



AGENDA

Independent School District No. 77
Mankato, MN 56001

Tuesday, February 16, 2021 - 5:30 p.m.
Intergovernmental Center - Mankato Room
& via Zoom

Greeters: Supt. Paul Peterson and Board Member Liz Ratcliff

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. COVID-19 Update
 - B. Middle School Update
 - C. 2020-21 Superintendent Goals Update
 - D. Board Member Workshop/Committee Reports
5. CONSENT AGENDA (6:40 P.M.)
 - A. Approval of Minutes of February 1, 2021, Regular Meeting
 - B. Approval of February Bills

- C. Configuration of the School Day
 - D. Personnel
6. BUSINESS (6:45 P.M.)
- A. Approval of 2020-2021 Revised Budgets
 - B. Approval of Nomination for the South Central Service Cooperative Board of Directors
7. CELEBRATIONS (6:55 P.M.)
8. ADJOURNMENT (7:00 P.M.)



School Board Members for 2021

Jodi Sapp, Chair
20588 Old State Highway 66
Mankato, MN 56001
Phone: 507-351-6597
E-Mail: jsapp1@isd77.org
Term Ends December 31, 2022

Kenneth A. Reid, Vice-Chair
10 Civic Center Plaza, #2
Mankato, MN 56001
Phone: 507-200-1184
E-Mail: kreid1@isd77.org
Term Ends December 31, 2024

Christopher Kind, Treasurer
212 Rosewood Drive
Mankato, MN 56001
Phone: 507-381-5734
E-Mail: ckind1@isd77.org
Term Ends December 31, 2024

Erin Roberts, Clerk
320 Bunting Lane
Mankato, MN 56001
Phone: 507-420-4640
E-Mail: erober1@isd77.org
Term Ends December 31, 2024

Liz Ratcliff
100 Ichabod Lane
Mankato, MN 56001
Phone: 507-380-3937
E-Mail: eratcl1@isd77.org
Term Ends December 31, 2024

Kristi Schuck
730 S. Broad Street
Mankato, MN 56001
Phone: 507-382-4951
E-Mail: kschuc1@isd77.org
Term Ends December 31, 2022

Darren Wacker
724 Castle Pines Drive
Mankato, MN 56001
Phone: 507-340-4708
E-Mail: dwacke1@isd77.org
Term Ends December 31, 2022

Paul Peterson, Superintendent
10 Civic Center Plaza, Suite 2
Mankato, MN 56001
Phone: 387-1868
E-Mail: ppeter1@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 3-5 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.

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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. Improving learning and development for ALL students
- B. Strengthening our welcoming, connecting and partnership
- C. Increasing student readiness for life options after graduation
- D. Optimizing our management of all types of resources
- E. Developing our staff's capacity, skills and accountability

School Board Regular Meeting**4. A.****Meeting Date:** 02/16/2021**Prepared By:** Paul Peterson, Superintendent**Item Type:** Information

Subject:

COVID-19 Update

Background:

Since the start of COVID-19, information has been shared with the School Board on the pandemic's impact on the PreK-12 through Adult programming in Mankato Area Public Schools. Data is reviewed regularly with community, county and state public health experts and continues to drive decision-making across the system.

Tonight's presentation will share an update on local infection rates and the learning models currently in place across the school district.

Recommended Action:None

AttachmentsPresentation



COVID-19 Update

Weekly Isolation/Quarantine for February 4 - 10, 2021

Positive Cases (weekly) (Students & Staff)	Quarantined (weekly) (Students & Staff)	Total MAPS Positive Cases Since September 8, 2020 (Students & Staff)	Total MAPS Positive Cases Since May 2020 (Students & Staff)
11	58	283	303

14-Day Reporting Period	MDH 14-Day Case Rate per 10,000 people Blue Earth County	MDH 14-Day Case Rate per 10,000 people Nicollet County
Jan. 17 - Jan. 30	22.92	27.53
Jan. 10 - Jan. 23	30.16	31.97
Jan. 3 - Jan. 16	38.75	34.63
Dec. 27 - Jan. 9	44.48	43.51



Learning Model Update

	Elementary School	Middle School	High School
Hybrid Learning Begins	January 19	February 10 (DMMS) 11 (PWMS)	February 11
Hybrid Structure	Students in school daily	AADBB (start with BB on Th)	AADBB (start with BB on Th)
Distance Learning Wednesdays	3/10, 4/14, 5/12	Every Wednesday	Every Wednesday
No school for transition	January 14 & 15	February 8/9	February 8/9

Ongoing conversations about how we can safely bring more students to in-person learning.

School Board Regular Meeting

4. B.

Meeting Date: 02/16/2021

Prepared By: Travis Olson, Director of Teaching & Learning

Item Type: Information

Subject:

Middle School Update

Background:

Prairie Winds Middle School Principal, Monde Schwartz and Assistant Principal, Aaron Hyer along with Dakota Meadows Middle School Principal, Carmen Strahan and Assistant Principal, Kai Sill will present an update report.

