

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

July 19, 2021

The School Board of Independent School District No. 77 met in regular session on Monday, July 19, in the Mankato Room at the Intergovernmental Center. Chair Sapp called the meeting to order at 5:00 p.m. Members present at roll call: Christopher Kind, Liz Ratcliff, Erin Roberts, Jodi Sapp, Kristi Schuck and Darren Wacker. Absent: Kenneth A. Reid.

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

Special Recognition - imagineOne was recognized by the School Board.

Open Forum: Julie Strusz, Ronald Schmidt, Brianna Weller, Faustino Kuvaoga, Mark Wright, Ben Pawlitschek, James Dimock, John Wicklund, Andrew Pawlitschek, Sam Quartey, Beatriz Smith, Yurie Hong, and Sophie Hoiseth wished to speak about critical race theory, equity vision and framework and systemic racism.

Information Reports: Spring Student/Staff Recognition presented by Joe Johnson and Todd Waterbury; Annual Superintendent Evaluation; Board Member Workshop/Committee Reports.

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

Approval of Minutes of the June 21, 2021, regular meeting.

Final Approval of June Bills totaling \$2,099,922.26.

Approval of July Bills totaling \$7,855,627.27.

Personnel:

APPOINTMENTS (INSTRUCTIONAL)

Burhan Ahmed - Full-time (1.0 FTEs) EL Teacher at East High School beginning August 23, 2021, for the 2021-22 school year. He will be placed at step 1 of the B lane on the Teacher Association salary schedule.

Jade Anderson - Full-time (1.0 FTEs) Guidance Counselor at Prairie Winds Middle School beginning August 23, 2021, for the 2021-22 school year. She will be placed at step 3 of the M lane on the Teacher Association salary schedule.

Tricia Asher - Long Term Substitute English Teacher (1.0 FTEs) for Hannah Loewen at Prairie Winds Middle School beginning September 8 and ending November 26, 2021. She will be placed at step 1 of the M lane on the Teacher Association salary schedule.

Elizabeth Becker - Summer School Teacher in the Reading/Math/EL/Learning in Deed summer school Program for 3.5 hours per day/4 days per week beginning July 6 and ending August 5, 2021. She will be compensated according to her placement on the Teachers Association salary schedule.

Justina Bisch - Full-time (1.0 FTEs) School Counselor at West High School beginning August 23, 2021, for the 2021-22 school year. She will be placed at step 10 of the SPEC lane on the Teacher Association salary schedule.

Donna Cain-Eichers - Full-time (1.0 FTEs) Special Education Teacher at Dakota Meadows Middle School beginning August 23, 2021, for the 2021-22 school year. She will be placed at step 1 of the B lane on the Teacher Association salary schedule.

Kay Dedinsky - Long-term Substitute Teacher for Amy Kolars at Hoover Elementary School beginning August 30 and ending November 24, 2021. She will be placed at step 10 of the B+30 lane on the Teacher Association salary schedule.

Shannon Elstad - Full-time (1.0 FTEs) Life Science Teacher at Dakota Meadows Middle School beginning August 23, 2021, for the 2021-22 school year. She will be placed at step 1 of the B+30 lane on the Teacher Association salary schedule.

Hayley Endersbe - Full-time (1.0 FTEs) School Counselor at East High School beginning August 23, 2021, for the 2021-22 school year. She will be placed at step 6 of the M lane on the Teacher Association salary schedule with an additional 5 days.

Kiersten Fennern - Full-time (1.0 FTEs) Special Education Teacher at Dakota Meadows Middle School beginning August 30, 2021, for the 2021-22 school year. She will be placed at step 3 of the B lane on the Teacher Association salary schedule.

Michelle Friedland - 3rd Grade Teacher at Hoover Elementary School beginning August 23, 2021, for the 2021-22 school year. She will be placed at step 10 of the M lane on the Teacher Association salary schedule.

Ricky Mariner - Full-time (1.0 FTEs) Special Education Teacher, site to be determined, beginning August 30, 2021, for the 2021-22 school year. He will be placed at step 4 of the B+30 lane on the Teacher Association salary schedule.

Kayla Sandersfeld - Elementary School Counselor at Hoover Elementary School beginning August 23, 2021, for the 2021-22 school year. She will be placed at step 8 of the M lane on the Teacher Association salary schedule.

Darwin Silva - Full-time (1.0 FTEs) Special Education Behavior Support Teacher at Futures beginning August 30, 2021, for the 2021-22 school year. He will be placed at step 4 of the M lane on the Teacher Association salary schedule.

