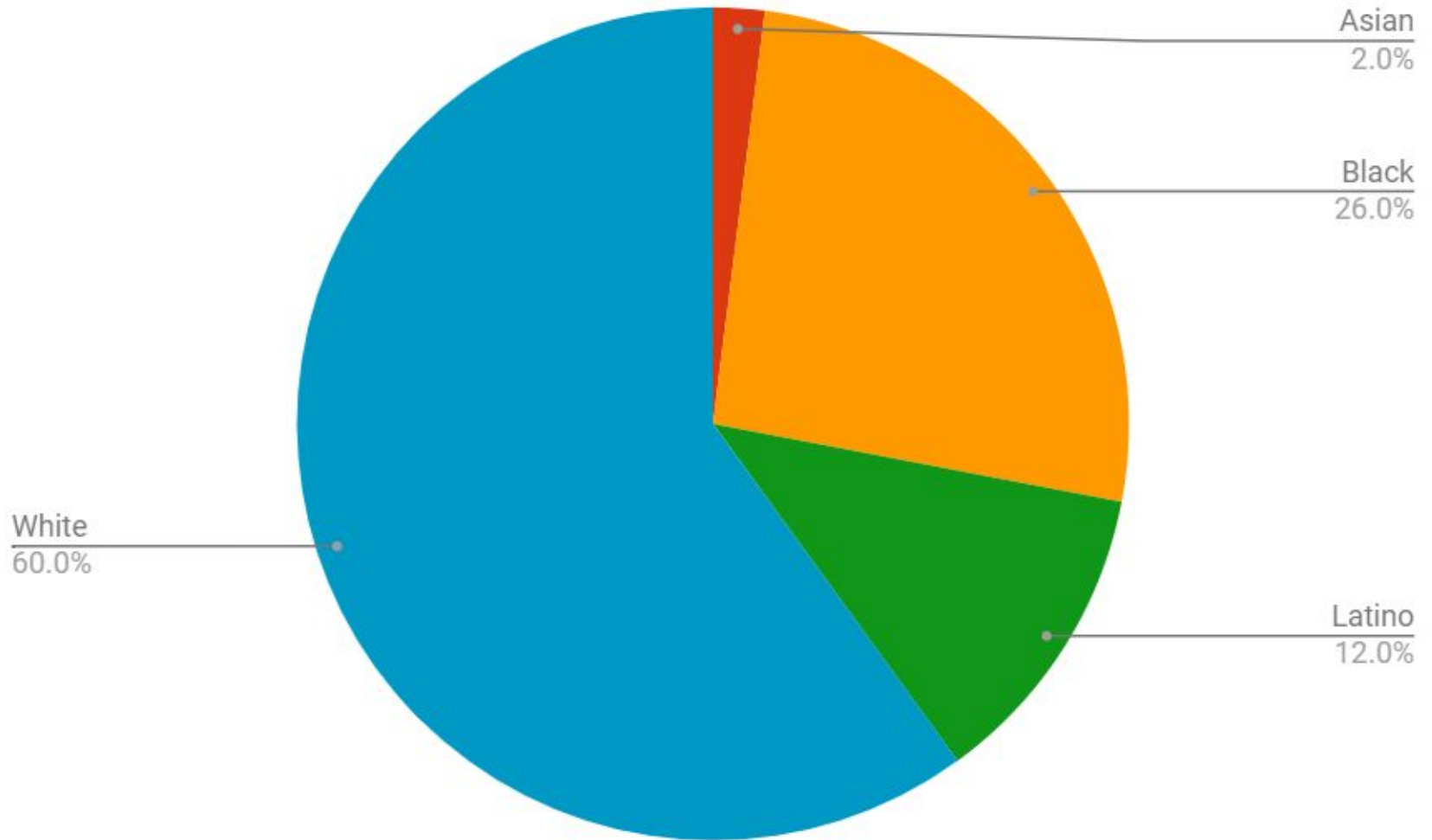
- Professional development for staff that supports our work with students and with each other
- Building a collaborative school culture



Attendance Data

All	94.92%
FRP	95.05%
LEP	94.92%
Sped	92.52%
Hispanic/Latino	93.4%
Asian	93.61%
Black or African American	94.74%
White	95.26%
Two or more Races	94.32%

Behavior Data Graph



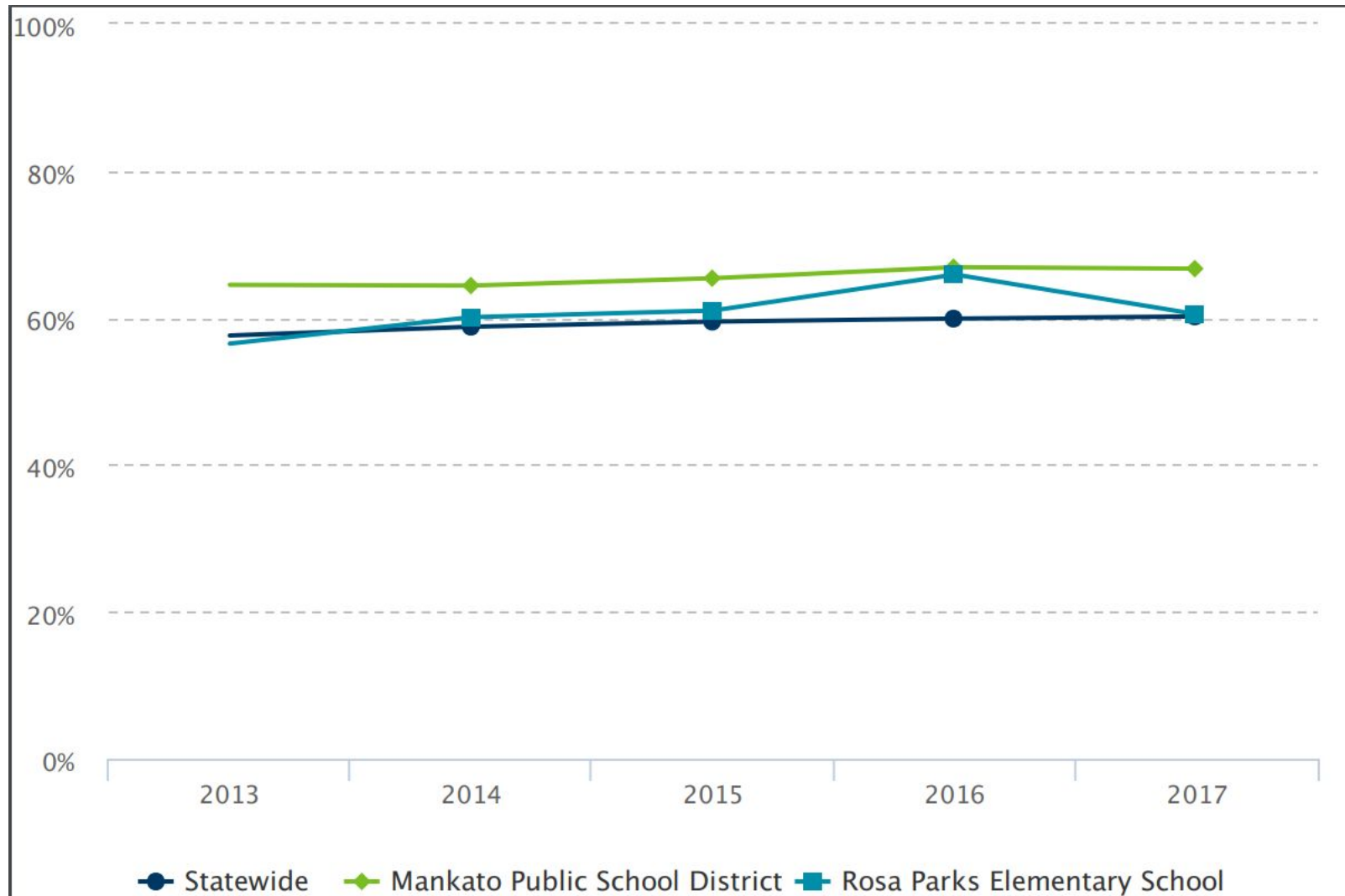
BEHAVIOR DATA

Student Group	Number of Students Referred	Number of Students Enrolled
Native American	0	5
Asian	1	19
Black	10	65
Latino	2	42
Pacific Islander	0	0
White	18	375

