



AGENDA

Independent School District No. 77
Mankato, MN 56001

Monday, February 5, 2018 - 5:30 p.m.
Intergovernmental Center - Mankato Room

Greeters: Supt. Sheri Allen and Board Member Jodi Sapp

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. Jefferson Elementary School Report
 - B. Central High/Central Freedom School Report
5. CONSENT AGENDA (6:15 P.M.)
 - A. Approval of Minutes of January 23, 2018, Regular Meeting
 - B. Personnel - Consent Items
 1. Personnel - Addendum
6. BUSINESS (6:20 P.M.)
 - A. Approval of Calendar Timeline
7. ADJOURNMENT (6:25 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
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E-Mail: kschuc1@isd77.org
Term Ends December 31, 2021

Darren Wacker
312 Tranquility Trail
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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: 02/05/2018

Prepared By: Heather Mueller, Director of Teaching and Learning

Item Type: Information

Subject:

Jefferson Elementary School Report

Background:

Scot Johnson, Elementary Principal, will present an update report on Jefferson Elementary School.

Recommended Action:

N/A

Attachments

Jefferson Elementary School Report

2017–18 Jefferson School Report to the School Board



February 5, 2018

Improvement Efforts

Strategic Direction A

Student Learning and Engagement

Initiative: Teachers digging deeper into “gap” data.

- **Targeted Student Success Plans at every grade level - Focus on Highly Mobile Students**

Highlights: Jefferson teachers having focussed, intentional conversations about individual students and formative data. Staff working collaboratively to find creative ways to meet the needs of students whose needs we have historically struggled to meet.

Improvement Efforts

Strategic Direction B:

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

Initiative: Creating a more welcoming environment for ALL students and families

- Targeted communication with all families new to Jefferson
- Ongoing professional development for teachers around serving highly mobile families.

Highlights: Partnership with Caughlin / Capstone getting literacy bags to new, high mobility students.

Improvement Efforts

Strategic Direction C:

Increase readiness for all students to ensure options for life

Teach and practice lifelong skills for a changing world

- JAGS Pride / Jaguar Jam
- SAFE Groups
- Peacemakers
- Makerspace - Full Implementation

Highlights: Partnering with West H.S. to bring VEX Robotics team to Jefferson. They will do demonstrations and also make connections between what elementary students are doing in the Makerspace to VEX Robotics skills. (Coming this Spring)

Improvement Efforts

Strategic Direction D:

Management of Financial Resources

Positions to meet the needs of all learners:

- 2 reading intervention teachers / 1 Math Intervention teacher
 - Support students k-5
 - Work with Intensive and Strategic students in reading and math
- Behavior Intervention Para (Special Education)
 - Supports students on IEP with behavior goals
 - Builds relationships with students
 - Collaborates with staff
- General Education Behavior Intervention Para
 - Supports students with behavior goals (teaching emotional regulation skills) Objective: avoid spec. ed. referrals
 - Builds relationships with students
 - Collaborates with staff

Highlights: GEBI

Improvement Efforts

Direction E:

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

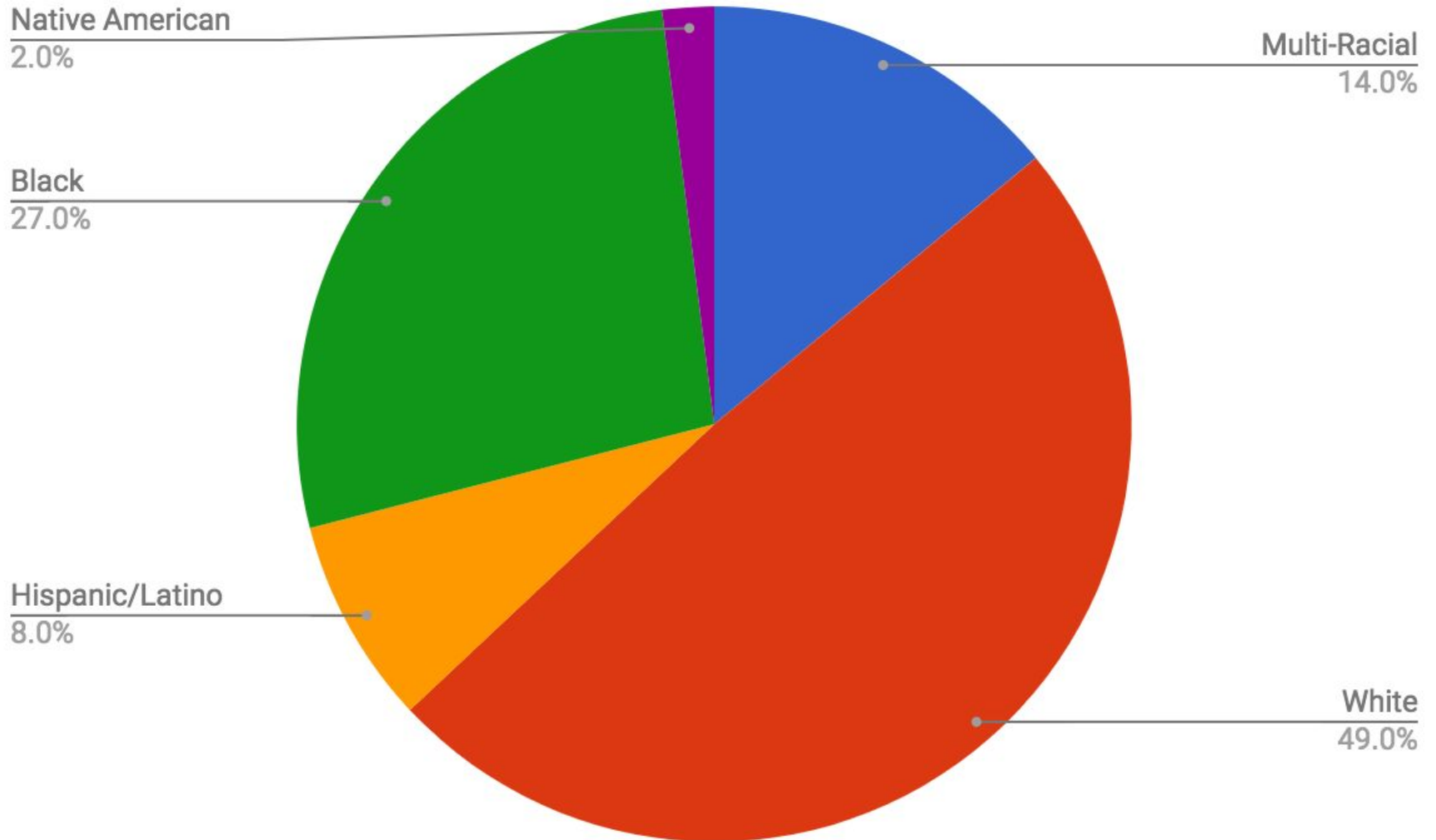
- Job-Embedded Professional Development with a focus on Guided Reading Instruction
- Supporting Highly Mobile Families / Students
 - Workshop Week PD for ALL staff
 - Revisited throughout the school year (staff and support staff meetings)
 - Jefferson Leadership Team – leading the Collective Efficacy conversation