The following Therapists/Clinicians will work ESY June 14-18, 21-25, July: 12-16, 19-23, August: 2-6, 9-13:

Name	Related Service Position	Total Hours
Denise Alms	Physical Therapist	100 hours
Emily Gorman	Physical Therapist	135 hours
Gina Henkelman	Physical Therapist Assistant	93 hours
Sarah Kenward	Occupational Therapist	77 hours
MaryJo Kann	Occupational Therapist	20 hours
Hope Grabau	Occupational Therapist	26 hours
Lacey Cooley	Occupational Therapist	48 hours
Beki Elledge	Speech/Language Clinician	15 hours
Anica Myhr	Speech/Language Clinician	110 hours
Martha Speckel	Speech/Language Clinician	125 hours
Beth Sachau	Speech/Language Clinician	10 hours

APPOINTMENTS (NON-INSTRUCTIONAL)

Nicole Bazinet - ACES Child Care Assistant at Kennedy Elementary School for 5-6 hours per day/5 days per week beginning July 16 and ending September 3, 2021. She will be compensated at the rate of \$11.00 per hour.

Vincent Benzmillier - ACES Child Care Assistant Substitute at Hoover Elementary School for varied hours beginning June 28 and ending September 3, 2021. He will be compensated at the rate of \$11.00 per hour.

Sara Dahms - ESY Secretary for 5 hours per day/4 days per week June 21-24, June 28-July 1, July 26-29, August 2-5, 2021. She will be compensated according to her placement on the Educational Secretaries Association salary schedule.

Debora Donahue - ABE Teaching Assistant with the Adult Basic Education Program at Lincoln Community Center for 5 hours per day/4 days per week beginning September 13, 2021. She will be compensated at the rate of \$14.95 per hour and will be eligible for 6-3-2 benefits.

Elise Eichers - Special Education Paraprofessional/ Life Skills at West High School beginning July 26 and ending August 26, 2021. She will be placed at classification B22.5 step 1 in accordance with the agreement between the District and the Minnesota School Employee Association with an hourly rate of \$16.62.

Ellen Fischenich - ACES Child Care Assistant at Kennedy Elementary School for 5-6 hours per day/5 days per week beginning July 6 and ending September 3, 2021. She will be compensated at the rate of \$11.00 per hour.

Claudia Grunwaldt - ABE Teaching Assistant with the Adult Basic Education Program at Lincoln Community Center for 2.5 hours per day/3 evenings per week beginning September 13, 2021. She will be compensated at the rate of \$14.95 per hour.

Rachel Hart - ACES Child Care Assistant at Jefferson Elementary School for 5-6 hours per day/5 days per week beginning June 28 and ending September 3, 2021. She will be compensated at the rate of \$11.00 per hour.

Parker Keenan - ACES Child Care Assistant at Jefferson Elementary School for 5-6 hours per day/3-4 days per week beginning July 16 and ending September 3, 2021. He will be compensated at the rate of \$10.00 per hour.

Jonathan Morataya - ABE Teaching Assistant with the Adult Basic Education Program at Lincoln Community Center for 3 hours per day/4 days per week beginning July 6 and ending July 29, 2021. He will be compensated at the rate of \$14.95 per hour.

Heidi Libby - Summer School Paraprofessional at Monroe Elementary School for 5 hours per day/4 days per week beginning July 6 and ending August 5, 2021. She will be compensated according to her placement on the Minnesota School Employees Association salary schedule.

Adelynn Mason - ACES Child Care Assistant at Hoover Elementary School for 6-8 hours per day/5 days per week beginning June 28 and ending September 3, 2021. She will be compensated at the rate of \$11.00 per hour.

Gustav Olseth - ACES Child Care Assistant Substitute at Kennedy & Hoover Elementary Schools for varied hours beginning July 6 and ending September 3, 2021. He will be compensated at the rate of \$11.00 per hour.

Kelly Solomon - Summer School Paraprofessional at Rosa Parks Elementary School for 5 hours per day/4 days per week beginning July 6 and ending August 5, 2021. She will be compensated according to her placement on the Minnesota School Employees Association salary schedule.

Harli Steiner - Health Assistant at Hoover Elementary School for 6.5 hours per day/5 days per week beginning September 8, 2021. She will be placed at classified B23 step 1 in accordance with the agreement between the District and the Minnesota School Employee Association with an hourly rate of \$21.01.

Raelea Wolfe - ACES Child Care Assistant at Jefferson Elementary School for 5 hours per day/4 days per week beginning June 28 and ending September 3, 2021. She will be compensated at the rate of 10.00 per hour.

Hiroko Wollam - ABE Teaching Assistant with the Adult Basic Education Program at Lincoln Community Center for 3.75 hours per day for 15 days beginning July 6 and ending July 29, 2021. He will be compensated at the rate of \$14.95 per hour.

Nancy Zamaniego - ABE Teaching Assistant with the Adult Basic Education Program at Lincoln Community Center for 2.5 hours per day/4 days per week beginning July 6 and ending July 29, 2021. She will be compensated at the rate of \$14.95 per hour.

CONTRACT ADJUSTMENTS (NON-AFFILIATED)

Meghan Eberhart - Instructional Technology Coordinator, increase in assignment from 0.60 FTEs (3 days per week) to 0.80 FTEs (4 days per week) beginning August 2, 2021.

Scott Hogen - Continue as Director of Facilities and Safety, non-affiliated position with an annual salary of \$116,630 and Category IV benefits, effective July 1, 2021.