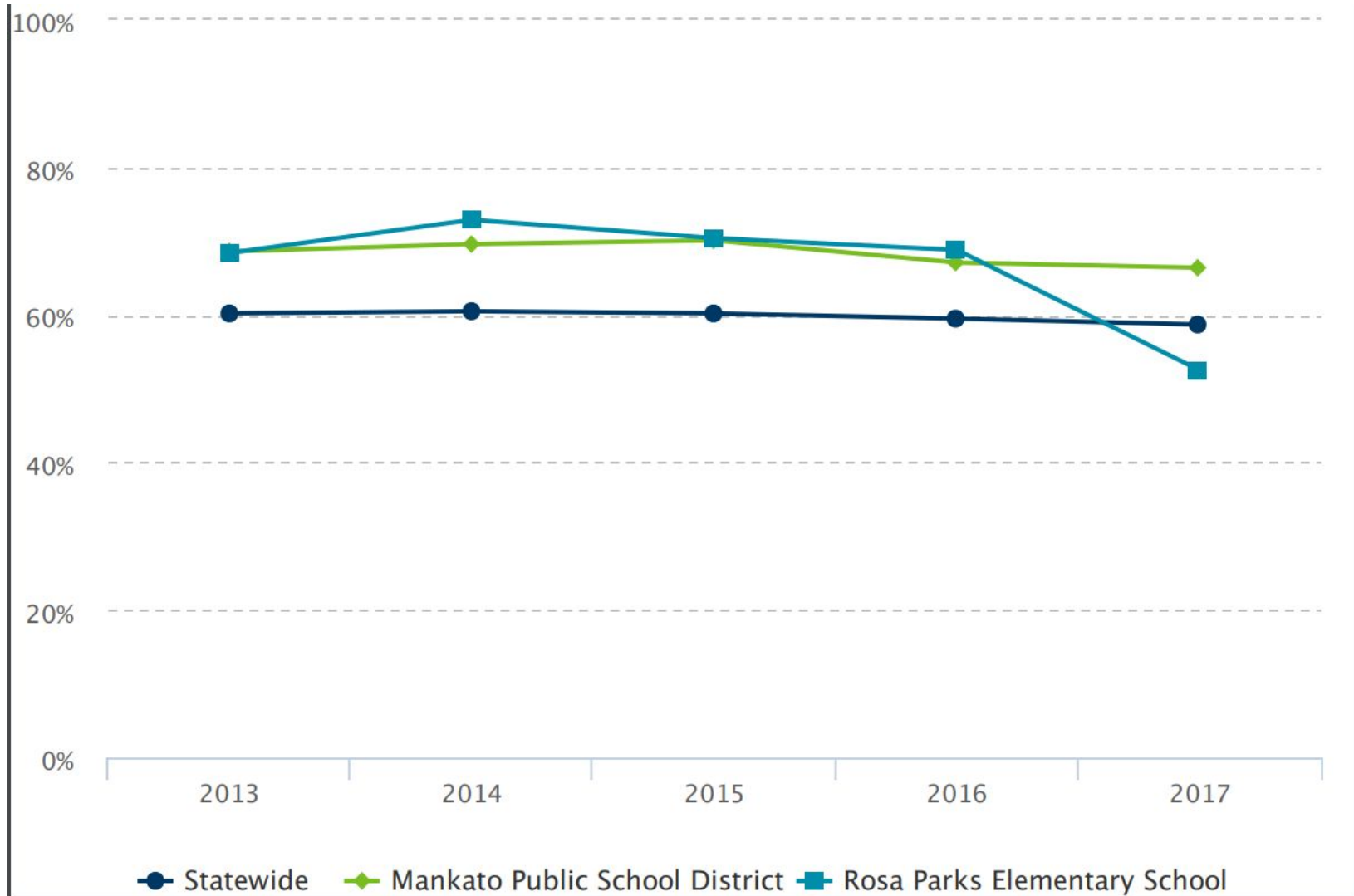
DIBELS DATA K-2

Grade	Beginning	Middle	End
K	 n=83 16 16 51 (19%) (19%) (61%)	 n=82 10 10 62 (12%) (12%) (76%)	 n=80 3 8 69 (4%) (10%) (86%)
1st	 n=83 14 14 55 (17%) (17%) (66%)	 n=75 13 3 59 (17%) (4%) (79%)	 n=80 14 9 57 (18%) (11%) (71%)
2nd	 n=82 14 8 60 (17%) (10%) (73%)	 n=82 15 5 62 (18%) (6%) (76%)	 n=82 16 13 53 (20%) (16%) (65%)

Rosa Parks' Reading Trend Data



Rosa Parks' Math Trend Data



Professional Learning Community Collaborative Teams

Re-focus on the four corollary questions:

- What do we expect our students to learn?

- How will we know when each student has learned it?

- How will we respond when some students do not learn?

- How will we extend and enrich learning for students who are proficient?

Math and Reading Goals Set by each grade level team aligned to building visioncard

Accelerated growth goals with progress documented monthly or bi-monthly

Second meeting between monthly late starts to focus on formative assessment and core instruction

Questions?



School Board Regular Meeting

4.C.

Meeting Date: 01/23/2018

Prepared By: Sheri L. Allen, Superintendent

Item Type: Information

Subject:

Board Member Workshop/Committee Reports

Background:

Board members will have an opportunity to provide brief reports on recent workshops they have attended or on committees they are serving on.

Recommended Action:

None

School Board Regular Meeting

5.A.

Meeting Date: 01/23/2018

Prepared By: Sheri L. Allen, Superintendent

Item Type: Action

Subject:

Approval of Minutes of January 8, 2018, Regular Meeting

Background:

See attachment

Recommended Action:

Recommend approval of the minutes and proceedings as attached.

Attachments

Minutes - January 8, 2018, Regular Meeting

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

January 8, 2018

The School Board of Independent School District No. 77 met in regular session on Monday, January 8, in the Mankato Room of the Intergovernmental Center to organize for 2018.

The Honorable Krista Jass swore in new School Board member Darren Wacker.

Chair Hendricks called the meeting to order at 5:00 p.m. Members present at roll call: Judi Brandon, Sara Hansen, Ann Hendricks, Abdi Sabrie, Jodi Sapp, Kristi Schuck and Darren Wacker. Members absent: none

Ms. Schuck moved, and Ms. Hansen seconded, approval of the agenda together with a personnel addendum. The motion carried on a 7-0 voice vote.

OPEN FORUM - No one wished to speak.

Nominations were opened for the position of Chairperson. Mr. Sabrie nominated himself and Ms. Sapp nominated Mrs. Hendricks. A vote was taken by a show of hands with the following result: Mr. Sabrie - 1 vote, Mrs. Hendricks - 6 votes. Mrs. Hendricks was declared Chairperson.