Recommended Action:

None

Attachments

Middle School Update



2020–2021 Report to the School Board

**Middle Schools
During COVID–19**

February 16, 2021



Mankato Area Public Schools District Strategic Roadmap



MISSION STATEMENT <i>(Our core purpose)</i> Assuring learning excellence and readiness for a changing world	CORE VALUES <i>(What drives our actions and words)</i> ● Integrity <i>Doing the “right thing” at all times with honesty and authenticity</i> ● Respect <i>Embracing of our differences, treating others as we wish to be treated</i> ● Excellence <i>High expectations for all and in all we do and the courage to challenge for it</i> ● Adaptability <i>Engaging in flexible, continuous and purposeful change grounded in data</i> ● Responsibility <i>Shared stewardship of and accountability for our words, acts, choices and results</i> ● Engagement <i>Actively participating with a mission-focus and values-driven attitude</i> ● Collaboration <i>Operating with a preference and capacity for partnership across our community</i>
VISION <i>(What we commit to create)</i> <u>Learner Success</u> through ● Aligned and relevant curriculum meeting individual needs ● Learner excellence and readiness <u>Sustainable Systems & Structures</u> through ● Sustainable resources for continued growth; freedom from scarcity ● Quality, professional and respected staff ● Sustainable leadership philosophy, practice, and culture <u>Community Culture of Excellence</u> through ● Recognizing who we are and embracing who we may become ● Collaboration and communication as core competencies	STRATEGIC DIRECTIONS <i>(Our focus for continuous improvement)</i> - Improving learning and development for ALL students - Strengthening our welcoming, connecting and partnership - Increasing student readiness for life options after graduation - Optimizing our management of all types of resources - Developing our staff’s capacity, skills and accountability



Strategic Direction A: **Improving learning and development for ALL students**

- Standards Based Learning
- Google Classroom Norms
- Distance Learning Plus
 - EL students
 - SPED



Strategic Direction B: Strengthening our welcoming, connecting and partnership

- Community Circles in Advisory
 - Space for Conversations Around Race
 - Relationships
 - Restorative Circles
- PBIS Work Modified for Hybrid Model



Strategic Direction C: Increasing student readiness for life options after graduation

- Response to Intervention
- AVID Adjustments
- Social Emotional Learning - Second Step



Strategic Direction D: **Optimizing our management of all types of resources**

- Distance Learning Only students remain connected to their school community
- Flexible use of staff to allow for shift in learning models
- Revised structure for hybrid learning



Strategic Direction E: Developing our staff's capacity, skills and accountability

- Menu of Learning Technology Options
- Professional Development focused on Standards Based Learning
 - a. Proficiency Scales
 - b. UbD/Standard Work
 - c. Feedback



Thank You!

School Board Regular Meeting**4. C.****Meeting Date:** 02/16/2021**Prepared By:** Becky Bailey, Secretary to the Superintendent**Item Type:** Information

Subject:

2020-21 Superintendent Goals Update

Background:

At the beginning of the 2020-2021 school year, the School Board established two goals for the superintendent. The goals focus attention on two large priority areas for the school district; continuous improvement related to the Strategic Roadmap, and recruiting, hiring, and retaining teachers of color.

Tonight's presentation will provide the School Board with a review of both goal areas, along with progress that has been made during the school year.

Recommended Action:None

AttachmentsPresentation



2020–2021 Superintendent Goals Update

February 16, 2021



Mankato Area Public Schools District Strategic Roadmap



MISSION STATEMENT <i>(Our core purpose)</i> Assuring learning excellence and readiness for a changing world	CORE VALUES <i>(What drives our actions and words)</i> ● Integrity <i>Doing the “right thing” at all times with honesty and authenticity</i> ● Respect <i>Embracing of our differences, treating others as we wish to be treated</i> ● Excellence <i>High expectations for all and in all we do and the courage to challenge for it</i> ● Adaptability <i>Engaging in flexible, continuous and purposeful change grounded in data</i> ● Responsibility <i>Shared stewardship of and accountability for our words, acts, choices and results</i> ● Engagement <i>Actively participating with a mission-focus and values-driven attitude</i> ● Collaboration <i>Operating with a preference and capacity for partnership across our community</i>
VISION <i>(What we commit to create)</i> <u>Learner Success</u> through ● Aligned and relevant curriculum meeting individual needs ● Learner excellence and readiness <u>Sustainable Systems & Structures</u> through ● Sustainable resources for continued growth; freedom from scarcity ● Quality, professional and respected staff ● Sustainable leadership philosophy, practice, and culture <u>Community Culture of Excellence</u> through ● Recognizing who we are and embracing who we may become ● Collaboration and communication as core competencies	STRATEGIC DIRECTIONS <i>(Our focus for continuous improvement)</i> A. Improving learning and development for ALL students B. Strengthening our welcoming, connecting and partnership C. Increasing student readiness for life options after graduation D. Optimizing our management of all types of resources E. Developing our staff’s capacity, skills and accountability



Evaluation Process Overview

- Superintendent evaluation process
 - Strategic Roadmap and Vision Cards A–E
 - Self-assessment and Individual School Board member assessment:
 - Instructional Leadership
 - Performance Management and Continuous Improvement
 - Resource Management
 - Employee, Parent and Community Engagement
 - Leadership in the Public Arena
 - School Board Relations
 - Board Chair compilation
 - Late spring/early summer work session



Goals Established in '20-'21

- Revamp the district vision cards and district wide objectives that this represents, to create something more reflective of the priorities of the district at this point in time, as well as something that is more easily conveyed to the community.
- Increase the number of teachers of color in Mankato Area Public Schools.
 - For the 2021, a 2% increase in teachers of color within the district.
 - Over the next three years, increase the teachers of color within the district to 10%.