CONTRACT ADJUSTMENTS (INSTRUCTIONAL)

Heather Anderson - Correction in classification as ABE Teacher with the Adult Basic Education Program at Lincoln Community Center She will be placed at step 8 of the B lane of the ABE Teacher salary schedule with a rate of \$33.44 per hour.

Elizabeth Becker - Teachers in the Reading/Math/EL/Learning in Deed summer school Program for 3.5 hours between the hours of 8:00-12:00 on the following dates July 6 - July 8, July 12 - July 15, July 19 - July 22, July 26 - July 29, August 2 - 5, 2021. She will be compensated according to their placement on the Teachers Association salary schedule.

Kelly Chiet - Increase in rate of pay as Childcare Assistant Teacher with Lincoln Logs Learning Center to \$16.00 per hour beginning July 1, 2021.

Toni Hames - Continue Part-time, 0.50 FTEs Secondary Continuous Improvement Coach (TOSA) /0.50 FTEs Classroom Teacher at East High School through June 30, 2024.

Kim Hermer - End Central High Summer School assignment so that she may begin her Career Development Specialist assignment her last date for this assignment will be June 30, 2021.

Michael Johnson - Continue Part-time, 0.50 FTEs Secondary Continuous Improvement Coach (TOSA) /0.50 FTEs Classroom Teacher at West High School through June 30, 2023.

Mandy Kurth - Increase in rate of pay as Childcare Lead Teacher with Lincoln Logs Learning Center to \$19.50 per hour beginning July 1, 2021.

Erika Mendez - Increase in rate of pay as Childcare Lead Teacher with Lincoln Logs Learning Center to \$16.00 per hour beginning July 1, 2021.

Cynthia Moreno - Increase ABE Assessment and Accountability Supervisor work-year from 220 days to 240 days beginning July 1, 2021, for the 2021-22 school year.

Jacquelyn Peterson - Correction in classification Full-time (1.0 FTEs) English Teacher at West High School. She will be placed at step 10 of the M lane on the Teacher Association salary schedule.

Kristen Prunty - Continue Part-time, 0.50 FTEs Secondary Continuous Improvement Coach (TOSA) /0.50 FTEs Classroom Teacher at West High School through June 30, 2023.

Rebecca Sellers - Increase in assignment from 1.0 FTEs to 1.167 FTEs for the entire 2021-22 school year,

Thomas Tacheny - Correction in classification as ABE Teacher with the Adult Basic Education Program at Lincoln Community Center. He will be placed at step 9 of the B lane on the ABE Teacher salary schedule, with a rate of \$34.35 per hour.

Christopher Wollmuth - Increase in assignment from 1.0 FTEs to 1.167 FTEs for the entire 2021-22 school year.

Jill Wood - Increase in rate of pay as Childcare Lead Teacher with Lincoln Logs Learning Center to \$18.25 per hour beginning July 1, 2021.

The ABE Teachers listed below will work the following hours (FTEs) for 2021-22.

Chantell Drummer - 959.5 annual hours (0.66 FTEs)

Clarice Esslinger - 1108 annual hours (0.77 FTEs)

Kathrin Hurley - 1565 annual hours (1.08 FTEs)

Theresa Mosher - 382 annual hours (0.27 FTEs)

Kristen Simpson - 307 annual hours (0.21 FTEs)

Rebecca Storm - 1007 annual hours (0.70 FTEs)

CONTRACT ADJUSTMENTS (NON-INSTRUCTIONAL)

Ruth Aganya - Increase in rate of pay as Childcare Aide with Lincoln Logs Learning Center to \$16.13 per hour beginning July 1, 2021.

Alisson Beyerstedt - Change in assignment from ACES Child Care Assistant Substitute at Kennedy Elementary School to Assistant Site Supervisor beginning June 16 and ending September 3, 2021. She will be compensated at the rate of \$13.25 per hour.

Robert Billups - Change in start date for his Lead Evening Custodian at West High School assignment beginning June 22, 2021.

Maylis Dickey - ABE Teaching Assistant for 4 hours per day/4 hours per week beginning July 6 and ending July 29, 2021. She will be compensated at the rate of \$17 per hour.

Maylis Dickey - Transfer from ABE Teaching Assistant to ABE Teaching Assistant Substitute beginning September 13, 2021.

Anna England - Increase in rate of pay as ACES Child Care Assistant to \$11.00 per hour beginning July 3, 2021.

Bisharo Farah - Increase in rate of pay as Childcare Assistant with Lincoln Logs Learning Center to \$16.00 per hour beginning July 1, 2021.

Jennifer E Johnson - ABE Teaching Assistant for 5.5 hours per day for 15 days beginning July 6 and ending July 29, 2021. She will be compensated at the rate of \$16.59 per hour.

Niseren Mustafa -Correction in temporary change to Second Cook at Jefferson Elementary for the Summer Meal service, and in an increase in wages classification, step 2 to step 3 of the School Food Service Workers Association salary schedule with an hourly rate of \$14.56 beginning June 18 and ending August 20, 2021.