Nominations were opened for the position of Vice-Chairperson. Mr. Sabrie nominated himself and Ms. Schuck nominated Ms. Sapp. A vote was taken by a show of hands with the following result: Mr. Sabrie - 1 vote, Ms. Sapp - 6 votes. Ms. Sapp was declared Vice-Chairperson.

Nominations for the position of Clerk were declared open. Mr. Sabrie nominated himself and Mrs. Brandon nominated Ms. Hansen. A vote was taken by a show of hands with the following result: Mr. Sabrie - 1 vote, Ms. Hansen - 6 votes. Ms. Hansen was declared Clerk.

Nominations for the position of Treasurer were opened. Mr. Sabrie nominated himself and Mrs. Brandon nominated herself. A vote was taken by a show of hands with the following result: Mr. Sabrie - 2 votes, Mrs. Brandon - 5 votes. Mrs. Brandon was declared Treasurer.

Ms. Hansen made a motion to appoint Barb Macraic as Deputy Clerk. Ms. Schuck seconded the motion and it carried on a 7-0 voice vote.

Mrs. Brandon made a motion to approve the following resolution designating official depositories for the School District. The motion was seconded by Mr. Wacker and carried on a 7-0 voice vote.

BE IT RESOLVED, US Bank Mankato, The Voyager Bank, Wells Fargo Bank, N.A., ProGrowth Bank, 1st National Bank, Frandsen Bank, MinnStar Bank, Wells Federal Savings and Loan Association, Twin City Federal National Bank, Pioneer Bank and the Minnesota Liquid Asset Fund Plus be, and are hereby designated as depositories of this School District with authority to accept or receive, at any time, deposits for the credit of this School District, and

BE IT FURTHER RESOLVED, That checks, drafts, or other orders for payment with the depositories must be signed, actually or by use of a facsimile signature, by all three of the following officers of Independent School District No. 77:

_____, Clerk
_____, Chairperson
_____, Treasurer

AND BE IT FURTHER RESOLVED, That Sheri L. Allen or Thomas R. Sager is authorized to transfer between depository accounts School District funds as they determine necessary in the normal operation of the School District, and

BE IT FURTHER RESOLVED, That Sheri L. Allen or Thomas R. Sager is authorized to purchase Certificates of Deposit and Commercial Paper in name of Independent School District No. 77, Mankato, and

BE IT FURTHER RESOLVED, That Sheri L. Allen or Thomas R. Sager is authorized to wire transfer funds to pay principal and interest payments due on school building bonds, and

BE IT FURTHER RESOLVED, That this resolution shall continue in force until express written notice of its rescission or modification has been furnished to and received by the depositories.

School Board Policy 216 provides for the appointment of legal counsel for the School District. Ms. Schuck made a motion to name the following firms as legal counsel for 2018 to be paid on an hourly basis for services rendered:

Blethen, Gage and Krause Law Firm
Knutson, Flynn and Deans Law Firm
Rupp, Anderson, Squires & Waldspurger, P.A.
Kennedy and Graven Law Office

Ms. Schuck seconded the motion and it carried on a 7-0 roll call vote.

A motion was made by Mrs. Brandon, seconded by Ms. Schuck, to name the Mankato *Free Press* as the School District's official newspaper for 2018. The motion carried on a 7-0 voice vote.

A motion to approve the following resolution relating to expenses for School Board meetings was made by Mr. Wacker and seconded by Ms. Hansen. The motion carried on a 7-0 roll call vote.

BE IT RESOLVED by the School Board of Independent School District No. 77 that:

- 1. WHEREAS, it is in the interest of the School District to occasionally invite members of the public, members of other public boards and bodies, and members of the school staff to School Board meetings, and*
- 2. WHEREAS, at many School Board meetings, good public relations make it advisable to provide coffee and meals on special occasions as determined by the School Board, to persons attending such meetings in the interest of the District,*
- 3. NOW, THEREFORE, BE IT RESOLVED, that the School District pay the cost of meals when occasionally furnished to members of the School Board and others who attend meetings held in the interest of the School District and that the School District do likewise provide, at the expense of the District, coffee for all persons attending said meetings in the interest of good public relations for the benefit of the School District and the students served thereby.*

The Minnesota Department of Education (MDE) has set up a process for assigning an Identified Official with Authority. The system is called the External User Access Recertification System and the process, implemented in Spring 2015, provided consistency for external user access to all MDE secured systems protected by an MDE User Account. The School Board must designate the Identified Official with Authority to authorize user access annually, as well as any time there is a change in the assignment of the Identified Official with Authority. This certification of the Identified Official with Authority designation is in accordance with Minnesota State Access Control Security Standard 1.0. The District may assign this role to more than one person or to a person other than the Superintendent or Director. The School Board minutes must clearly specify this role assignment. Mr. Wacker made a motion, seconded by Ms. Schuck, to designate Sheri L. Allen, Superintendent, and Barb Macrafcic, Administrative Assistant to the Superintendent/School Board Deputy Clerk to the role of Identified Official with Authority. The motion carried on a 7-0 voice vote.

Most state- and federally-funded programs require that the School Board authorize an agent to execute and file funding applications for the School District and act as its official representative in those programs. Mrs. Brandon made a motion to designate Superintendent Sheri L. Allen or her designee as the School District's agent for filing the applications and representing the District. The motion was seconded by Ms. Schuck and carried on a 7-0 voice vote.

Ms. Hansen made a motion to affirm the meeting schedule for 2018 as shown below. The motion was seconded by Mrs. Brandon and carried on a 7-0 voice vote.

DATE	LOCATION	TIME
Monday, January 8, 2018	Civic Center Plaza	5:00 p.m.
Tuesday, January 23, 2018	Civic Center Plaza	5:30 p.m.
Monday, February 5, 2018	Civic Center Plaza	5:30 p.m.
Tuesday, February 20, 2018	Civic Center Plaza	5:30 p.m.
Monday, March 5, 2018	Civic Center Plaza	5:00 p.m.
Monday, March 19, 2018	Civic Center Plaza	5:30 p.m.
Tuesday, April 3, 2018	Civic Center Plaza	5:30 p.m.
Monday, April 16, 2018	Civic Center Plaza	5:30 p.m.
Monday, May 7, 2018	Civic Center Plaza	5:30 p.m.
Monday, May 21, 2018	Civic Center Plaza	6:30 p.m.
Monday, June 4, 2018	Civic Center Plaza	5:30 p.m.
Monday, June 18, 2018	Civic Center Plaza	5:30 p.m.
Monday, July 9, 2018	Civic Center Plaza	5:00 p.m.
Monday, August 13, 2018	Civic Center Plaza	5:00 p.m.
Tuesday, September 4, 2018	Civic Center Plaza	5:30 p.m.
Monday, September 17, 2018	Civic Center Plaza	5:30 p.m.
Monday, October 1, 2018	Civic Center Plaza	5:30 p.m.
Monday, October 15, 2018	Civic Center Plaza	5:30 p.m.
Monday, November 5, 2018	Civic Center Plaza	5:30 p.m.
Monday, November 19, 2018	Civic Center Plaza	5:30 p.m.
Tuesday, December 4, 2018	Civic Center Plaza	5:30 p.m.
Monday, December 17, 2018	Civic Center Plaza	5:30 p.m.