Vision Card Refresh

Strategic Directions

- A. Improving learning and development for all students
- B. Strengthening our welcoming, connecting and partnership
- C. Increasing student readiness for life options after graduation
- D. Optimizing our management of all types of resources
- E. Developing our staff's capacity, skills and accountability



Review Process

- Superintendent goal set by School Board
- Cabinet data collection and review
- Cabinet vision card review and work groups established
- District Leadership Team (DLT) presentation
- DLT/Lead Principal preparation work
- Principals work session at K-12 Principals meeting
- World's Best Workforce work session
- District Leadership Team work session
- World's Best Workforce work session
- TeamWorks-Cabinet check
- School Board update
- School, department, program, student input/feedback
- Cabinet and DLT review--final revisions
- School Board update and preparation for '21-'22

July 2020

September 2020

October 13, 2020

November 2020

December 8, 2020

January 6, 2021

January 12, 2021

February 2, 2021

February 15, 2021

February 16, 2021

February 16, 2021

March 2021

April 2021

May 2021



Emerging themes

A–Disparities across student groups

B–Equitable practices, equity lens application

C–Rigor

D–Fund balances

E–Alignment and measurement



Teachers of Color

- MAPS baseline and demographics
- Regional and statewide focus
- Minnesota State University–Mankato collaboration
 - Minnesota Education Partnership
- MAPS–MnEEP Partnership



Best Practice--a systemic approach

Recruiting--Inclusive marketing, strategic institutional relationships & ongoing relationship-based recruiting, outreach beyond individual networks

Selecting & Hiring--Inclusive hiring teams, review & revise hiring practices to avoid bias, multiple measures to screen and evaluate applicants, hire early

Retaining --Intentionally assign BIPOC teachers in schools, high-quality induction and early support, build capacity in school leaders to support diverse staff, invest in mentorship and leadership opportunities for BIPOC teachers to become school leaders



Inclusive Staffing Task Force

CABINET - PRINCIPALS - TEACHERS - STUDENTS - COMMUNITY PARTNERS

Serve as a steering committee to guide our practices for building a diverse licensed workforce and increase the number of teachers in our classrooms who are Black, Indigineous, and people of color.

NEXT STEPS

Finalize task force members (Teachers, Students, Community Partners)

Review & revise current practices using an equity lens

Develop comprehensive plan and framework

Expand grow-your-own and other partnerships

Establish new incentives to recruit and support BIPOC teachers



Thank you!

School Board Regular Meeting

4. D.

Meeting Date: 02/16/2021

Prepared By: Paul Peterson, 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: 02/16/2021

Prepared By: Paul Peterson, Superintendent

Item Type: Action

Subject:

Approval of Minutes of February 1, 2021, Regular Meeting

Background:

See attachment.

Recommended Action:

Recommend approval of the minutes and proceedings as attached.

Attachments

Minutes - February 1, 2021

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

February 1, 2021

The School Board of Independent School District No. 77 met in regular session on Monday, February 1, via Zoom. Chair Sapp called the meeting to order at 5:34 p.m. Members present at roll call: Liz Ratcliff, Kenneth A. Reid, Erin Roberts, Jodi Sapp, Kristi Schuck, and Darren Wacker. Members absent: Christopher Kind (arriving at 5:44 p.m.).

Mr. Wacker made a motion, and Ms. Schuck seconded, approval of the agenda together with a Personnel and Approval of Pay Equity Compliance Report Addendum. The motion carried on a 6-0 roll call vote.

Open Forum: Jamie Aanenson and April Femrite wished to speak about secondary distance & hybrid learning.

Information Reports: COVID-19 Update presented by Scott Hogen and Travis Olson; Elementary Schools Update presented by Michelle Kruize, Shane Baier, Mollie Meyer, Dan Kamphoff & Jason Grovom; MAPS-MnEEP Update presented by Stacy Wells; Board Member Workshop/Committee Reports.

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

Approval of Minutes of the January 19, 2021, regular Board meeting.

Personnel:

APPOINTMENTS (INSTRUCTIONAL)

Sarah Myer - Full-time, 1.0 FTEs Contract Substitute Teacher for Brittany Boyum at Hoover Elementary School beginning August 31, 2020 and ending June 2, 2021. She will be placed at the B lane, step 8 of the Teachers Association salary schedule.

APPOINTMENTS (NON-INSTRUCTIONAL)

Carol Harder - Early Learning Special Education Paraprofessional at God's Little Angels for 3.5 hours/5 days per week beginning January 29, 2021. She will be compensated at the rate of \$13.49 per hour in accordance with the agreement between the District and the Minnesota School Employee Association.

Joy Hamond - ACES Child Care Assistant at Franklin Elementary School for 4 hours per day/3 days per week beginning January 27 and ending June 4, 2021. She will be compensated at the rate of \$11.50 per hour.

Amira Hasch - Special Education Level 3 Classroom Paraprofessional at Monroe Elementary School for 6.25 hours a day/5 days a week beginning January 28, 2021. She will be compensated at the rate of \$13.87 per hour in accordance with the agreement between the District and the Minnesota School Employee Association. This is in addition to her ACES Child Care Assistant assignment.

Mariah Long - Early Learning Special Education Paraprofessional at the Early Childhood Center for 3.5 hours per day/4 days per week in the morning (M-TH), and Regular Education Paraprofessional for 3.5 hours per day/4 days per week in the afternoon (M-TH) at Franklin Elementary School beginning February 1, 2021. She will be compensated at the rate of \$13.87 per hour in the morning, and in the afternoon at the rate of \$13.49 per hour in accordance with the agreement between the District and the Minnesota School Employee Association.

Madisen Perry - ACES Child Care Assistant at Kennedy Elementary School for 4 hours per day/2 days per week beginning January 28 and ending June 4, 2021. She will be compensated at the rate of \$11.50 per hour.