Highlights: Participation of support staff in ongoing PD opportunities. Believing in ALL.

ATTENDANCE DATA

Student Group	Attendance Rate
All	94.74%
FRP	95.70%
LEP	94.74%
Sped	93.60%
Hispanic/Latino	91.38%
American Indian or Alaska Native	n=<10
Asian	n=<10
Black or African American	93.12%
Native Hawaiian or Other Pacific Islander	n=<10
White	95.32%
Two or more Races	95.57%

BEHAVIOR DATA



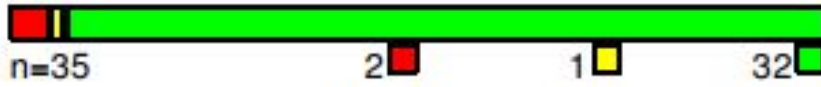
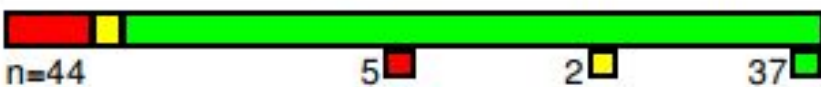
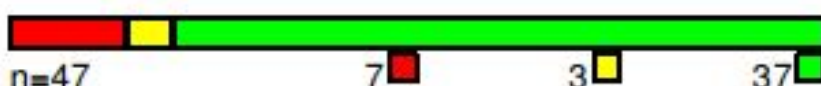
BEHAVIOR DATA

Student Group	Number of Students Referred	Number of Students Enrolled
Native American	1	5
Asian	0	4
Black	13	49
Latino	4	14
Pacific Islander	0	0
White	24	189