Mr. Wacker made a motion to approve the following School Board Member Committee Assignments and School Assignments:

School Board Committee Assignments for 2018

- | | |
|---------------|--|
| Judi Brandon | <ul style="list-style-type: none"> • Senior High Student Advisory Council Facilitator • Central Freedom School Fundraising Committee • Finance Committee • Greater Mankato Growth (GMG) Financial Adv. Committee |
| Sara Hansen | <ul style="list-style-type: none"> • Finance Committee • Greater Mankato Growth (GMG) Financial Adv. Committee • Sick Leave Bank • Legislative Committee • Negotiations (Custodians) |
| Ann Hendricks | <ul style="list-style-type: none"> • Meet and Confer • Legislative Committee • MSHSL Representative • MSBA Delegate Assembly (elected) |
| Abdi Sabrie | <ul style="list-style-type: none"> • Policy Committee • Special Education Parent Advisory Council • Transportation Committee • Negotiations (Paraprofessionals) |

- | | |
|---------------|---|
| Jodi Sapp | <ul style="list-style-type: none"> • Policy Committee • Meet and Confer • South Central Service Cooperative Board (elected) • MSDLAF+ Board of Trustees (elected) • MSBA Delegate Assembly (elected) |
| Kristi Schuck | <ul style="list-style-type: none"> • Wellness Committee • Citizens Energy Advisory Committee • Transportation Committee • Negotiations (Secretaries) |
| Darren Wacker | <ul style="list-style-type: none"> • Middle School Student Advisory Council Facilitator • Community Services Advisory Committee • Negotiations (Food Service) |

Board Member School Assignments through June 30, 2018

Darren Wacker

Franklin Elementary School
Central High School
Bridges Community School

Kristi Schuck

Dakota Meadows Middle School
Monroe Elementary School

Judi Brandon

East Senior High School
Washington Elementary School

Ann Hendricks

Hoover Elementary School
Rosa Parks Elementary School

Jodi Sapp

Kennedy Elementary School
Central Freedom School
Student Support Services Center

Sara Hansen

Roosevelt Elementary School
West Senior High School

Abdi Sabrie

Prairie Winds Middle School
Jefferson Elementary School
Eagle Lake Elementary School

The motion was seconded by Ms. Schuck and carried on a 7-0 voice vote.

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

Approval of Minutes of the December 18, 2017, regular Board meeting.

Personnel:

APPOINTMENTS (INSTRUCTIONAL)

Deb Fogal - Long Term Substitute Special Education Teacher at Franklin Elementary School for Jennifer Stenzel beginning February 26 and ending April 6, 2018. She will be placed at step 10 of the M lane on the Teachers Association salary schedule.

APPOINTMENTS (NONINSTRUCTIONAL)

Therese Coughlan - Structured Study Center Supervisor at Prairie Winds Middle School beginning January 10, 2018. The week of January 10 she will work 12 hours, the week of January 15 she will work 18.75 hours and beginning January 22, 2018 she will work 6.75 hours per day/5 days per week. She will be compensated at the rate of \$12.36 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

Charles Erickson - Special Education Paraprofessional at Eagle Lake Elementary School for 3.5 hours per day/3 days per week (T/W/Th) - 10.5 hours per week beginning January 3, 2018. He will be compensated at the rate of \$12.36 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

Deb Evan - Early Learning Regular Education Paraprofessional at the Family Learning Center for 2.5 hours per day on Wednesdays beginning January 10, 2018. She will be compensated at the rate of \$12.36 per hour.

Deanna Friend - Special Education Paraprofessional at Hoover Elementary School for 6.25 hours per day/3 days per week (M/W/F) beginning January 8, 2018. She will be compensated at the rate of \$12.36 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

Lacey Hagen - Regular Education Early Learning Paraprofessional at Eagle Lake Elementary School for 24.5 hours per week (3.5 hours on Mondays, 7 hours T/W/Th) beginning January 8, 2018. She will be compensated at the rate of \$12.36 per hour.

Luke Lehne - ACES Child Care Assistant at Rosa Parks Elementary School for approximately 9.75 hours per week beginning January 9, 2018. He will be compensated at the rate of \$9.65 per hour.

Megan Manthey - Behavior Support Intervention Paraprofessional at Roosevelt Elementary School for 6.25 hours per day/5 days per week beginning January 4, 2018. She will be compensated at the rate of \$14.99 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

Sunshine Matutino - Special Education Paraprofessional at Prairie Winds Middle School for 6.75 hours per day/5 days per week beginning January 3, 2018. She will be compensated at the rate of \$12.36 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

Molly Meysembourg - ACES Supervisor at Monroe (Holy Rosary Site) with Community Education and Recreation Program for 5.5 hours per day/5 days per

week beginning January 8, 2018. She will be compensated at the rate of \$12.65 per hour.

Tanya Neal - Rescind appointment to the position as Special Education Paraprofessional - Early Learning that was to begin January 3, 2018.

Trevor Nissen - NonClassroom (Playground/Lunchroom) Paraprofessional at Washington Elementary School for 2 hours per day/5 days per week beginning January 3, 2018. He will be compensated at the rate of \$12.36 per hour.

Kylee Reimann - ACES Child Care Assistant at Hoover Elementary School for approximately 9 hours per week beginning January 3, 2018. She will be compensated at the rate of \$10.15 per hour.

Nicole Sandmann - Special Education Paraprofessional at Hoover Elementary School for 6.25 hours per day/2 days per week (T/Th) beginning January 9, 2018. She will be compensated at the rate of \$12.36 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

Jillian Schemenauer - ACES Child Care Assistant at Hoover Elementary School for approximately 9 hours per week beginning January 3, 2018. She will be compensated at the rate of \$9.90 per hour.

Nicole Schoen - ACES Child Care Assistant at Kennedy Elementary School for approximately 9.75 hours per week beginning December 6, 2017. She will be compensated at the rate of \$9.90 per hour.

Austin Sellner - Special Education Paraprofessional at Franklin Elementary School for 6.25 hours per day/5 days per week beginning February 13, 2018. He will be compensated at the rate of \$12.36 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

Delaney Weir - ACES Child Care Assistant at Monroe Elementary School for approximately 16.25 hours per week beginning January 8, 2018. She will be compensated at the rate of \$9.65 per hour.

CONTRACT ADJUSTMENTS (INSTRUCTIONAL)

Becky Splett - Increase in teaching assignment from 1.0 FTEs to 1.067 FTEs beginning January 26, 2018 for the 2017-18 school year.

CONTRACT ADJUSTMENTS (NONINSTRUCTIONAL)

Angela Bowder - Transfer from Head Cook at Dakota Meadows Middle School to Head Cook at Eagle Lake Elementary School for 8 hours per day/5 days per week beginning January 29, 2018. She will be placed at step 5 of the Manager - Elementary classification on the School Food Service Workers Association

salary schedule and will be compensated at the rate of \$16.32 per hour.

Ross Ewert - Rescind change in assignment from 8-Hour Evening Custodian to 4-Hour Evening Custodian at Kennedy Elementary School that was to begin January 8, 2018.

Daniela Galindo - Decrease in NonClassroom (Playground/Lunchroom) Paraprofessional from 9.75 hours per week to 1.75 hours per day/3 days per week (T/W/Th - 5.25 hours per week) beginning January 3, 2018.

Chandler Gooding - Change in assignment from ACES Supervisor to ACES Assistant Supervisor at Franklin Elementary School for 4 hours per day/4 days per week beginning January 8, 2018. He will be compensated at the rate of \$11.15 per hour.

Dan Greenwood - Special Education Paraprofessional transferring from West High School to Dakota Meadows Middle School, effective as of January 8, 2018. This is a location change only.

Alexa Heimer - Change in assignment from ACES Supervisor to ACES Assistant Supervisor at Hoover Elementary School for 4 hours per day/3 days per week beginning January 8, 2018. He will be compensated at the rate of \$12 per hour.