Fred Prewitt - Warehouse Clerk at Northport for 7 hours per day/5 days per week beginning February 8, 2021. He will be classified as A12, step 3 of the Maintenance and Custodial Workers Association salary schedule with an hourly rate of \$16.25

Alyssa Sorenson - General Education (Kindergarten) Paraprofessional at Eagle Lake Elementary School for 5 hours per day/5 days per week beginning January 22, 2021. She will be compensated at the rate of \$13.49 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

Deborah Soria - Non-Classroom (Playground/Lunchroom) Paraprofessional at Eagle Lake Elementary School for 2 hours per day/3 days per week beginning January 25, and ending June 4, 2021. She will be compensated at the rate of \$13.49 per hour in accordance with the agreement between the District and the Minnesota School Employees Association. This is in addition to her Interpreter assignment.

Darian Thompson - Early Learning Special Education Paraprofessional at the Early Childhood Center for 3.5 hours a day/2 days a week (T, W) and 1.75 hours per day/1 day per week (TH) beginning February 9, 2021. She will be compensated at the rate of \$13.49 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

Alicia Thovson - Student Success Coach at Hoover Elementary School for 6.25 hours per day/5 days per week beginning February 1, 2021. She will be compensated at the rate of \$16.12 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

Anne Wilking - Non-Classroom (Playground/Lunchroom) Paraprofessional at Rosa Parks Elementary for 3 hours per day/5 days per week beginning February 1, 2021. She will be compensated at the rate of \$13.49 per hour in accordance with the agreement between the District and the Minnesota School Employees Association.

CONTRACT ADJUSTMENTS (NON-AFFILIATED)

Katlyn Andrews - ACES Site Supervisor at Franklin Elementary School beginning January 18, 2021. This is a non-affiliated position with an annual salary of \$ 34,452.00 (\$16.50 per hour) prorated to \$15,576.00 for 118 days for 2020-21. She will be eligible for category I benefit.

REQUESTS FOR SALARY LANE ADVANCEMENT (INSTRUCTIONAL)

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 for January of the 2020-21 school year is shown below. The salary lane advancements will be retroactive to January of the 2020-21 school year. The Administration recommends that the Board approve the salary lane advancements.

Name	From	To
Jennifer Berg	M+30	M+45
Chase Burkhardt	B+30	M
Alexandra Christian	M+30	Specialist
Emily Dauk	M+30	M+45
Derek Fennern	B+30	M
Kari Healy	M+30	M+45
Brittany Jensen	B	B+15
Wendy Johnson	B+30	M
Jodi McBride	B+30	M
Sally O'Brien	B+15	M
Kayla Peterson	B+30	M
Mikala Simon	B+15	B+30
Meckenzie Tinaglia	B+30	M
Andria Voltin	B	B+15
Parker Winning	B+30	M

Jennell Zarn	B	M
Kristin Zimmerman	B+15	B+30

CONTRACT ADJUSTMENTS (NON-INSTRUCTIONAL)

Mia Cich - Early Learning Special Education Paraprofessional at HeadStart change in assignment from 6.5 hours per day/4 days per week (M/T/Th/F) at HeadStart and 3.5 hours on Wednesdays at the Early Childhood Center to 7 hours per day/4 days per week (M-TH) at Franklin Elementary School beginning February 3, 2021.

Blake Hardesty - ACES Child Care Assistant at Bridges Community School increase in hourly rate to \$11.50 per hour beginning January 18, 2021.

Kelli Hollerich - Reduce Non-Classroom (Playground/Lunchroom) Paraprofessional assignment at Eagle Lake from 2 hours per day/5 days per week to 2 hours per day/2 days per week beginning January 25, 2021.

Grace Palmquist - Change in assignment as Interim ACES Assistant Site Supervisor to ACES Child Care Assistant at Hoover Elementary School and increase in rate of pay to \$11.25 per hour beginning February 1 and ending June 4, 2021.

Sophia Venner - Transition from Interim ACES Site Supervisor to ACES Assistant Site Supervisor at Hoover Elementary School for 5 hours per day/5 days per week beginning February 21 and ending June 4, 2021. She will be compensated at the rate of \$13.00 per hour.

Naomi Wolf - Change in assignment from Non-Classroom (Playground/Lunchroom) Paraprofessional to Early Learning Special Education Paraprofessional at Eagle Lake Elementary School for 3.5 hours per day/1 day a week (M), and 7 hours per day/3 days per week (T, W, TH) beginning February 8, 2021.

REQUESTS FOR LEAVE (INSTRUCTIONAL)

Wade French - Revise Board approved leave to begin February 8 and return to work on March 8, 2021.

Keith George - English Teacher at East High School has requested leave under the provisions of the Family Medical Leave Act beginning February 15 and returning to work on March 29, 2021.

Sarah Peterson - 3rd Grade Teacher at Monroe Elementary School has requested leave under the provisions of the Family Medical Leave Act beginning April 8 and continuing through the end of the 2020-21 school year.

REQUESTS FOR LEAVE (NON-INSTRUCTIONAL)

Shipra Chowdhury - ECFE Teaching Assistant, has requested an unpaid leave of absence beginning January 4 and returning to work March 29, 2021.

RESIGNATIONS (INSTRUCTIONAL)

Stacey Hulseberg - 7th Grade Science Teacher at Dakota Meadows Middle School. Last date of employment January 29, 2021.

Steven Jones - Math Teacher at West High School has submitted his resignation for purposes of retirement. His last date of employment will be June 7, 2021.

RESIGNATIONS (NON-INSTRUCTIONAL)

Heather Colvin - Athletic Office Secretary at West High School. Last date of employment February 3, 2021.

Lynett Coronado - ACES Child Care Assistant at Hoover Elementary School. Last date of employment January 27, 2021.