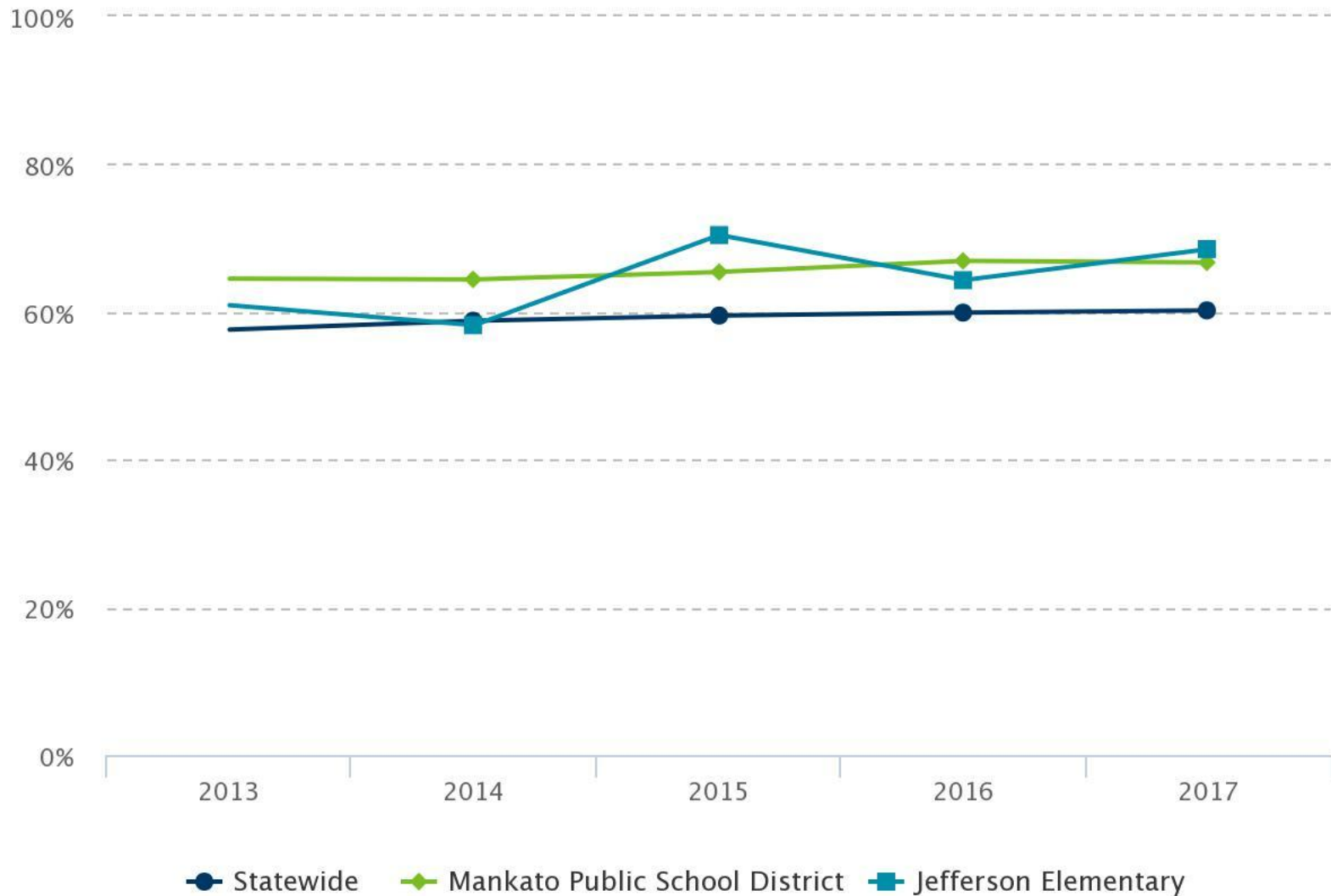
DIBELS DATA K-2

2017-2018 All Grades Status - DIBELS Next - Former Goals

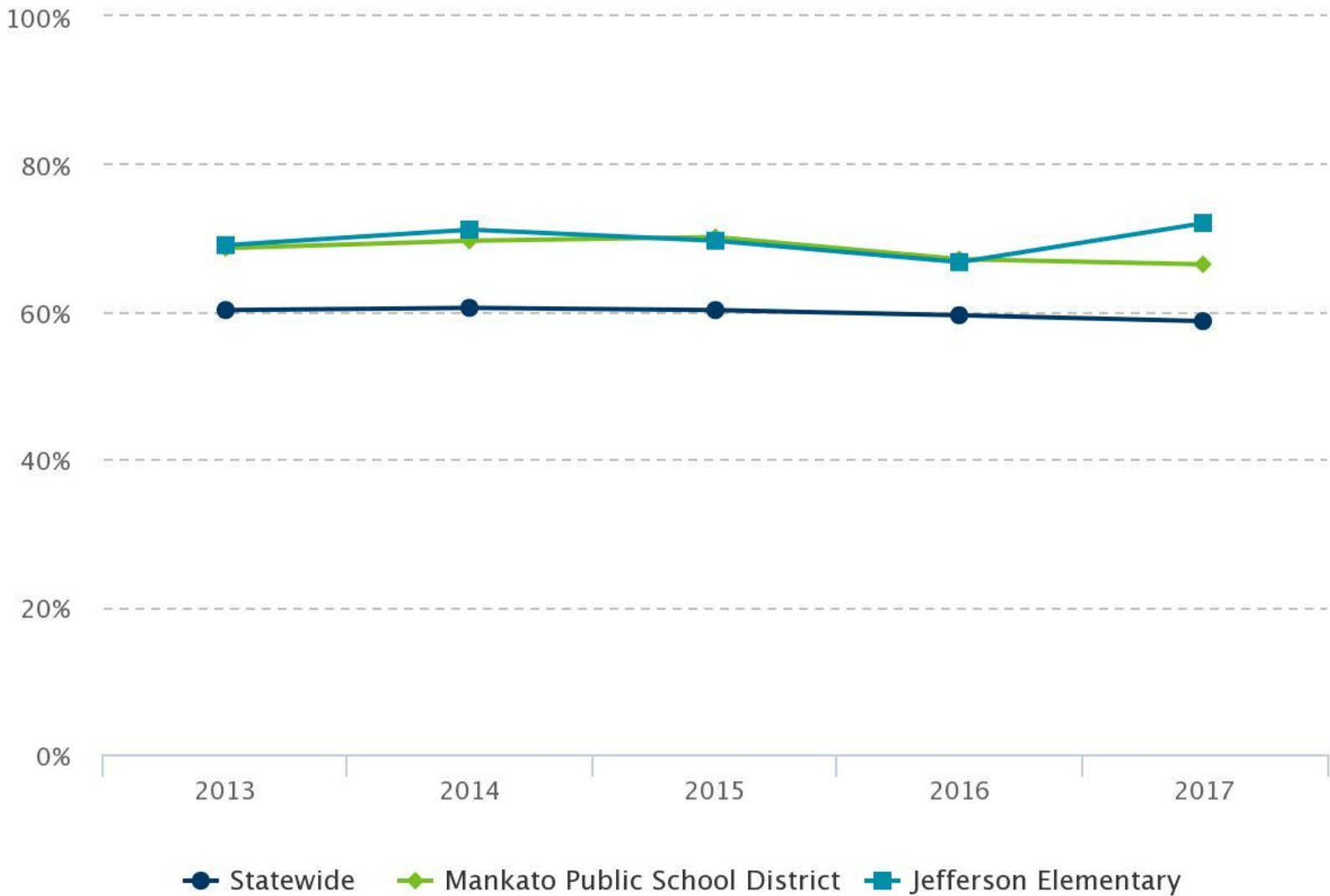
District: Mankato Area Public Schools #77 School: JEFFERSON ELEMENTARY SCHOOL

Grade	Beginning	Middle
K	 n=33 4 (12%) 2 (6%) 27 (82%)	 n=35 2 (6%) 1 (3%) 32 (91%)
1st	 n=44 5 (11%) 2 (5%) 37 (84%)	 n=45 4 (9%) 2 (4%) 39 (87%)
2nd	 n=44 4 (9%) 4 (9%) 36 (82%)	 n=47 7 (15%) 3 (6%) 37 (79%)

Jefferson Reading Trend Data



Jefferson Math Trend Data



Professional Learning Community Collaborative Teams

All teams functioning at a high level, examining assessments data and adjusting instruction to meet the needs of ALL students.