Amiya O'Brien - Change in ACES Child Care Assistant assignment start date to begin August 2, 2021.

Brad Oleson - Transfer from District Maintenance - Level 1 to Head Building Engineer - Level 1. He will be compensated at the rate of \$26.45 per hour (Base \$23.65 plus Longevity & Boilers/Pool stipends) beginning August 2, 2021.

Kendyl Stueber - Extend her Summer Cooks Helper assignment and transfer to Rosa Parks Elementary School ending August 6, 2021.

Georgia Youell - Increase in rate of pay as ACES Child Care Assistant to \$11.00 per hour beginning July 29, 2021.

REQUESTS FOR LEAVE (NON-AFFILIATED)

Kalli Schaub - Extend Board-approved leave returning to work on July 27, 2021.

REQUESTS FOR LEAVE (INSTRUCTIONAL)

Amy Kolars - Special Education Teacher at Hoover Elementary School has requested leave under the provisions of the Family Medical Leave Act beginning September 1 and returning to work on November 24, 2021.

REQUESTS FOR LEAVE (NON-INSTRUCTIONAL)

James Croce -8-hour Evening Custodian at West High School has requested leave under the provisions of the Family Medical Leave Act beginning June 8 and returning to work July 21, 2021.

RESIGNATIONS (INSTRUCTIONAL)

Julie Carroll - School Nurse for the District, has submitted her resignation. Her last date of employment will be June 30, 2021.

Teresa Helland - School Nurse for the District, has submitted her resignation for the purpose of retirement. Her last date of employment will be June 30, 2021.

Tyler Hintz - Media Specialist at Hoover Elementary School, has submitted his resignation. His last date of employment will be July 31, 2021.

Isaac Johnson - School Counselor at Hoover Elementary School, has submitted his resignation. His last date of employment will be July 23, 2021.

Dustin Julius - Physical Education/Health Teacher at Prairie Winds Middle School, has submitted his resignation. His last date of employment will be July 8, 2021.

Sara McMonagle - Special Education Coordinator at Futures, has submitted her resignation. Her last date of employment will be June 30, 2021.

Jody Rittmiller - Media Specialist at Kennedy Elementary School, has submitted her resignation. Her last date of employment will be June 30, 2021.

RESIGNATIONS (NON-INSTRUCTIONAL)

Kristin Braun - Special Education Paraprofessional at Roosevelt Elementary School, has submitted her resignation for the purpose of retirement. Her last date of employment will be June 4, 2021.

Sarah Dirks - ACES Child Care Assistant at Kennedy Elementary School, has submitted her resignation. Her last date of employment will be June 28, 2021.

Jake Fee - ACES Site Supervisor at Kennedy, has submitted his resignation. His last date of employment will be July 1, 2021.

Tara Harper - Special Education Paraprofessional at Kennedy Elementary School, has submitted her resignation. Her last date of employment will be June 4, 2021.

LeAnn Mages - Special Education Paraprofessional at Dakota Meadows Middle School, has submitted her resignation. Her last date of employment will be June 30, 2021.

Rosemary Martinez Bartolo - ACES Assistant Site Supervisor at Eagle Lake Elementary School, has submitted her resignation. Her last date of employment will be July 20, 2021.

James Meagher - Head Custodian at Bridges Community School, has submitted his resignation for the purpose of retirement. His last date of employment will be July 19, 2021.

Austin Reuter - Full-time, 8-Hour Evening Custodian at Eagle Lake Elementary School, has submitted his resignation. His last date of employment will be July 9, 2021.

Ashlyn Rosenberg - Special Education DCD Paraprofessional, Level 3 - Classification B21.5 at Monroe Elementary School, has submitted her resignation. Her last date of employment will be August 5, 2021.

Eric Sletten - Health & Wellness Paraprofessional at the Insite Program and ESY Summer program paraprofessional, has submitted his resignation. His last date of employment will be June 30, 2021.

Sharon Soliz Arndt - ACES Assistant Seasonal Site Supervisor at Jefferson Elementary School, has submitted her resignation for this assignment. Her last date of employment for this position will be August 4, 2021. She will continue as Student Success Coach at Hoover Elementary School.

Chelcy Wangen - ACES Child Care Assistant at Kennedy Elementary School, has submitted her resignation for this assignment. Her last day for this will be July 6, 2021. She will continue as Health & Wellness Paraprofessional at East High School.

Personnel - Addendum

APPOINTMENTS (INSTRUCTIONAL)

Alyssa Job - Long-term Substitute Teacher for Kayla Engel at Rosa Parks Elementary School beginning September 1 and ending November 22, 2021. She will be placed at step 3 of the B lane on the Teachers Association salary schedule.

Jennifer E Johnson - ABE Teacher with the Adult Basic Education Program at Lincoln Community Center for 2.5 hours per day/3 days per week beginning September 13, 2021. She will be placed at step 1 of the B lane on the ABE teacher's salary schedule with an hourly rate of \$27.07.