Amy Lorenz - Change in assignment from Special Education Paraprofessional to Brailist in Training for 6.25 hours per day/5 days per week beginning September 13, 2017. She will be compensated at the rate of \$15.00 per hour and will be eligible for 6-3-2 benefits.

Jamie Malecha, Special Education Paraprofessional at Dakota Meadows Middle School - decrease in assignment from 6.75 hours per day/5 days per week to 6.75 hours per day/2 days per week (W/F) beginning January 8, 2018.

Hussein Mohamoud - Decrease in NonClassroom (Playground/Lunchroom) Paraprofessional from 7 hours per week to 1.75 hours per day/2 days per week (W/F - 3.5 hours per week) beginning January 3, 2018.

Heidi Riehl, Special Education Paraprofessional at the Family Learning Center - Increase in assignment from 24.5 hours per week to 31 hours per week (7 hrs M/T/W/Th - 3 hrs on F) beginning January 16, 2018.

Angela Wagner - Increase in Cook's Helper assignment at East High School from 6 hours per day to 6.5 hours per day/5 days per week beginning January 3, 2018.

Miranda Wolff - Change in assignment with the addition of 3.5 hours per day on Tuesday and 3 hours on Fridays as a Special Education Paraprofessional,

effective as of January 16, 2018. This is in addition to her assignment as MAPS Preschool Classroom Regular Education Paraprofessional assignment of 24.5 hours per week.

REQUESTS FOR LEAVE (NON-AFFILIATED)

Kelsey Rounds, Interim Director of Food Services, has requested a leave under the provisions of the Family Medical Leave Act beginning on or about February 18 and continuing for a period of 12 weeks.

REQUESTS FOR LEAVE (INSTRUCTIONAL)

Ariana Bealey, Art Teacher at Prairie Winds Middle School, has requested a leave under the provisions of the Family Medical Leave Act commencing on April 3 and ending June 4, 2018 and beginning again on September 4, 2018 and continuing through November 30, 2018.

Kelly Donna, Special Education Teacher at Dakota Meadows Middle School, has requested a leave under the provisions of the Family Medical Leave Act beginning on or about April 3 and ending May 31, 2018.

Ashley Hawker, Business Teacher at West High School, has requested a leave under the provisions of the Family Medical Leave Act commencing on or about May 18 and ending September 28, 2018.

Timothy Leitner, Special Education Teacher at Eagle Lake Elementary School, has requested a leave under the provisions of the Family Medical Leave Act commencing on January 19 and ending March 2, 2018.

REQUESTS FOR LEAVE (NONINSTRUCTIONAL)

Haley Ling - Revise dates of Board approved leave to January 9 through March 1, 2018.

RESIGNATIONS (INSTRUCTIONAL)

Marjorie Johnson - Reading Intervention Teacher at Rosa Parks Elementary School. Last date of employment will be February 2, 2018.

Laurie Roberts, Intervention Teacher at Roosevelt Elementary School, has submitted her resignation for purposes of retirement. Her last date of employment will be June 5, 2018.

David Urness, Orchestra Director, has submitted his resignation for purposes of retirement. His last date of employment will be June 4, 2018.

RESIGNATIONS (NONINSTRUCTIONAL)

Vanessa Buth - ACES Child Care Assistant. Last date of employment was December 11, 2017.

Ross Ewert, 8-Hour Evening Custodian at Kennedy Elementary School, has

submitted his resignation for purposes of retirement. His last date of employment will be February 1, 2018.

Danielle Frey - ACES Child Care Assistant. Last date of employment was December 22, 2017.

Sonia Knoff - Special Education Paraprofessional at Rosa Parks Elementary School. Last date of employment will be January 22, 2018.

Emily Loberg - ACES Child Care Assistant. Last date of employment was January 5, 2018.

Tamara Masog - Connections Youth Leader, effective as of December 5, 2017.

Jacqueline Menke - Special Education Paraprofessional at West High School, effective as of August 28, 2017.

Darian Otto - Evening Custodian at Jefferson Elementary School. Verbal resignation effective as of December 11, 2017.

Eric Ouren - ACES Child Care Assistant. Last date of employment was December 15, 2017.

Mackenzie Pronk - Special Education Paraprofessional at Prairie Winds Middle School. Last date of employment will be January 19, 2018.

Julia Snelson - Behavior Support Intervention Paraprofessional at Roosevelt Elementary School. Last date of employment was January 5, 2018.

Emily Spindler - Connections Youth Leader, effective as of December 8, 2017.

Bethany Truman - Lincoln Logs Lead Toddler Teacher. Last date of employment will be January 11, 2018. ACES Childcare Assistant. Last date of employment will be January 5, 2018.

Dylan Walter - Playground Supervisor at Washington Elementary School. Last date of employment was December 22, 2017.

Matnique Williamson - Behavior Intervention Paraprofessional at Prairie Winds Middle School. Last date of employment will be January 12, 2018.

TERMINATION OF EMPLOYMENT (NONINSTRUCTIONAL)

Mattu Chuol - Special Education Paraprofessional at Prairie Winds Middle School, effective as of December 20, 2017.

Omar Salah - NonClassroom (Lunchroom/Playground) Paraprofessional at Washington Elementary School. Last day worked was December 14, 2017.

Tyisha Thomas - 4-Hour Custodian at Franklin Elementary School. Last date of employment was January 4, 2018.

The following gifts have been received by the School District:

An anonymous donation of \$100 was provided to the school lunch program to help address the outstanding accounts.

Industrial Fabrication Services (IFS) donated steel valued at \$100 to the East High welding class.

Ms. Schuck made a motion to accept the gifts and send a note of thanks. The motion was seconded by Ms. Hansen and carried on a 7-0 voice vote.

The Uniform Financial Accounting and Reporting System (UFARS) requires that expenditures be recognized as obligations when a purchase order is issued. These requirements interface with another law which requires that no funds be expended by a school district for any purpose in a school year prior to the adoption of spending authority. Mankato Area Public Schools normally begins to purchase supplies and equipment for the next year in the preceding spring. Since purchase orders are considered to be expenditures at the time of issuance, and since no expenditures can be made unless spending authorization has been granted, it is necessary for the School Board to provide such spending authority prior to the adoption of our official budget in June. In order to meet requirements of UFARS, and to allow purchasing to begin for the next year, Mrs. Brandon made a motion to authorize spending authority for 2018-2019 restricted to 90% of the 2017-2018 budget limits on textbooks, library books, general supplies, custodial supplies, equipment, and departmental supplies. The motion was seconded by Mr. Wacker and carried on a 7-0 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 5:35 p.m., on a 7-0 voice vote.