- ALL teachers working together in the Media Center
- Teachers collaborating with other teaching teams, intervention teachers, special education, EL, our Continuous Improvement Coach, and district support personnel.
- Opportunities to use data to help us celebrate our successes and learn more about what we can do to meet the needs of ALL students

Questions?

School Board Regular Meeting

4.B.

Meeting Date: 02/05/2018

Prepared By: Heather Mueller, Director of Teaching and Learning

Item Type: Information

Subject:

Central High/Central Freedom School Report

Background:

Kathy Johnson and Heather Gilman will provide an update report on Central High School and Central Freedom School.

Recommended Action:

N/A

Attachments

Central High/Central Freedom School Report

2017–18 Central High/Freedom School Report to the School Board



February 2018

Improvement Efforts Strategic Direction A

Student Learning and Engagement

Engaging learning through the use of technology

- Tri-school mini sessions on technology
- Implementation of FLVS



Raising achievement for all and closing the gap

- Instructional Strategies
 - workshop model, WICOR, differentiated instruction, reading strategies, FLVS
- Building Strategies
 - Connectedness activities
 - TAPP (Teenage Pregnancy and Parenting Program) and onsite daycare
 - Advisory groups
 - CLP goal setting, NWEA goal setting
 - RTI/PBIS (districtwide)

Improvement Efforts Strategic Direction B

Developing district cultures and practices of partnership and connectedness

Student groups

- SURGE, My Life My Choice, Student Council, Advisory, School Board's Advisory Committee

Student Resources

- _ Chemical Health Counselor, ECFE & Public Health Nurse, Community Connect Day,

Professional Development

- Bi-weekly Building Improvement Meetings,

Post Secondary Connection in the Community

- Career Speakers, Job Shadowing, Early Middle College, Work Credit, FAFSA night

Family involvement

- Quarterly Conferences, Intake Process, FAFSA night

Central Freedom School

- Friends of Central Freedom School
- Volunteering opportunities, Field Trips
- Open House
- Scholarships
- Weekly CFS Resource/Staff Meeting



Improvement Efforts Strategic Direction C

Increase readiness for all students to ensure options for life

College and career readiness, Career pathway partnerships

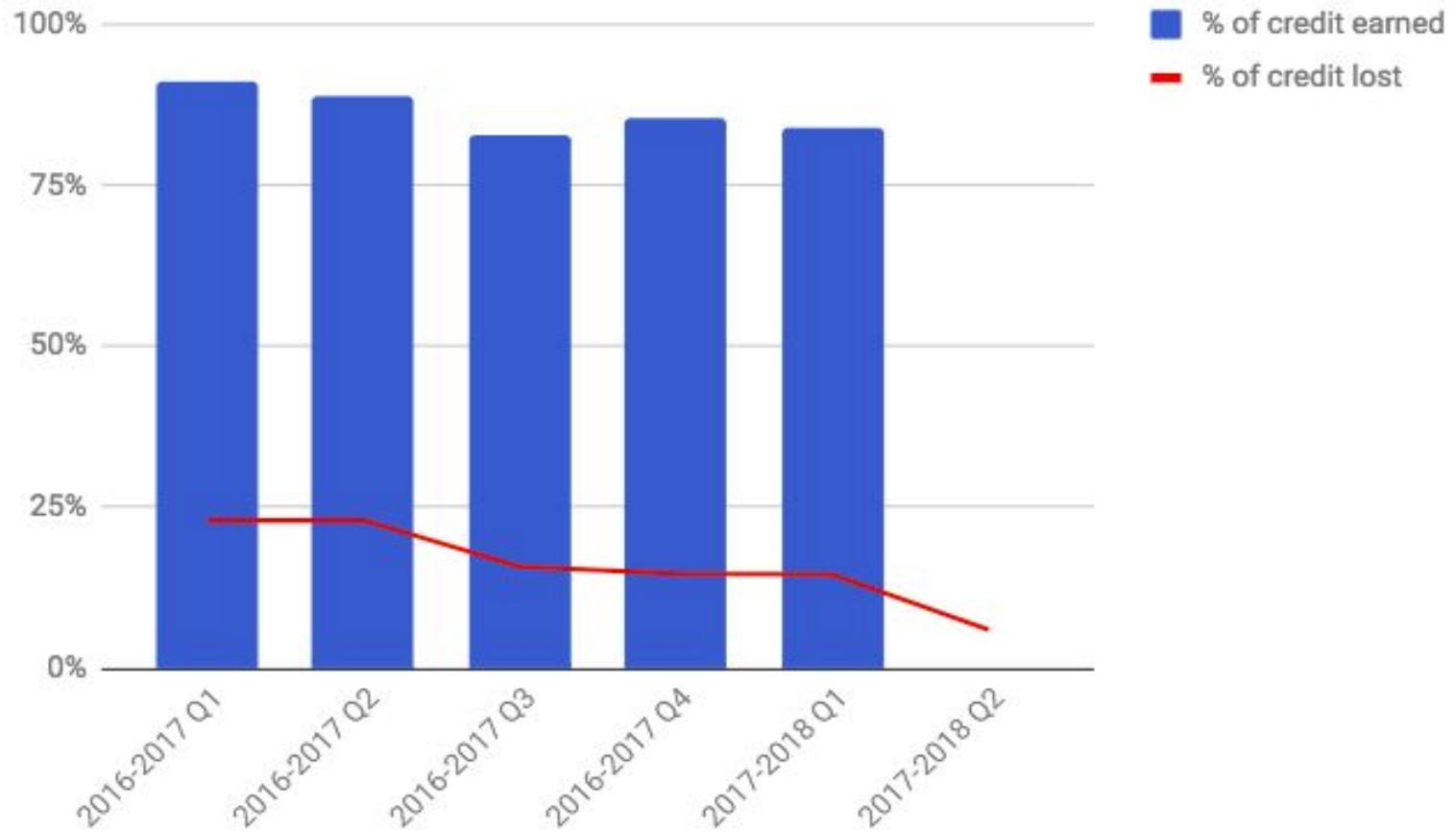
- Early Middle College
- Career Planning Courses
- Career Expo
- October College and Career Focus
- Career Showcases
- Job Shadow Opportunities
- Senior Survey