Angela Elliot - Non-Classroom (Lunchroom) Paraprofessional at Dakota Meadows Middle School. Last date of employment November 19, 2020.

Kalley Kendall - Student Success Coach at Prairie Winds Middle School. Last date of employment January 8, 2021.

Kcarie (Murry) Sing - Non-Classroom (Lunchroom) Paraprofessional at Jefferson Elementary School as of January 18, 2021.

Maraiah Ziegler - Special Education Paraprofessional at Dakota Meadows Middle School. Last date of employment February 5, 2021.

TERMINATION OF EMPLOYMENT (NON-INSTRUCTIONAL)

Jake Schaper - Non-Classroom (playground) Paraprofessional at Washington Elementary School effective February 1, 2021.

Addendum

APPOINTMENTS (INSTRUCTIONAL)

Brent Grossman - Long Term Social Studies Substitute Teacher at Dakota Meadows Middle School beginning January 29 and ending June 7, 2021. He will be placed at step 2 of the B+15 lane on the Teachers Association salary schedule.

APPOINTMENTS (NON-INSTRUCTIONAL)

Hailey Eastburn - ACES Child Care Assistant at Bridges Community School for 4 hours per day/2 days per week beginning February 4 and ending June 4, 2021. She will be compensated at the rate of \$11.00 per hour.

Taylah Lawton - Early Learning Special Education Paraprofessional at Head Start beginning 5.5 hours per day 4/days per week (M,T,TH, F) beginning February 4, 2021. She will be classified as B21 step 1 and compensated at the rate of \$13.49 per hour in accordance with the agreement between the District and the Minnesota School Employee Association.

Amanda Quist - School Assessments Coordinator at East High School for various hours beginning February 1, 2021. She will be compensated at the rate of \$15.00 per hour.

Victoria Walker - ACES Child Care Assistant at Eagle Lake Elementary for 4 hours per day/5 days per week beginning February 8 and ending June 4, 2021. She will be compensated at the rate of \$11.25 per hour.

CONTRACT ADJUSTMENTS (NON-INSTRUCTIONAL)

Alexis Jans - Health and Wellness Special Education Paraprofessional at West High School decrease in assignment from 6.75 hours per day/5 days per week to 6.75 hours per day/2 days per week (M,T) and 5.75 hours per day/3 days per week (W, TH, F) beginning February 1, 2021.

Kristin Leimer - ACES Child Care Assistant increase rate of pay to \$11.50 per hour beginning February 1, 2021.

Antonio Mendez Feliz - Change in assignment from General Education Paraprofessional at Dakota Meadows Middle School to Special Education Paraprofessional at West High School beginning February 1, 2021. He will remain at B22 classification.

Kayla Peterson - Early Childhood Special Education Teacher assignment temporary reduction in hours from 1.0 FTE to part-time .8 beginning February 1 and ending May 28, 2021.

REQUESTS FOR LEAVE (INSTRUCTIONAL)

Joshua Harris - Change in Board approved leave beginning February 15 and returning to work on February 22, 2021.

Jennie Helget - Special Education Teacher at West High School has requested an unpaid leave of absence beginning February 1 and continuing through the 2020-21 school year.

Lara Zimmerli - Extend Board approved leave returning to work March 1, 2021.

REQUESTS FOR LEAVE (NON-INSTRUCTIONAL)

James Meagher - Head Custodian at Bridges Community School has requested leave under the provisions of the Family Medical Leave Act beginning January 25 and returning on April 19, 2021.

RESIGNATIONS (NON-INSTRUCTIONAL)

Karla Boone - Has submitted her resignation from the position of Student Success Coach effective February 1, 2021, for the purpose of continuing as the Student Success Coach Specialist at Dakota Meadows Middle School.

Alexis Mathison - ACES Child Care Assistant at Hoover Elementary School. Last date of employment February 1, 2021.

Hani Nur - Early Learning Special Education Paraprofessional. Last day of employment January 28, 2021.

Saydee Rivers - ACES Child Care Assistant at Rosa Parks Elementary School. Last date of employment February 8, 2021.

Cloey Thorpe - Special Education Paraprofessional at Roosevelt Elementary School has submitted her resignation for purposes of accepting a Substitute Teacher position. Last date of assignment January 29, 2021.

TERMINATION OF EMPLOYMENT (NON-INSTRUCTIONAL)

Jacob Fitzpatrick - Full-time, 8-hour Evening Floating Custodian effective January 28, 2021.

The District is required to submit the Pay Equity Implementation Report to the State of Minnesota on or before January 31, 2021. The data contained in the report is to represent compensation data as of December 31, 2020. The report was submitted to the State of Minnesota on January 29, 2021, and the report data may be amended through February 12, 2021. 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 126.94%, the Salary Range Test results in a ratio of 80.60% and the Exceptional Service Pay Test is 123.59%. 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.

The following gifts have been received by the School District:

MNMYF donated \$7,500 to Dakota Meadows 7th Grade Football Program and \$7,500 to Prairie Winds 7th Grade Football Program

M & M Signs donated \$500 to West High Basketball Program

The West High Basketball Program Scoreboard received the following donations:

- \$1,000 from City of North Mankato
- \$1,000 from Lloyd Management Inc
- \$2,500 from Brad Haugum Memorial
- \$100 from Wayne & Kim Veroeven

Dotson Iron Castings donated \$2,000 to East High Trades & Industry Program

City of North Mankato donated to the following programs:

- \$500 to Mankato Area Public Schools 77 Lancers
- \$500 to Community Education & Recreation
- \$500 to Dakota Meadows Middle School

- \$500 to Monroe Elementary School
- \$500 to Hoover Elementary School
- \$500 to ISD #77 Student Activities