Rebecca McDaniel - Full-time (1.0 FTEs) Special Education Teacher at Futures Sun program beginning August 23, 2021, for the 2021-22 school year. She will be placed at step 1 of the B lane on the Teachers Association salary schedule.

Kayla Ochs - Long-term Substitute Teacher for Joelene Udermann at Roosevelt Elementary School beginning August 31 and ending November 11, 2021. She will be placed at step 1 of the B lane on the Teachers Association salary schedule.

Annakeiko Reichel - Full-time (1.0 FTEs) Special Education Teacher at Dakota Meadows Middle School beginning August 30, 2021, for the 2021-22 school year. She will be placed at step 2 of the B+30 lane on the Teachers Association salary schedule.

APPOINTMENTS (NON-INSTRUCTIONAL)

Michael Stoeckel - Full-time Evening Custodian at Dakota Meadows Middle School beginning July 26, 2021. He will be placed at step 2, classification A13 of the Maintenance and Custodial Workers Association salary schedule with an hourly rate of \$16.15.

CONTRACT ADJUSTMENTS (INSTRUCTIONAL)

Bette Blaisdell - Decrease in ABE Teacher assignment from 896 annual hours (0.62 FTEs) to 812 annual hours (0.56 FTEs) beginning August 30, 2021, for the 2021-22 school year.

Chantell Drummer - Increase in MAPS Early Childhood Teacher assignment from 849.5 annual hours (0.589 FTEs) to 959.5 annual hours (0.66 FTEs) beginning August 30, 2021, for the 2021-22 school year.

Kathrin Hurley - Increase in MAPS Early Childhood Teacher assignment from 1551.5 annual hours (1.07 FTEs) to 1565 annual hours (1.08 FTEs) beginning August 30, 2021, for the 2021-22 school year.

CONTRACT ADJUSTMENTS (NON-INSTRUCTIONAL)

Heidi Dauer - Transfer from Assistant Principal Secretary at West High School to Attendance Secretary at Dakota Meadows Middle School beginning July 1, 2021. This is a full-time, 8-hour per day position with a work year of 229 days and 9 paid holidays.

Jesse Seguin - Transfer from Lead Groundskeeper to Grounds Manager beginning July 1, 2021. He will be at step 4, classification B22 of the Maintenance and Custodial Workers Association salary schedule with an hourly rate of \$18.90.

Justin Westphal - Transfer from Lead Groundskeeper to Grounds Manager beginning July 1, 2021. He will be at step 2, classification B22 of the Maintenance and Custodial Workers Association salary schedule with an hourly rate of \$17.65.

REQUESTS FOR LEAVE (INSTRUCTIONAL)

Joshua Hoekstra - Physical Education/Health Teacher at Prairie Winds Middle School, has requested leave under the provisions of the Family Medical Leave Act beginning September 8 and returning to work on November 1, 2021.

Joelene Udermann - Adjust Board-approved leave dates beginning September 10 and returning to work on November 12, 2021.

REQUESTS FOR LEAVE (NON-INSTRUCTIONAL)

Steve George - Extend Board-approved leave. Returning to work on July 6, 2021.

RESIGNATIONS (INSTRUCTIONAL)

Ellen LeBeau - 1st Grade Teacher at Kennedy Elementary School, has submitted her resignation. Her last date of employment will be July 30, 2021.

Katie Rotvold - Continuous Improvement Coach (TOSA) at Jefferson/Kennedy Elementary Schools, has submitted her resignation. Her last date of employment will be July 23, 2021.

Janaye Rouillard - Rescind position as Long-term Substitute Teacher at Rosa Parks Elementary School effective July 14, 2021.

Amanda Zakrzewski - Full-time (1.0 FTEs) Contract Substitute Art Teacher at Prairie Winds Middle School, has submitted her resignation. Her last date of employment will be June 7, 2021.

RESIGNATIONS (NON-INSTRUCTIONAL)

Maylis Dickey - ABE Teaching Assistant, has submitted her resignation for the purpose of retirement. Her last date of employment will be July 29, 2021.

Kendra Euler - Early Learning Special Education Paraprofessional at the Early Learning Center, has submitted her resignation. Her last date of employment will be June 28, 2021.

Tara Harper - Special Education Paraprofessional at Kennedy Elementary School, has submitted her resignation. Her last date of employment will be June 4, 2021.

Chloe Kindgren - ACES Child Care Assistant at Kennedy Elementary School, has submitted her resignation. Her last date of employment will be July 22, 2021.

Kristin Leimer - ACES Child Care Assistant at Rosa Parks Elementary School, has submitted her resignation. Her last date of employment will be July 29, 2021.

Rebecca McDaniel - Special Education Student Success Coach at Prairie Winds Middle School, has submitted a resignation for this assignment so that she can accept the Special Education Teacher assignment. Her last date for this assignment will be August 5, 2021.