Improving Graduation Rates

- FLVS
- TAPP/onsite daycare
- Attendance Policy, Attendance Makeup, Truancy meeting
- Problem Solving Team
- Building Leadership Team
- Improving Completion Rates



Improving Completion Rates



Improvement Efforts Direction E

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

Building Improvement Meetings

- Connectedness activities
- Reading strategies
- Examining graduation rates/how to improve
- Viewpoint support

Tri School Professional Development

- PDSA model
- collaborative teams
- Professional Development mini sessions
- Student work protocols

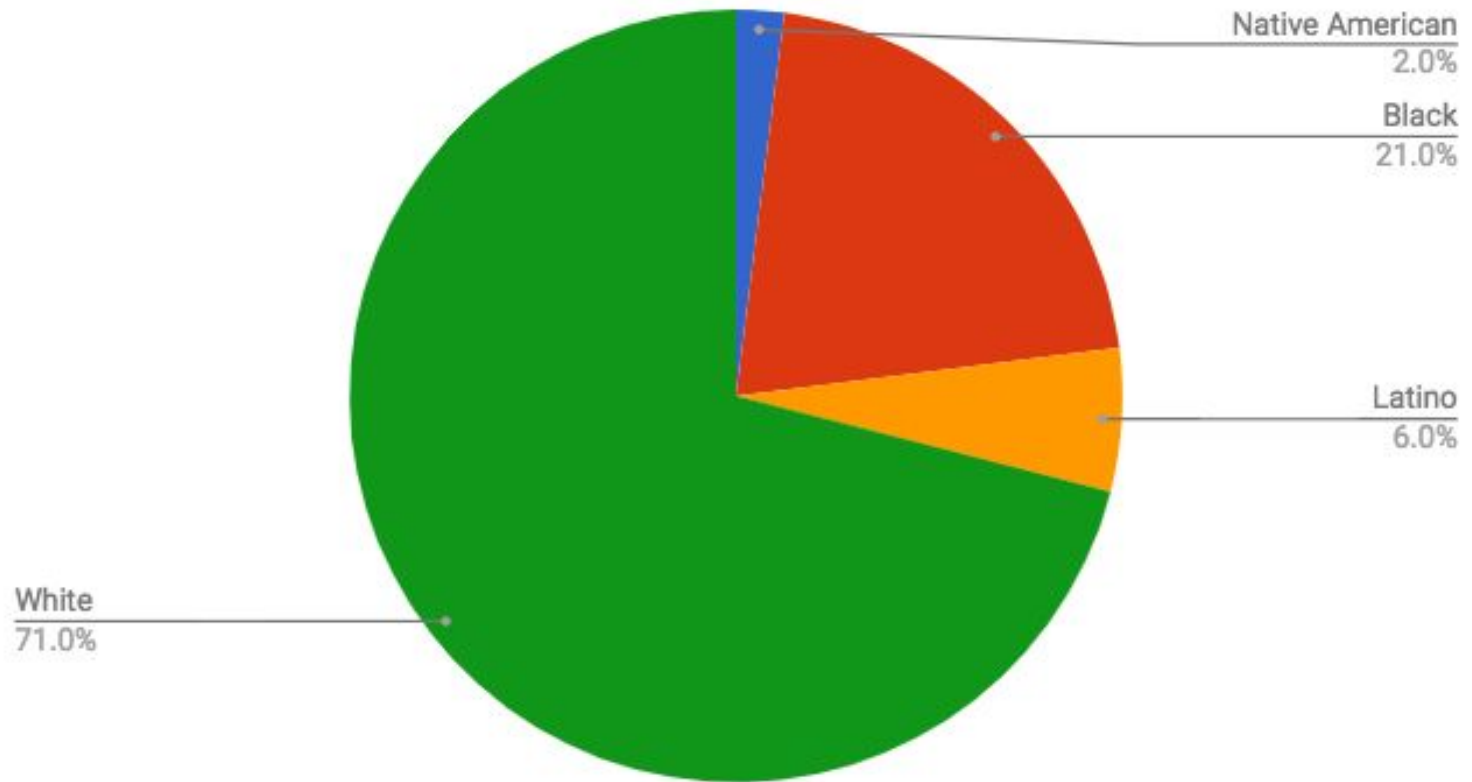


ATTENDANCE DATA

Student Group	Attendance Rate
All	76.7%
FRP	82.3%
Sped	76.35%
Non Sped	76.35%
Hispanic/Latino	76.17%
Black or African American	78.84%
White	78.84%