Minnesota Association of Future Farmers donated \$224.25 to Mankato Area Public Schools FFA Program Minigrant

Minnesota FFA Foundation donated \$1,500 to Mankato Area Public Schools FFA Program Grant

Greater Mankato Growth Inc donated \$7,500 to the Mankato Area Public Schools Greenhouse Project Grant

Eagle Lake Elementary School Snack Program received the following donations:

- \$500 from Eagle Lake American Legion Post 617
- \$100 from Eagle Lake American Legion Auxiliary

Genyouth Inc donated \$2,000 to Mankato Area Public Schools Food Service

Evan Harrenstein donated a Zing Stander (6,500 value) to Mankato Area Public Schools Student Support Services

United States Tennis Association donated \$15,500 to East High Tennis Program Grant for courts

Mr. Wacker made a motion to accept the gift. The motion was seconded by Mr. Kind and carried on a 7-0 roll call vote.

There being no further business to consider, Ms. Schuck moved and Ms. Roberts seconded, that the meeting be adjourned. The meeting was declared adjourned at 7:29 p.m., on a 7-0 roll call vote.

Clerk _____

Attest:

Chairperson _____

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

February 1, 2021

The School Board of Independent School District No. 77 met in regular session on Monday, February 1, via Zoom. Chair Sapp called the meeting to order at 5:34 p.m. Members present at roll call: Liz Ratcliff, Kenneth A. Reid, Erin Roberts, Jodi Sapp, Kristi Schuck, and Darren Wacker. Members absent: Christopher Kind (arriving at 5:44 p.m.).

1. Wacker/Schuck approval of agenda with personnel & Approval of Pay Equity Compliance Report addendum. 6-0
2. Open Forum - Jamie Aanenson and April Femrite spoke on secondary distance & hybrid learning.
3. Information: COVID-19 Update; Elementary Schools Update; MAPS-MnEEP Update; Board Member Reports.
4. Schuck/Ratcliff approval of Consent Agenda Items: Approval of Minutes of the January 19, 2021, regular meeting; Personnel; Approval of Pay Equity Compliance Report. 7-0
5. Wacker/Kind acceptance of gift. 7-0
6. Schuck/Roberts adjournment at 7:29 p.m. 7-0

Independent School District No. 77
Mankato, Minnesota
By: Erin Roberts

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: 02/16/2021

Prepared By: Tom Sager, Director of Business Services

Item Type: Action

Subject:

Approval of February 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 February. The total of the bills for February of 2021 is \$14,561,797.77.

Recommended Action:

The claims are recommended for payment as presented.

School Board Regular Meeting**5. C.****Meeting Date:** 02/16/2021**Prepared By:** Becky Bailey, Secretary to the Superintendent**Item Type:** Action

Subject:

Configuration of the School Day

Background:

Article V, Hours of Service, Section 11. Configuration of the School Day of the Master Agreement with Mankato Teachers Association requires sixty (60) percent of the voting teachers in a building and the School Board to agree to any changes to a building's current configuration of the school day.

The attached schedules were developed and presented to teachers in each building to be used in all secondary schools during hybrid learning. These schedules represent a change in the configuration of the school day for the middle school and high school schedules on Wednesdays, and Monday through Friday at Central HS and West HS. Teachers in each building voted and approved the hybrid learning schedules for their buildings. These schedules are presented to the School Board for approval during hybrid learning.

Recommended Action:

The Administration recommends approval of the change in configuration of the school day.

AttachmentsSecondary Hybrid Learning Schedules 2020-2021

Wednesday Schedules during Hybrid Learning

Dakota Meadows Middle School

- 7:45-8:35 Non-Instructional Time
(Attendance Verification and Student/Family Phone Calls)
- 8:35-11:30 Prep, Student Connections/Instructional Check-Ins
(at some point throughout the day, teachers should take 200 minutes of prep)
- 11:30-12:00 Lunch
- 12:00 -3:20 Prep, Student Connections/Instructional Check-Ins
(at some point throughout the day, teachers should take 200 minutes of prep)
- 3:20-3:35 Non-Instructional Time

Prairie Winds Middle School

- 7:45-8:00 Attendance Meeting (adjust Gopher and Gustie Team Meetings)
- 8:00-8:35 Student Contacts and Family Calls
- 8:35-11:30 Prep, Student Connections/Instructional Check-Ins
(at some point throughout the day, teachers should take 200 minutes of prep)
- 11:30-12:00 Lunch
- 12:00 -3:20 Prep, Student Connections/Instructional Check-Ins
(at some point throughout the day, teachers should take 200 minutes of prep)
- 3:20-3:30 Non-Instructional Time

Central High School, East High School, and West High School

- 7:55-11:30 Teacher Work time, including but not limited to, Moodle work, PLC collaboration, student support meetings, and prep*
- 11:30-12:00 Lunch
- 12:00 -3:20 Prep* time and student contact time, as needed: Teacher preparation time.
Meet with individual students as needed - students who may be struggling and need additional support, students who may attend via distance learning only.

(*Teachers will have flexibility to monitor and adjust their time each day to ensure that they have at a total of 200 minutes during the instructional day.)