Clerk _____

Attest:

Chairperson _____

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

January 8, 2018

The School Board of Independent School District No. 77 met in regular session on Monday, January 8, in the Mankato Room of the Intergovernmental Center to organize for 2018. The Honorable Krista Jass swore in new School Board member Darren Wacker. Chair Hendricks called the meeting to order at 5:00 p.m. Members present at roll call: Judi Brandon, Sara Hansen, Ann Hendricks, Abdi Sabrie, Jodi Sapp, Kristi Schuck and Darren Wacker. Members absent: none

1. Schuck/Hansen approval of agenda with personnel addendum. 7-0
2. Open Forum - none.
3. Ann Hendricks elected as Chairperson.
4. Jodi Sapp elected as Vice-Chairperson.
5. Sara Hansen elected as Clerk.
6. Judi Brandon elected as Treasurer.
7. Hansen/Schuck appoint Barb Macrafic as Deputy Clerk. 7-0
8. Brandon/Wacker approval of resolution designating official depositories for 2018. 7-0
9. Schuck/Sapp approval of legal counsel for 2018. 7-0
10. Brandon/Schuck name Mankato *Free Press* as official newspaper. 7-0
11. Wacker/Hansen approval of expenses for Board meetings. 7-0
12. Wacker/Schuck designate Supt. Allen and Deputy Clerk Barb Macrafic as Identified Official with Authority for MDE Secure Website Access. 7-0
13. Brandon/Schuck designate Superintendent Allen or her designee as the official agent for filing and executing funding applications for state- and federally-funded programs. 7-0
14. Hansen/Brandon confirm meeting schedule for 2018. 7-0
15. Wacker/Schuck approval of School Board member committee and school assignments. 7-0
16. Sapp/Hansen approval of Consent Agenda Items: Approval of Minutes of the December 18, 2017, regular meeting; Approval of Personnel Items. 7-0
17. Schuck/Hansen acceptance of gifts and grants. 7-0
18. Brandon/Wacker to establish purchasing authority for 2018-2019. 7-0
19. Sapp/Brandon adjournment at 5:35 p.m. 7-0.

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

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

5.B.

Meeting Date: 01/23/2018

Prepared By: Tom Sager, Director of Business Services

Item Type: Action

Subject:

Approval of January Bills

Background:

At our meeting on Tuesday evening, the administrative team will be prepared to answer any questions you might have regarding the report on claims and accounts for January. The total of the bills for January of 2018 is \$8,596,348.41.

Recommended Action:

The claims are recommended for payment as presented.

School Board Regular Meeting

5.C.

Meeting Date: 01/23/2018

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

Item Type: Action

Subject:

Personnel

Background:

APPOINTMENTS (NON-AFFILIATED)

Jennifer Clark - Transfer from the position of Secretary to the Principal at Dakota Meadows Middle School to Information Systems Support Technician - Student Database with a tentative start date of February 1, 2018. This is a non-affiliated position with an annual salary of \$49,523.90 (prorated to \$20,381.36 for 107 days) and she will be eligible for Category II benefits.

Anne Richardson, Facilities Scheduler - Transfer to full-time, 12-month Non-Affiliated - Classification B23 with a prorated annual salary of \$20,436 for 130 days beginning January 1, 2018. She will be eligible for Category II benefits.

APPOINTMENTS (INSTRUCTIONAL)

Gregory Euclide - Revise start date as full-time Art Teacher at West High School to begin January 16, 2018 for the 2017-18 school year.

Jessica Kirschner - Part-time (0.224 FTEs) NonPublic Guidance Counselor at Loyola beginning January 22, 2018 for the 2017-18 school year. She will be placed at step 10 of the M lane on the Teachers Association salary schedule.

The following will be teachers in the ExCel Program at Hoover Elementary School beginning January 8 and ending April 11, 2018. They will be compensated according to their placement on the Teachers Association salary schedule.

Rebecca Brudwick, Ann Schwartz, Katelyn Trnka

APPOINTMENTS (NONINSTRUCTIONAL)

Courtney Adair - ACES Child Care Assistant at Eagle Lake Elementary School for approximately 6 hours per week beginning January 8, 2018. She will be compensated at the rate of \$9.90 per hour.

Cassandra Anderson - NonClassroom (Playground/Lunchroom) Paraprofessional at Washington Elementary School for 1.75 hours per day/5 days per week beginning January 10, 2018. She will be compensated at the rate of \$12.36 per hour.

Amelia Collier - ACES Child Care Assistant at Hoover Elementary School for approximately 9 hours per week beginning January 5, 2018. She will be compensated at the rate of \$9.90 per hour.

Sadie Elsenpeter - ACES Child Care Assistant at Rosa Parks Elementary School for approximately 13 hours per week beginning December 6, 2017. She will be compensated at the rate of \$10.40 per hour.

Addie Erickson - ACES Child Care Assistant at Eagle Lake Elementary School for approximately 9 hours per week beginning January 5, 2018. She will be compensated at the rate of \$9.65 per hour.

Tyler Henderson - Special Education Paraprofessional at Prairie Winds Middle School for 6.75 hours per day/5 days per week beginning January 30, 2018. He will be compensated at the rate of \$12.36 per hour.

in accordance with the agreement between the District and the Minnesota School Employees Association.

Kali Langer - Special Education Paraprofessional at Franklin Elementary School for 6.25 hours per day/5 days per week beginning February 22, 2018. She will be compensated at the rate of \$12.36 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

Katherine Olson - ACES Child Care Assistant at Eagle Lake Elementary School for approximately 7 hours per week beginning January 8, 2018. She will be compensated at the rate of \$9.90 per hour.

Alisha Tiernan - NonClassroom (Playground) Paraprofessional at Rosa Parks Elementary School for 2 hours per day/5 days per week beginning January 9, 2018. She will be compensated at the rate of \$12.36 per hour.

Sarah York - ACES Child Care Assistant at Rosa Parks Elementary School for approximately 13 hours per week beginning January 5, 2018. She will be compensated at the rate of \$9.90 per hour.

CONTRACT ADJUSTMENTS (INSTRUCTIONAL)

Chrissy Makela - Increase in assignment from 1.0 FTEs to 1.167 FTEs for the 2nd semester of the 2017-18 school year only.

Andrea Williams - Increase in assignment from 1.0 FTEs to 1.167 FTEs for the 2nd semester of the 2017-18 school year only.

CONTRACT ADJUSTMENTS (NONINSTRUCTIONAL)

Jose Gomez - Transfer from Special Education Paraprofessional to Special Education Behavior Intervention Paraprofessional at Prairie Winds Middle School for 6.75 hours per day/5 days per week beginning January 22, 2018. He will be compensated at the rate of \$14.99 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

Stefanie Gomez - Transfer from Assistant Teacher to Toddler Lead Teacher at Lincoln Logs Learning Center beginning January 15, 2018 for 7 hours per day/4 days per week and she will be compensated at the rate of \$14.78 per hour.

Mahamed Hassan - Decrease in NonClassroom (Lunchroom) Paraprofessional at Dakota Meadows Middle School from 2.5 hours per day/5 days per week to 2.5 hours per day/3 days per week (M/W/F) beginning January 15, 2018.

Ashley Jacobson - Decrease in NonClassroom (Playground) Paraprofessional assignment at Franklin Elementary School from 1.75 hours per day/2 days per week to 1.75 hours per day on Fridays only beginning January 11, 2018.

Collene Rezac - Voluntary reduction in Brailist assignment from 33.75 hours per week to 8 hours per week beginning January 16, 2018.

Heather Tentis - Increase in NonClassroom (Playground) Paraprofessional assignment at Franklin Elementary School from 1.75 hours per day/2 days per week to 1.75 hours per day/3 days per week (M/T/Th) beginning January 11, 2018.

SALARY LANE ADVANCEMENTS

In accordance with the terms of the agreement between the Mankato Teachers Association and the District, teachers have submitted their requests for salary lane advancement. Each of these requests has been reviewed and a list of those qualifying for salary lane advancement beginning January of the 2017-18 school year are shown below. The salary lane advancements will be retroactive to the beginning of January of the 2017-18 school year. The Administration recommends that the Board

approve the salary lane advancements.