Behavior Data

Percent of Referrals by Student Group



BEHAVIOR DATA

Student Group	Number of Students Referred	Number of Students Enrolled
Native American	1	1
Asian	0	0
Black	11	19
Latino	3	11
Pacific Islander	0	0
White	36	74

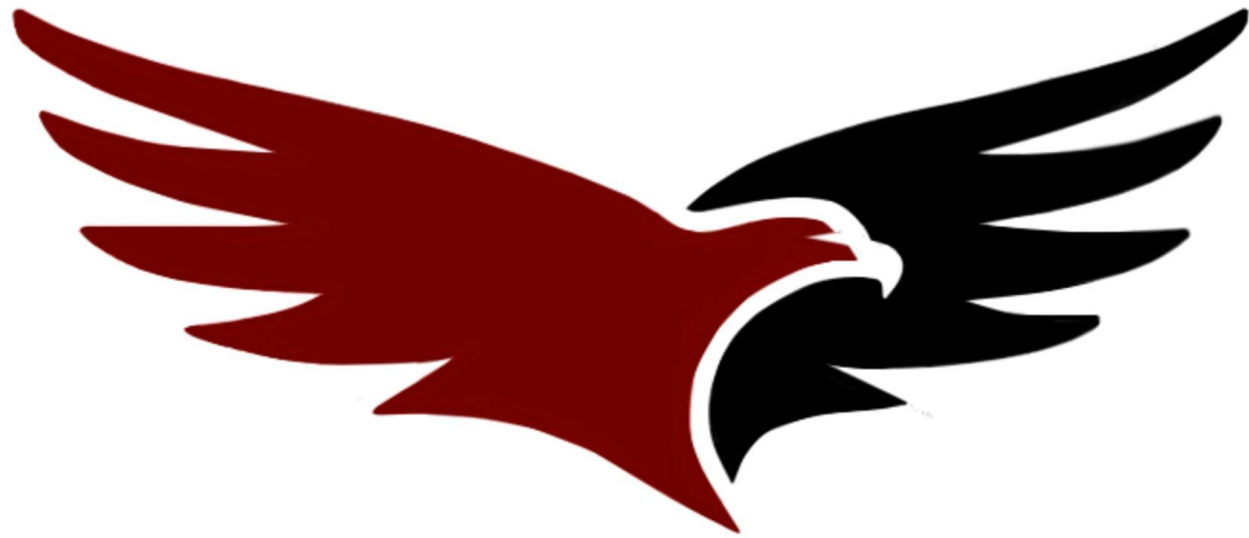
Professional Learning Community Collaborative Teams

PDSA Model

- Plan, Do, Study, Act
- Collaborative teams are examining student work and making instructional decisions based on that data.



Questions?



CHS

M A N K A T O

School Board Regular Meeting

5.A.

Meeting Date: 02/05/2018

Prepared By: Sheri L. Allen, Superintendent

Item Type: Action

Subject:

Approval of Minutes of January 23, 2018, Regular Meeting

Background:

See attachment.

Recommended Action:

Recommend approval of the minutes and proceedings as attached.

Attachments

Minutes - January 23, 2018, Regular Meeting

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

January 23, 2018

The School Board of Independent School District No. 77 met in regular session on Tuesday, January 23, in the Mankato Room of 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, 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.

Information Reports: Prairie Winds Middle School Report presented by Steve Rustad, Monde Schwartz and Aaron Hyer; Rosa Parks Elementary School Report presented by Michelle Kruize and Michelle Modrow; Board Member Workshop/Committee Reports.

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

Approval of Minutes of the January 8, 2018, regular Board meeting.

Approval of Bills for January totaling \$8,596,348.41.

Personnel:

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)

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

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.

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 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

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)

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.

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. Mac 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.

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.

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.

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 24, 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.

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.

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.

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.

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.

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.

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.

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.

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)

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.

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.

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.

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.

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.

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.

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.

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.

The following gifts have been received by the School District:

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.

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

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 attached 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. The preliminary report shows the district to be in compliance. Ms. Hansen made a motion to approve the report and a second was made by Ms. Schuck. The motion carried on a 7-0 voice vote.

There being no further business to consider, Mr. Wacker moved and Mrs. Brandon seconded, that the meeting be adjourned. The meeting was declared adjourned at 7:53 p.m., on a 7-0 voice vote.

Clerk _____

Attest:

Chairperson _____

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

January 23, 2018

The School Board of Independent School District No. 77 met in regular session on Tuesday, January 23, in the Mankato Room of 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, 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. Prairie Winds Middle School Report, Rosa Parks Elementary School Report, Board Member Workshop/Committee Reports.
4. Hansen/Brandon approval of Consent Agenda Items: Approval of Minutes of the January 8, 2018, regular meeting; Approval of January bills; Approval of Personnel Items. 7-0
5. Sapp/Wacker acceptance of gifts and grants. 7-0
6. Hansen/Schuck approve Pay Equity Compliance Report. 7-0
7. Wacker/Brandon adjournment at 7:53 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: 02/05/2018

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

Item Type: Action

Subject:

Personnel - Consent Items

Background:

APPOINTMENTS (NON-AFFILIATED)

Jennifer Clark - Revise start date for the position of Information Systems Support Technician - Student Database to begin February 19, 2018.