Monday, Tuesday, Thursday, Friday Schedules during Hybrid Learning

Dakota Meadows Middle School

- Normal Bell Schedule

Prairie Winds Middle School

- Normal Bell Schedule

East High School

- Normal Bell Schedule

West High School Hybrid Schedule

- Schedule as listed below

Period	A Lunch	Period	B Lunch
1	8:45 - 9:35	1	8:45 - 9:35
2	9:40 - 10:30	2	9:40 - 10:30
3	10:35 - 11:25	3	10:35 - 11:25
Lunch	11:25 - 11:55	4	11:30 - 12:20
4	12:00 - 12:50	Lunch	12:20 - 12:50
5	12:55 - 1:45	5	12:55 - 1:45
6	1:50 - 2:40	6	1:50 - 2:40
7	2:45 - 3:35	7	2:45 - 3:35

Central High School

- Schedule as listed below

Monday-Tuesday-Thursday

Period 1: 8:30 – 9:20

Period 2: 9:25 – 10:15

Period 3: 10:20 – 11:55

LUNCH 11:55 – 12:30

Period 4: 12:35 – 1:25

Period 5: 1:30 – 3:05

Friday (Advisory)

Period 1: 8:30 – 9:10

Period 2: 9:15 – 9:55

Advisory: 10:00-10:40

Period 3: 10:45 – 12:05

LUNCH 12:05 – 12:55

Period 4: 1:00 – 1:40

Period 5: 1:45 – 3:05

School Board Regular Meeting

5. D.

Meeting Date: 02/16/2021

Prepared By: John Lustig, Director of Administrative Services

Item Type: Action

Subject:

Personnel

Background:

APPOINTMENTS (INSTRUCTIONAL)

Trisha Asher - Long Term Substitute teacher for Wade French at Central/East High School beginning February 8 and ending March 5, 2021. She will be placed at step 1 of the M lane on the Teachers Association salary schedule.

Donna Cain Eichers - Full-time, 1.0 FTEs Contract Substitute Special Education Teacher for Jennie Helget at West High School beginning February 1 and ending June 7, 2021. She will be placed at the B lane, step 1 of the Teachers Association salary schedule.

APPOINTMENTS (NON-INSTRUCTIONAL)

Aden Ahmed - Family Ambassador at Jefferson Elementary School for 5 hours per month beginning February 15 and ending May 31, 2021. He will receive a stipend of \$100 per month.

Kya Christiansen - ACES Assistant Site Supervisor at Eagle Lake Elementary School for 5 hours per day/5 days per week beginning February 1 and ending June 04, 2021. She will be compensated at the rate of \$13.00 per hour.

William Frame - 77 Lancers Marching Band Assistant Director beginning December 1, 2020. He will receive \$5,000 annually for this assignment, half paid on April 30 and June 30, 2021.

Amanda Gunderson - Non-Classroom (Playground/Lunchroom) Paraprofessional at Franklin Elementary School for hours per day/5 days per week beginning February 8, 2021. She will be placed at classification B21, step 1 in accordance with the agreement between the District and the Minnesota School Employee Association with an hourly rate of \$13.49.

Amanda Gunderson - ACES Child Care Assistant at Monroe Elementary School for 4 hours per day/3 days per week beginning February 9, 2021. She will be compensated at the rate of \$11.00 per hour. This is in addition to her Non-Classroom Paraprofessional assignment.

Ronette Hornick - ACES Child Care Assistant Substitute at various locations for varied hours beginning February 5 and ending June 4th. She will be compensated at the rate of \$12.25 per hour. This is in addition to her Paraprofessional assignment.

James Nielsen - 4 Hour Evening Custodian at Kennedy Elementary School beginning February 8, 2021. He will be placed at classification A13, step 2 of the Maintenance and Custodial Workers Association salary schedule with an hourly rate of \$16.00.

Jenna Nordly - ACES Child Care Assistant at Bridge Community School for 4 hours per day/1 day per week beginning February 10 and ending June 4, 2021. She will be compensated at the rate of \$10.00 per hour.

Alaina Spaude - ACES Child Care Assistant at Monroe Elementary School for 4 hours per day/2 days

per week beginning February 8 and ending June 4, 2021. She will be compensated at the rate of \$10.00.

Justin Tollefson - 77 Lancers Marching Band Assistant Director beginning December 1, 2020. He will receive \$5,000 annually for this assignment, half paid on April 30 and June 30, 2021.

CONTRACT ADJUSTMENTS (INSTRUCTIONAL)

Brent Grossman - Full-time, 1.0 FTEs Contract Substitute Social Studies Substitute Teacher at Dakota Meadows Middle School beginning January 29 and ending June 7, 2021. He will be placed at step 2 of the B+15 lane on the Teachers Association salary schedule.

Sarah Myer - Adjust Full-time, 1.0 FTEs Contract Substitute Teacher for Brittany Boyum at Hoover Elementary School beginning January 29 and ending June 2, 2021. She will be placed at the B lane, step 8 of the Teachers Association salary schedule.

CONTRACT ADJUSTMENTS (NON-INSTRUCTIONAL)

Jenna Courrier - ACES Child Care Assistant change in assignment to ACES Child Care Substitute beginning February 1, 2021.

Nicole Dee - ACES Child Care Assistant at Franklin Elementary School change in assignment to ACES Child Care Substitute beginning March 5, 2021.

Alexa Heimer - Special Education Student Success Coach at Monroe Elementary School, decrease in assignment from 6.25 hours per day/5 days per week to 6.25 hours per day/3 days per week (M, W, F) and 5.08 hours per day/2 days per week (T, TH) beginning January 19, 2021.

Ronette Hornick - Increase assignment as Paraprofessional at the Early Learning Center from 30 hours per week to 31.5 hours per week beginning February 2, 2021.

Yamileth Jimenez - ACES Child Care Assistant at Hoover Elementary School increase in hourly rate to \$11.25 beginning February 16, 2021.

Shane Johnson - ACES Child Care Assistant at Franklin Elementary School increase in hourly rate to \$11.25 beginning February 16, 2021.