<u>Name</u>	<u>From</u>	<u>To</u>
Abel, Amanda	M+30	M+45
Ahlers, Janice	M+30	M+45
Balt, Jessica	B+15	M
Borth, Cindy	B	B+15
Braaten, Kayla	B	B+15
Evans, Holly	M	M+30
Geffe-Dahle, Colleen	M	M+45
Guldan, Tim	B+15	B+30
Hagen, Tiffany	B+15	B+30
Hanson, Adam	B	B+15
Heath, Daniell	B+15	B+30
Hoffman, Megan	B+30	M
Milne, Julie	B+30	M
Mitchell, Laura	M	M+30
Rickbeil, Angela	B+15	B+30
Rotvold, Katie	M	M+45
Sayre, Josie	B	B+15
Steinman, Samantha	M	Doctorate
Summers, Greg	M	M+30
Wasvick, Taylor	B	B+30

REQUESTS FOR LEAVE (INSTRUCTIONAL)

Jessica Buttell, Special Education Teacher at Prairie Winds Middle School, has requested a leave under the provisions of the Family Medical Leave Act commencing on or about May 8 and ending June 4, 2018.

Trisha Hasty, Kindergarten Teacher at Eagle Lake Elementary School, has requested a leave under the provisions of the Family Medical Leave Act commencing on March 15 and ending June 4, 2018.

Meredith Mayra, English Teacher at West High School, has requested a leave under the provisions of the Family Medical Leave Act commencing on March 29 and ending June 1, 2018.

Brittany Wick, Kindergarten Teacher at Franklin Elementary School, has requested a leave under the provisions of the Family Medical Leave commencing on May 16 and ending June 4, 2018.

REQUESTS FOR LEAVE (NONINSTRUCTIONAL)

Kathleen Bonner, Cook Manager at Prairie Winds Middle School, has requested a leave under the provisions of the Family Medical Leave Act commencing on November 27 and continuing through February 12, 2018.

RESIGNATIONS (INSTRUCTIONAL)

Cynthia Shirk, Music Teacher at Dakota Meadows Middle School, has submitted her resignations for purposes of retirement. Her last date of employment will be June 5, 2018.

RESIGNATIONS (NONINSTRUCTIONAL)

Amani Becker-Waganda - ACES Child Care Assistant. Last date of employment was January 19, 2018.

Connie Betz - Cook's Helper at West High School. Her last date of employment was January 12, 2018.

Stephanie Butterfield - ACES Child Care Assistant. Last date of employment was October 17, 2017.

Sabrina Espinoza - Special Education Paraprofessional/LPN at East High School. Last date of employment will be February 16, 2018.

Asha Ibrahim - ACES Child Care Assistant. Last date of employment was December 8, 2017.

Kayla Johnson - Special Education Paraprofessional at Kennedy Elementary School. Last date of employment will be January 24, 2018.

Roxy Johnson, Cook Manager at East High School, has submitted her resignation for purposes of retirement. Last date of employment will be January 31, 2018.

Phillip Just - AOM Paraprofessional at Dakota Meadows Middle School. Last date of employment will be February 9, 2018.

Lauren Kaufman - ACES Child Care Assistant. Last date of employment was May 3, 2017.

Brittany Marshall - MAPS Preschool Classroom Regular Education Paraprofessional. Last date of employment will be January 25, 2018.

Susan Owens - ACES Child Care Assistant. Last date of employment was December 8, 2017.

Hannah Roskamp - ACES Child Care Assistant. Last date of employment will be January 26, 2018.

Cody Sandstrom - ACES Child Care Assistant. Last date of employment was January 8, 2018.

Kirsten Tebben - Special Education Behavior Intervention Paraprofessional at Dakota Meadows Middle School. Last date of employment was January 22, 2018.

Recommended Action:

The administration recommends approval of the personnel items.

School Board Regular Meeting

5.C.1.

Meeting Date: 01/23/2018

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

Item Type: Action

Subject:

Personnel - Addendum

Background:

APPOINTMENTS (INSTRUCTIONAL)

Teresa Briggs - Special Education Teacher moving from Futures to Dakota Meadows Middle School beginning January 29, 2018. This is a location change only.

Arleen Swanson - Long Term Substitute Special Education Teacher for Tim Leitner at Eagle Lake Elementary School beginning February 1 and ending March 2 ,2018. She will be placed on step 10 of the M+30 lane on the Teachers Association salary schedule.

The following will be teachers in the Central High School Night School Program from February 27th through May 10th. They will be compensated according to their placement on the Teachers Association salary schedule.

<u>Instructor:</u>	<u>Subject:</u>
Allison Beck	Math
Laura Blasing	English
Tom Boone	Math
Robert Groebner	Science
Russ Groebner	English
Kim Hermer	English
Crissy Makela	Math
Aaron Miller	English
Mike Sipe	Social Studies
Dan Toegel	Social Studies
Alyssa VanKlei	Math
Megan Vogel	English
Matt Weichert	English

APPOINTMENTS (NONINSTRUCTIONAL)

Mac Babcock - Special Education Paraprofessional - Early Learning at Rosa Parks Elementary School for 7 hours per day/4 days per week (M-Th) beginning January 29, 2018. He will be compensated at the rate of \$12.36 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

Kendall Belcher - full-time, 8- Hour Evening Custodian at Kennedy Elementary School beginning February 5, 2018. He will be placed at classification A13, step 1 of the Maintenance and Custodial Workers Association salary schedule with an hourly rate of \$13.99.

Bruce Eggersdorfer - full-time, 8- Hour Evening Custodian at Jefferson Elementary School beginning January 29, 2018. He will be placed at classification A13, step 1 of the Maintenance and Custodial Workers Association salary schedule with an hourly rate of \$13.99.

Tyler Henderson - Revise start date as Special Education Paraprofessional at Prairie Winds Middle

School to January 24, 2018.

Linda Hoppe - Transfer to the position of Cook Manager, Secondary at East High School beginning February 1, 2018. She will be placed at the Cook Manager - Secondary classification, current step of the School Food Service Workers Association salary schedule.

Sara Pfarr - Transfer to the position of Cook Manager, Secondary at Dakota Meadows Middle School beginning January 29, 2018. She will be placed at the Cook Manager - Secondary classification, Step 2 on the School Food Service Workers Association salary schedule.

Sabah Yahya - 4-Hour Evening Custodian at Kennedy Elementary School beginning January 29, 2018. She will be placed at classification A13, step 1 of the Maintenance and Custodial Workers Association salary schedule with an hourly rate of \$13.99.

CONTRACT ADJUSTMENTS (INSTRUCTIONAL)

Karla Olmanson - Increase in teaching assignment from 0.30 FTEs to 0.48 FTEs (0.28 FTEs at Immanuel Lutheran & 0.20 FTEs at Risen Savior) beginning November 1, 2017.

Kimberly Strand - Increase in Speech Language Clinician assignment from 0.80 FTEs to 1.0 FTEs beginning February 7 and continuing through April 11, 2018.

CONTRACT ADJUSTMENTS (NONINSTRUCTIONAL)

Sabrina Espinoza - Transfer from Dakota Meadows Middle School to East High School as Health Assistant/ Resource Nurse for 6.5 hours per day/5 days per week beginning November 29, 2017.

Mary Hicks - Decrease in Special Education Nurse from 7 hours per day to 6 hours per day/5 days per week beginning September 5, 2017.

Thea Lillo - Increase in Special Education Paraprofessional assignment at West High School from 6.75 hours per day to 7 hours per day/5 days per week beginning October 23, 2017.

REQUEST FOR LEAVE (NONINSTRUCTIONAL)

Shipra Chowdhury, ECFE Teaching Assistant, has requested unpaid leave beginning January 24 and ending March 9, 2018.