APPOINTMENTS (INSTRUCTIONAL)

Jennifer Grosland - Full-time (1.00 FTEs) Special Education Teacher at Futures beginning January 30, 2018 for the 2017-18 school year. She will be placed at step 1 of the B lane on the Teachers Association salary schedule.

Sara Meyer - Contract Substitute Special Education Teacher at Dakota Meadows Middle School beginning January 29 and ending June 4, 2018. She will be placed at step 10 of the B+30 lane on the Teachers Association salary schedule.

APPOINTMENTS (NONINSTRUCTIONAL)

Fransesisko Alhag - Behavior Intervention Paraprofessional at Prairie Winds Middle School for 6.75 hours per day/5 days per week beginning February 5, 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.

Stacie Brinkman - LPN/Health Assistant at East High School for 6.5 hours per day/5 days per week beginning February 12, 2018. She will be compensated at the rate of \$18.29 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

Bruce Eggersdorfer - Rescind appointment to the position of full-time Evening Custodian at Jefferson Elementary School that was to start on January 29, 2018.

Sydney Finnesgard - ACES Child Care Assistant at Monroe Elementary School for approximately 6 hours per week beginning September 7, 2017. She will be compensated at the rate of \$9.90 per hour.

Kelsey French - Secretary to the Principal at Dakota Meadows Middle School beginning February 12, 2018. This is a full-time, 8 hour per day/12-month position with a work year of 250 days plus 10 paid holidays for 2017-18. She will be placed at classification B22, step 1 of the Educational Secretaries Association with a rate of \$14.65 per hour.

Rebecca Hainlen - NonClassroom (Playground) Paraprofessional at Rosa Parks Elementary School for 2 hours per day/5 days per week beginning February 1, 2018. She will be compensated at the rate of \$12.36 per hour.

Cole Johnson - 4-Hour Evening Custodian at Franklin Elementary School beginning February 12, 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.

Kendra Lange - NonClassroom (Playground/Lunchroom) Paraprofessional at Washington Elementary School for 1.75 hours per day/1 day per week (Thursday) beginning January 25, 2018. Beginning January 30, 2018 Kendra will also be NonClassroom (Playground) Paraprofessional at Hoover Elementary School for 2.25 hours per day/4 days per week (M,T,W,F) for a total of 10.75 hours 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.

Megan Marlar - Special Education Paraprofessional at Prairie Winds Middle School for 6.75 hours per day/5 days per week beginning February 12, 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.

Rachel Miller - ACES Child Care Assistant at Washington Elementary School for approximately 9-12 hours per week beginning January 16, 2018. She will be compensated at the rate of \$9.90 per hour.

Kara Morness - Transfer from Cook's Helper to Second Cook - Secondary at Dakota Meadows Middle School for 7 hours per day/5 days per week beginning January 31, 2018. She will be placed at the Second Cook - Secondary classification, current step of the School Food Service Workers Association salary schedule.

Chatou Moua - Special Education Behavior Intervention Paraprofessional at Futures for 6.75 hours per day/5 days per week beginning January 31, 2018. Chatou 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.

Bethany Mueller - Special Education Paraprofessional at Kennedy Elementary School for 6.25 hours per day/5 days per week beginning March 13, 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.

Kelly Runck - Cook's Helper at West High School for 6.75 hours per day/5 days per week beginning February 5, 2018. She will be placed at the Cook's Helper classification, step 1 of the School Food Service Workers Association salary schedule.

Darwin Silva - ACES Child Care Assistant at Washington Elementary School for approximately 6 hours per week beginning January 10, 2018. He will be compensated at the rate of \$10.40 per hour. This is in addition to his Special Education Paraprofessional assignment.

Haley Tigner - ACES Assistant Supervisor at Eagle Lake Elementary School for approximately 24 hours per week beginning February 1, 2018. She will be compensated at the rate of \$10.90 per hour.

Kaylin Zukowski - ACES ChildCare Assistant at Roosevelt Elementary School for approximately 12 hours per week beginning September 7, 2017. She will be compensated at the rate of \$9.90 per hour.

CONTRACT ADJUSTMENTS (INSTRUCTIONAL)

Nicole Youell - Increase in teaching assignment from 1.0 FTEs to 1.167 FTES for the second semester only of the 2017-18 school year.

CONTRACT ADJUSTMENTS (NONINSTRUCTIONAL)

Thomas Anderson - Transfer from Evening Custodian to Night Custodian at West High School, effective as of December 4, 2017. He will be placed at classification A13, current step of the Maintenance and Custodial Workers Association salary schedule with an hourly rate of \$14.95 per hour.

Kristine Schimek - Decrease in assignment with the elimination of 2 hours per day/5 days per week as a NonClassroom (Playground) Paraprofessional at Eagle Lake Elementary School. She will continue in

her assignment as Intervention Paraprofessional for 3 hours per day/5 days per week, effective as of January 24, 2018.

REQUESTS FOR LEAVE (INSTRUCTIONAL)

Laura Heinze, Early Childhood Special Education Teacher at the Family Learning Center has requested a leave under the provisions of the Family Medical Leave Act commencing on or about May 29 and ending June 4, 2018.

Rachael Sather, Grade 3 Teacher at Hoover Elementary School, has requested a leave under the provisions of the Family Medical Leave Act commencing on August 27 and ending November 19, 2018.

Candace Sjogren, Special Education Teacher at Central High School, has requested a leave under the provisions of the Family Medical Leave Act commencing on November 27 and ending March 7, 2018.