Matt Sernett - ACES Child Care Assistant at Monroe Elementary School increase in hourly rate to \$11.25 beginning February 16, 2021.

REQUESTS FOR LEAVE (INSTRUCTIONAL)

Danielle Edstrom - 2nd Grade Teacher at Roosevelt Elementary School has requested leave under the provisions of the Family Medical Leave Act beginning August 30 and returning to work November 22, 2021.

Linda Felsheim - Extend Board approved leave returning to work on March 1, 2021.

April Malphurs - Teacher currently on Board approved leave has requested unpaid leave for the 2021-22 school year.

Mary McCuskey Simpson - Teacher at Roosevelt Elementary School has requested unpaid leave for the 2021-22 school year.

Briana Miller - Teacher currently on Board approved leave has requested unpaid leave for the 2021-22 school year.

Chris Richardson - 4th Grade Teacher at Rosa Parks Elementary School has requested leave under the provisions of the Family Medical Leave Act beginning April 14 and returning to work May 5, 2021.

Breanna Scott - Chemistry Teacher at East High School has requested leave under the provisions of the Family Medical Leave Act beginning August 30 and returning to work November 22, 2021.

Lara Zimmerli - Extend Board approved leave returning to work March 1, 2021.

REQUESTS FOR LEAVE (NON-INSTRUCTIONAL)

Hunter Buscherfeld - Special Education Behavior Support Paraprofessional at Roosevelt Elementary School has requested an unpaid leave of absence beginning January 18 and returning to work May 6, 2021.

Hilbert Hackbarth - Special Education Job Coach at East High School has revised his unpaid leave of absence returning to work on February 4, 2021.

Sarah Haman - Special Education Paraprofessional at Washington Elementary School has requested unpaid leave beginning March 5 and returning to work March 15, 2021.

Rebecca Hopp - Special Education Paraprofessional at Monroe Elementary has requested unpaid leave beginning February 4 and returning to work March 8, 2021.

Mark McCarthy - Evening Custodian at Washington Elementary School has requested leave under the provisions of the Family Medical Leave Act beginning January 25 and returning to work on March 11, 2021.

Luann Shoop - Intervention Paraprofessional at Washington Elementary School has requested unpaid leave beginning January 16 and returning to work March 2, 2021.

RESIGNATIONS (INSTRUCTIONAL)

Heidi Danielson - Mentor/Continuous Improvement Coach at Dakota Meadows Middle School has submitted her resignation for purposes of retirement. Last date of employment June 8, 2021.

Erin Guse - 5th Grade Teacher at Hoover Elementary. Last date of employment June 7, 2021.

RESIGNATIONS (NON-INSTRUCTIONAL)

Mackenna Erickson - ACES Child Care Assistant at Eagle Lake Elementary School. Last date of employment February 8, 2021.

Trinity Lindeman - ACES Child Care Assistant at Hoover Elementary School. Last date of employment February 15, 2021.

Elizabeth Rich - Special Education Paraprofessional at Prairie Winds Middle School. Last date of employment December 22, 2020.

Camryn Schiro - ACES Child Care Assistant Substitute at Roosevelt Elementary. Last date of employment February 14, 2021.

Recommended Action:

The Administration recommends the approval of the personnel items.

School Board Regular Meeting**6. A.****Meeting Date:** 02/16/2021**Prepared By:** Tom Sager, Director of Business Services**Item Type:** Action

Subject:

Approval of 2020-2021 Revised Budgets

Background:

Approval of the revised 2020-2021 budgets will change the individual fund totals as follows:

1. General Fund Revenues from \$115,169,488 to \$112,641,458.
2. General Fund Expenditures from \$114,938,256 to \$117,774,201.
3. Food Service Fund Revenues from \$3,839,000 to \$4,026,518.
4. Food Service Fund Expenditures from \$4,789,183 to \$4,752,201.
5. Community Service Fund Revenues from \$6,602,425 to \$6,181,472.
6. Community Service Fund Expenditures from \$6,840,519 to \$6,472,356.
7. Debt Service Revenue from \$8,293,248 to \$51,732,511.
8. OPEB Trust Fund Revenues from \$450,000 to \$900,000.
9. OPEB Trust Fund Expenditures from \$760,047 to \$1,288,000.
10. OPEB Debt Service Revenues from \$964,203 to \$957,509.

Recommended Action:

Enclosed, as a separate document, is the recommended revised 2020-2021 budget for Mankato Area Public Schools programs. This revised budget is an annual process and is recommended by the administration as a result of revised revenue projections, and a number of budget modifications which have occurred since the original budget was adopted in June of 2020. The significant increase in Debt Service Revenue is due to refunding existing debt at lower interest, saving local taxpayers roughly \$3.5 million over the payment schedule. Funds are held in escrow to the bond call dates. A primary driver behind many of the changes in this Budget compared to the Preliminary Budget is the impact the COVID-19 Pandemic has had on all operations with the school district.

Attachments

School Board Regular Meeting**6. B.****Meeting Date:** 02/16/2021**Prepared By:** Paul Peterson, Superintendent**Item Type:** Action

Subject:

Approval of Nomination for the South Central Service Cooperative Board of Directors

Background:

A notice was received from the Executive Director of the South Central Service Cooperative calling for nominations for an election to serve on the Board of Directors. There are three vacancies on the Board with terms of four years. Ms. Sapp has been serving on this Board and has agreed to serve another term if re-elected. The nomination requires official Board action along with signatures from a majority of the School Board.

Recommended Action:

The administration recommends that the School Board take action to submit the name of Jodi Sapp as our District's nominee to serve on this Board.