RESIGNATIONS (INSTRUCTIONAL)

Elizabeth Champlin, Reading Intervention Teacher/AVID Coordinator at Prairie Winds Middle School, has submitted her resignation for purposes of retirement. Last date of employment will be June 5, 2018.

Recommended Action:

Recommend approval of the personnel items as presented.

School Board Regular Meeting

6.A.

Meeting Date: 01/23/2018

Prepared By: Sheri L. Allen, Superintendent

Item Type: Action

Subject:

Acceptance of Gifts and Grants

Background:

Elizabeth Ratcliff donated \$125 to the Food Service Department to be used towards overdue lunch bills.

The District received a small walker with wheels valued at \$100 from an anonymous donor.

St. John's Episcopal Church donated gloves, scarves and hats valued at \$200 to the School District.

The City of North Mankato donated \$3,000 to be used for Lancers, Community Education Summer Parks Program, Dakota Meadows Public Achievement Program, Students Activities and the PTOs at Monroe and Hoover.

The following donations were received for West High VEX Robotics:

Robotics Education and Competition Foundation - \$175

City of North Mankato - \$1,000

North Mankato Firefighters Relief Association - \$800

Knutson Brothers Inc. - \$1,000

The following donations were received for West Orchesis:

Fun.Com Inc. - \$250

Jason and JoRae Storm - \$100

Northern Comfort Inc. - \$100

Viking Fire and Safety - \$50

Express Employment Professionals - \$50

Condux International donated \$43.94 to the West High Tech Ed Department.

The Mankato Area Hockey Association donated \$200 to West High Girls Hockey.

Kiwanis Club of Mankato donated \$150 to the East High Key Club.

The Eagle Lake Fire Department donated \$400 for Eagle Lake Elementary Maker Space Nights.

Recommended Action:

The administration recommends Board acceptance of these generous gifts.

School Board Regular Meeting**6.B.****Meeting Date:** 01/23/2018**Prepared By:** Eric Hudspeth, Director of Human Resources and Organizational Development**Item Type:** Action

Subject:

Approval of Pay Equity Compliance Report

Background:

The District is required to submit the Pay Equity Implementation Report to the State of Minnesota on or before January 31, 2018. The data contained in the report is to represent compensation data as of December 31, 2017. In addition to submitting the report, the District must send a notice to all exclusive representatives and post the same notice in a prominent location for at least 90 days from the date the report is submitted.

The data contained in the enclosed report has been entered into the software provided by the State of Minnesota. This is the same software that the State of Minnesota will use to analyze the data and issue its findings. Based on this data, the Underpayment ratio is 104.17, the Salary Range Test results in a ratio of 81.93% and the Exceptional Service Pay Test is 96.00%. For the District to be in compliance, all of these figures must be greater than or equal to 80.0. I am pleased to say that the preliminary report shows the district to be in compliance.

Recommended Action:

The Administration recommends that the report be submitted as presented.

AttachmentsPay Equity Report

Minnesota Pay Equity Management System - ISD No. 77 - Mankato(18-No Submission)

[Home](#)[Utilities](#)[Go To](#)[Log Out](#)[<--Jobs Page](#)[Reports-->](#)**Compliance Report**

Jurisdiction: ISD No. 77 - Mankato

Report Year: 2018

Case:1 - Private (Jur Only)

Contact:	Name	Title	Phone	Email
	Eric Hudspith	Director of Human Re	507-387-3017	ehudsp1@isd77.k12.mn.us

The statistical analysis, salary range and exceptional service pay test results are shown below. Part I is general information from your pay equity Report data. Parts II, III and IV give you the test results.

For more detail on each test, refer to the guidebook.

I. GENERAL JOB CLASS INFORMATION

	Male Classes	Female Classes	Balanced Classes	All Job Classes
# Job Classes	24	50	6	80
# Employees	57	1136	60	1253
Avg.Max Monthly Pay Per Employee	5,123.25	6,136.01		6,889.94

II. STATISTICAL ANALYSIS TEST

A. UNDERPAYMENT RATIO = 104.17 *	Male Classes	Female Classes
a. # at or above Predicted Pay	14	30
b. # Below Predicted Pay	10	20
c. TOTAL	24	50
d. % Below Predicted Pay (b divided by c = d)	41.67	40.00
*(Result is % of male classes below predicted pay divided by % of female classes below predicted pay.)		

B. T-test Results

Degrees of Freedom (DF) = 1191	Value of T = -5.662
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- a. Avg.diff.in pay from predicted pay for male jobs = (\$28)
- b. Avg.diff.in pay from predicted pay for female jobs = \$680

III. SALARY RANGE TEST = 81.93% (Result is A divided by B)

A. Avg.# of years to max salary for male jobs = 6.17

B. Avg.# of years to max salary for female jobs = 7.53

IV. EXCEPTIONAL SERVICE PAY TEST = 96.00% (Result is B divided by A)

A. % of male classes receiving ESP 100.00 *

B. % of female classes receiving ESP 96.00

*(If 20% or less, test result will be 0.00)

[Go To Implementation Form](#)

[View Another Case](#)

We have worked to ensure this product is accessible and compliant with the standard WCAG 2.0 level AA. We have tested accessibility using the JAWS software from Freedom Scientific. We found it to work correctly for us. If you find errors in accessibility, please let us know at pay.equity@state.mn.us so that we can follow up. Thank you.

Minnesota Pay Equity Management System - ISD No. 77 - Mankato(18-No Submission)[Home](#)[Utilities](#)[Go To](#)[Log Out](#)**Pay Equity Implementation Form**

Information entered on this page is not submitted until you click "sign and submit." This page may be printed and shared with your governing body for approval. After you receive approval, you will need to come back to this page, complete the necessary information, then click "sign and submit."

Part A: Jurisdiction Identification

Jurisdiction: ISD No. 77 - Mankato

Jurisdiction Type: ISD - School

10 Civic Center Plaza, Suite 2

Mankato

Contact:	Name	Title	Phone	Email
	Eric Hudspith	Director of Human Re	507-387-3017	ehudsp1@isd77.k12.mn.us

Part B: Official Verification

1. The job evaluation system used measured skill, effort responsibility and working conditions and the same system was used for all classes of employees.

The system used was:

Consultant's System (specify) ▼

Describe: (*less than 240 characters)

Decision Band Method

2. Health Insurance benefits for male and female classes of comparable value have been evaluated and

There is a difference ▼ and the maximum salaries reported include the monthly amount paid by the employer for health insurance.

3. An official notice has been posted at:
10 Civic Center Plaza, Mankato Mn, 5600 (prominent location) (*less than 60 characters)

informing employees that the Pay equity Implementation Report has been filed and is available to employees upon request. A copy of the notice has been sent to each exclusive representative, if any, and also to the public library.

The report was approved by:

ISD 77 Board of Education

(governing body) (*less than 60 characters)

Ann Hendricks

(chief elected official)(*less than 60 characters)

Board Chairperson

(title) (*less than 60 characters)

☒ Checking this box indicates the following:

- signature of chief elected official
- approval by governing body
- all information is complete and accurate, and
- all employees over which the jurisdiction has final budgetary authority are included

Part C: Total Payroll

63,304,990.00 is the annual payroll for the calendar year just ended December 31.

[Save Changes](#)[Sign & Submit](#)[Return to Test Results](#)

We have worked to ensure this product is accessible and compliant with the standard WCAG 2.0 level AA. We have tested accessibility using the JAWS software from Freedom Scientific. We found it to work correctly for us. If you find errors in accessibility, please let us know at pay.equity@state.mn.us so that we can follow up. Thank you.