Marian Omar - Eventing Custodian at Dakota Meadows Middle School, has submitted her resignation. Her last date of employment will be June 29, 2021.

Sharon Soliz Arndt - Correction, ACES Assistant Seasonal Site Supervisor at Jefferson Elementary School, has submitted her resignation for this assignment. Her last date of employment for this position will be August 4, 2021. She will continue as Student Success Coach at Rosa Parks Elementary School.

Renewal of Membership in the Minnesota State High School League for 2021-22

Renewal of Membership in the Minnesota School Boards Association for 2021-22

Approval of 2021-22 Rates of Pay for CER Part-Time and Seasonal Personnel - see page _____.

Approval of 2021-22 Hourly Rates for Part-Time, Temporary and Substitute Employees and Miscellaneous Rates of Pay - see pages _____.

The following gifts and grants were received by the School District:

Sertoma of Greater Mankato donated \$2,500 for Mankato Area Public Schools Deaf & Hard of Hearing Program

Lake Washington Improvement Association donated \$500 for West High Boys Hockey Program

Mankato East Elementary Wrestling donated \$2,500 to East High Wrestling Program

Christopher & Abby Murphy donated \$3,000 for East High Wrestling Program

Mankato Area Foundation donated \$6,500 to Dakota Meadows and Prairie Winds Middle Schools Project Right Start

Linda & Basil Janavaras donated \$2,000 to West High John Basil Janavaras Memorial Scholarship

PTO/PTAs and Booster Clubs donated more than \$142,380 during the 2020-21 school year, with breakdowns as follows:

Bridges Advisory Committee

Approximately \$13,000 in gifts and donations

Major expenditures include:

- Technology - \$10,000
- Classroom Supplies - \$6,100
- Snack Cart - \$5,800
- School Supplies and mask lanyards - \$5,500
- Teacher appreciation - \$2,400
- SCSC Science and Nature Conf - \$1,100
- MSU theatre - \$100
- Aquarium supplies - \$260
- End of Year picnic - \$640

Central High/Freedom School

Approximately \$1,546.11 in gifts and donations

Eagle Lake Elementary

Approximately \$7,680 in gifts and donations

Major expenditures include:

- Money for teachers for classroom use - \$2,500
- Teacher appreciation - \$2,100
- Student binders - \$1,500
- School pride shirts - \$100
- COVID-19 expenses - \$265
- Educare - \$300
- Playground equipment - \$215
- Fun Day - \$700

Franklin Elementary

Approximately \$9,717 in gifts and donations

Major expenditures include:

- Mask Lanyards - \$195
- Student Activity - \$1,230
- Classroom - \$195

Teacher/Staff - \$712
MSU Theater - \$100
Reading Committee - \$244
5th Grade Shirts - \$170
PBIS - \$1,650
Student Planners - \$1,011

Hoover Elementary

Approximately \$31,990 in gifts and donations

Major expenditures include:

Virtual Theatre - \$100
Faculty/Classroom Gifts to date - \$4500
Mini-grants - \$550
Last day of fall Hybrid Learning Items - \$250
5th Grade End of Year Celebration - \$600 to date plus an estimated additional \$550 in forthcoming invoices
Meals for Teachers and Staff & other Hospitality expenses - \$550

Jefferson Elementary

Approximately \$2,445 in gifts and donations

Major expenditures include:

Staff Reimbursements/Support - \$3,600
Student Shirts - \$1,320
COVID (distance learning materials, masks, etc.) - \$585
Conference Dinners (mostly offset by family donations) PTO spent - \$195
Misc. (Fun Day, Wellness Week, Playground Equip./Sleds, Educare basket) - \$1,000

Kennedy Elementary

Approximately \$3,225 in gifts and donations

Major expenditures include:

5th Grade Graduation - \$115
Classroom, School & Playground Supplies - \$4,670
Family Fun Nights - \$400
Kindergarten Roundup - \$140
Staff Appreciation - \$1,400
Tax Preparation/Nonprofit Registration - \$54
Outgoing PTO Member Gift - \$50

Monroe Elementary

Approximately \$7,500 in gifts and donations

Major expenditures include:

Teacher requests/classroom supplies - \$3,500
Gaga Ball Pit and playground equipment - \$1,000
Teacher Appreciation (snacks, conference meals, etc) - \$1,000
Student celebrations - \$1,000
Donation to Monroe's Climb to Feed Kids Team - \$500
Welcome Back! by Card My Yard - \$100
Virtual MSU Theatre Performance - \$100

Roosevelt Elementary

Approximately \$9,214 in gifts and donations.