RESIGNATIONS (INSTRUCTIONAL)

Kathy Hopf, Music Teacher at Bridges/Monroe Elementary Schools, has submitted her resignation for purposes of retirement. Last date of employment will be June 5, 2018.

RESIGNATIONS (NONINSTRUCTIONAL)

Madisyn Borger-Rhodes - ACES Child Care Assistant. Last date of employment was January 26, 2018.

Kelsey French - ACES Child Care Assistant. Last date of employment will be February 9, 2018. She will be accepting the position of Secretary at Dakota Meadows Middle School.

Hailey Nelson - ACES Child Care Assistant. Last date of employment was December 12, 2017.

Mary Oyinkansola - EL Paraprofessional at Hoover Elementary School. Last date of employment will be February 9, 2018.

Halee Sletta - ACES Child Care Assistant. Last date of employment was January 25, 2018.

Kesler Soucie - ACES Child Care Assistant. Last date of employment was December 21, 2017.

Juanita Stone - Playground Supervisor at Hoover Elementary School. Verbal resignation effective as of November 3, 2017.

Jennifer Willaert - Playground Supervisor at Rosa Parks Elementary School. Last date of employment was January 29, 2018. She will continue to substitute in this position.

Recommended Action:

The Administration recommends approval of the personnel items as presented.

School Board Regular Meeting

5.B.1.

Meeting Date: 02/05/2018

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

Item Type: Action

Subject:

Personnel - Addendum

Background:

APPOINTMENTS (INSTRUCTIONAL)

Thalia Londgren - Long Term Substitute Teacher for Candace Sjogren at Central High School from January 12 through March 7, 2018. She will be placed at step 4 of the B lane on the Teachers Association salary schedule.

Cynthia Schultz - Long Term Substitute Speech Language Pathologist for Bridget Wurtzberger from February 5 through April 13, 2018 as needed. She will be placed at step 10 of the M lane on the Teachers Association salary schedule.

APPOINTMENTS (NONINSTRUCTIONAL)

Rose McDonald - ACES Child Care Assistant at Washington Elementary School for approximately 9 hours per week beginning January 23, 2018. She will be compensated at the rate of \$9.90 per hour.

Rebecca Radzak - ACES Child Care Assistant at Bridges Community School for approximately 9.75 hours per week beginning January 23, 2018. She will be compensated at the rate of \$9.65 per hour.

Lori Townsend - Special Education Paraprofessional at Dakota Meadows Middle School for 6.75 hours per day/5 days per week beginning March 15, 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.

Colby Vlieger - ACES Child Care Assistant at Hoover Elementary School for approximately 9 hours per week beginning January 23, 2018. He will be compensated at the rate of \$10.00 per hour.

Alixandra Wood - ACES Child Care Assistant at Holy Rosary/Eagle Lake Elementary Schools for approximately 9 hours per week beginning January 23, 2018. She will be compensated at the rate of \$9.65 per hour.

Gillian Wychor - ACES Child Care Assistant at Eagle Lake Elementary School for approximately 15 hours per week beginning January 16, 2018. She will be compensated at the rate of \$9.90 per hour.

Lucas Zingmark - ACES Child Care Assistant at Hoover Elementary School for approximately 12 hours per week beginning January 23, 2018. He will be compensated at the rate of \$10.15 per hour.

CONTRACT ADJUSTMENTS (NONINSTRUCTIONAL)

John Dabla - Decrease in Special Education Paraprofessional assignment at Monroe Elementary School from 6.25 hours per day to 4 hours per day/5 days per week beginning January 31, 2018.

Rebecca Hopp - Decrease in Special Education Paraprofessional assignment at Monroe Elementary School from 6.25 hours per day to 3.25 hours per day/5 days per week beginning January 31, 2018.

RESIGNATIONS (NONINSTRUCTIONAL)

Lacey Hagen - Early Learning Regular Education Paraprofessional at Eagle Lake Elementary School.
Last date of employment will be February 15, 2018.

Douglas Pearson - NonClassroom (Playground) Paraprofessional at Roosevelt Elementary School. Last date of employment in this position was February 1, 2018. He will continue with his 4-Hour Custodian assignment.

Recommended Action:

Recommend approval of the personnel items as presented.

School Board Regular Meeting**6.A.****Meeting Date:** 02/05/2018**Prepared By:** Heather Mueller, Director of Teaching and Learning**Item Type:** Action

Subject:

Approval of Calendar Timeline

Background:

The administration recommends Board approval of the attached timeline and process for developing the 2018-19 and 2019-20 school year calendars. The proposed timeline and process is similar to the one used in past years to adopt the school year calendar. Because of legal holidays, State laws relating to the school starting date and student testing, the number of student contact days without students, the development of school calendars which respond to the needs of parents, students, staff and community is very challenging.

Recommended Action:Action

AttachmentsTimeline

MANKATO AREA PUBLIC SCHOOLS

2018-19 and 2019-20 School Year Calendars Development Process and Timeline

Fall/Winter 2017-18	Cabinet prepares calendar options.
Monday, February 5, 2018	Board establishes calendar timeline.
Wednesday, February 7, 2018	Cabinet shares calendar with School Board and District Leadership Team.
Thursday, February 8, 2018	Cabinet disseminates calendar options to stakeholders for feedback.
Tuesday, February 20, 2018	School Board conducts a public hearing on proposed school calendars.
Tuesday, February 27, 2018	On Cabinet agenda. Cabinet prepares recommendation.
Monday, March 5, 2018	School Board adopts 2018-19 and 2019-20 school calendars.