Major Expenditures:

- Classroom, School, and Playground Supplies - \$2,831
- Reading Committee Programs - \$438
- MSU Theatre Performance - \$100
- 5th Grade Wristbands - \$110
- Staff Appreciation - \$742

Rosa Parks Elementary

Approximately \$1,502 in gifts and donations

Major expenditures include:

- Classroom, School & Playground Supplies - \$448
- Extra Yearbooks-\$120
- Conference meals/snacks - \$780
- Teacher Appreciation - \$54
- Educare Foundation -\$100

Washington Elementary

Approximately \$2,811 in gifts and donations

Major expenditures include:

- New student t-shirts - \$470
- Conference meals for teachers/staff - \$1,200
- Teacher/staff appreciation gifts - \$566
- MCA Testing Treats - \$106
- Extra/incentive snacks for students - \$399
- Book purchases for staff - \$299

Dakota Meadows Middle

Approximately \$7,867 in gifts and donations

Major expenditures include:

- Outdoor Equipment Maintenance - Gaga Pits - \$1,980
- Outdoor Classroom -benches & boards - \$4,293
- Trail Enrichment/Classroom Support - \$763
- Lanyards - \$335
- Staff Appreciation - \$444

Prairie Winds Middle

Approximately \$0 in gifts and donations

Major expenditures include:

- Gift Cards for PBIS - \$600
- 8th Grade Graduation - \$552

East Senior High

Approximately \$23,068 in gifts and donations

Major contributions include:

- Grad Party - \$500
- Audrey Atkins - All State Choir Entry Fee - \$150
- State Participant Panels for display - \$282
- Lettering Certificates - \$1,030
- Athletic Training supplies - \$2,476
- Lower level basketball uniform replacements - \$1,362

Golf Carts for girls golf - \$1,860
Team mental training - fall sessions - \$1,900
Electronic/Bluetooth timing system - shared across teams - \$1,850
Team mental training -winter - \$2,000
Adapted bowling shirts - \$492
AAA recipient plaques - \$150
Boys hockey conference championship banner (ASA) - \$225
Drama display to capture drama history - \$2,489
Cinderblock backstop padding - softball - \$3,000
Weight room equipment - \$2,000
Track timing camera - \$1,000
Eli Olson - All State Football Entry Fee- \$150
Megan Friedrichs - All State Choir Entry Fee - \$150
Team mental training - spring - \$2,000

West Senior High

Approximately \$20,815 in gifts and donations

Major expenditures include:

Ice Machine - \$3500
Softball Press Box Signage - \$45
Replace Softball Pennants - \$880
Scarlet Branding above Concession Stand - \$160
Softball Batting Cage Project - \$700
Addition to Gym Scoreboard - \$4,300
Scarlet Branding, Tennis Courts - \$540
Scarlet Branding, Todnem Field - \$1,740
Scarlet Branding, Scarlet Field - \$1,650
Transportation Assistance - \$300
Replace Soccer Goals at DMMS - \$3,000

Mrs. Ratcliff made a motion to accept the gifts. The motion was seconded by Ms. Schuck and carried on a 6-0 voice vote.

Director of Facilities Scott Hogen reviewed the 2022-23 Long-Term Facilities Maintenance Plan. A motion was made by Mr. Wacker to approve the plan for 2022-23 with total projects of \$20,933,000 (see page ____). The motion was seconded by Ms. Schuck and carried on a 6-0 roll call vote.

The following policies were presented for second reading and approval:

504 - Student Dress & Appearance
506 - Student Discipline

The revised policies were approved on a motion by Ms. Schuck, second by Mrs. Ratcliff, and carried on a 6-0 voice vote.

In accordance with District Policy 703, the School Board must name a fiscal auditor to audit the financial records of the School District. A proposal has been submitted by our current auditing firm, Clifton Larson Allen LLP to provide this service for the

2020-2021 fiscal year. The base fee is not to exceed \$31,645. Mr. Wacker made a motion to approve the firm of Clifton Larson Allen to serve as the fiscal auditor for fiscal year 2020-21. The motion was seconded by Mrs. Ratcliff and carried on a 6-0 voice vote.

For the past year, Mankato Area Public Schools has worked with the Minnesota Education Equity Partnership (MnEEP) to develop an equity vision and framework for the school district. The MAPS equity planning process involved several components; a pre-assessment equity review; a District Leadership Training staff and administrators retreat; a series of equity committee meetings guiding best approaches to stakeholder engagement; guidance to the teaching and learning department; six parent/guardian visioning sessions; five youth visioning sessions; and a MAPS stakeholder strategic retreat to draft an equity framework and set of definitions (see page ____). Ms. Schuck made a motion to approve the equity framework as presented. The motion was seconded by Ms. Roberts and carried on 5-1 (Mr. Kind) voice vote.

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

Clerk _____

Attest:

Chairperson _____

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

July 19, 2021

The School Board of Independent School District No. 77 met in regular session on Monday, July 19, in the Mankato Room at the Intergovernmental Center. Chair Sapp called the meeting to order at 5:00 p.m. Members present at roll call: Christopher Kind, Liz Ratcliff, Erin Roberts, Jodi Sapp, Kristi Schuck and Darren Wacker. Absent: Kenneth A. Reid.

1. Schuck/Wacker approval of agenda with personnel addendum. 6-0
2. Open Forum - Julie Strusz, Ronald Schmidt, Brianna Weller, Faustino Kuvaoga, Mark Wright, Ben Pawlitschek, James Dimock, John Wicklund, Andrew Pawlitschek, Sam Quartey, Beatriz Smith, Yurie Hong, and Sophie Hoiseth wished to speak about critical race theory, equity vision & framework & systemic racism.
3. Information: imagineOne Special Recognition, Spring Student/Staff Recognition, Annual Superintendent Evaluation, Board Member Reports.
4. Wacker/Ratcliff approval of Consent Agenda Items: Approval of Minutes of June 21, 2021, regular meeting; Final Approval of June Bills; Approval of July Bills; Approval of Personnel; Renewal of membership in MSHSL and MSBA; Approval of 2021-22 rates of pay for CER part-time and seasonal personnel; Approval of 2021-22 hourly rates for part-time, temporary and substitute employees and miscellaneous rates of pay. 6-0
5. Ratcliff/Schuck acceptance of gifts. 6-0
6. Wacker/Schuck approval of 2022-23 long term facilities maintenance plan. 6-0
7. Schuck/Ratcliff approval of revised policies. 6-0
8. Wacker/Ratcliff approval of Clifton Larson Allen as auditor for fiscal 2020-21. 6-0
9. Schuck/Roberts approval of the equity framework. 5-1 (Kind)
10. Ratcliff/Schuck adjournment at 6:58 p.m. 6-0

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.

Community Education & Recreation Department Salary Rates for Part-Time Personnel				
Job Title	Rate 2018-19	Rate 2019-20	Rate 2020-21	Rate 2021-22
ACES				
ACES childcare staff	\$9.65- \$14.00	\$10.00-\$16.50	\$10.00-\$16.50	\$10.00-\$16.50
Adult Basic Education (ABE)				
ABE Aide 6-3-2 Employees	MAPS Para contract rate	MAPS Para contract rate	MAPS Para contract rate	MAPS Para contract rate
ABE Childcare staff 6-3-2 Employee	MAPS Para contract rate	MAPS Para contract rate	MAPS Para contract rate	MAPS Para contract rate
ABE Cultural Liaison				16.50-19.50
Aquatics				
Instructor	\$12.00 - \$20.00	\$12.00 - \$20.00	\$12.00 - \$30.00	\$12.00 - \$30.00
Lifeguard	\$9.75 - \$14.00	\$10.50 - \$14.00	\$10.50 - \$14.00	\$10.50 - \$14.00
Locker Room Attendant/Aide	\$7.87 - \$9.75	\$7.87 - \$9.75	\$10.00 - \$11.00	\$10.25- \$11.50
Early Learning				
Ready for Kindergarten Facilitator	\$20.00	\$20.00	\$20.00	work now an assignment of master contract
IGDP's Tester	\$20.00	\$20.00	NA	NA
Licensed Screener	16.48-\$17.06	16.48-\$17.06	\$17.49	17.49
Screening Supervisor	26.27-\$27.19	26.27-\$27.19	\$27.87	27.87
Enrichment				
Instructor	\$9.65 - \$26.00	\$9.65 - \$26.00	\$10.00 - \$30.00	\$10.50 - \$30.00
Aide	\$9.65 - \$26.00	\$9.65 - \$26.00	\$10.00 - \$30.00	\$10.50 - \$30.00
Middle School After School		\$10.00-\$12.00		\$10.50 - \$30.00
Intern			\$10.00	\$10.50
ASA Staff				Program no longer managed by MAPS
ASA Skating School Instructors	\$8.00-\$15.00	8.25-16.00	8.50-16.00	
ASA Concession and Ice Worker	\$9.75-\$15.00	8.25-16.00	8.50-16.00	
Recreation Officials				
Adult Sports Official	\$15.00- \$29.00/game	\$15.00- \$29.00/game/hour	\$15.00-\$30/game	\$17-\$32/game
Recreation Staff				
Certified Archery Instructor	\$11.00-\$15.00	\$13.00-\$19.00/hour	\$13.00-\$19.00/hour	\$13.00-\$19.00/hour
Recreation Leader		\$10.00-\$13.00/hour	\$10.00-\$15.00/hour	\$8.21-\$15.00/hour
Skating School Instructor (new)				\$8.21 - \$15.00/hour

[illegible]

MANKATO AREA PUBLIC SCHOOLS
Hourly Rates for Part-time/Temporary Employees
2021-22 Fiscal Year

JOB TITLE	2020-21 Hourly Rate	2021-22 Hourly Rate
Laundry Worker	\$12.25	\$12.50
Work Experience/Work Based Students	Minimum Wage	Minimum Wage
High School Student Workers	Minimum Wage	Minimum Wage
Post-Secondary Work Study	Minimum Wage	Minimum Wage
Sign Language Interpreter	\$22.50-\$25.00	\$22.50-\$25.00
Language Interpreter	\$20.40	\$21.00
Intervener	\$20.40 - \$23.50	\$21.00 - \$24.25
Braillist	\$22.00 - \$26.00	22.70 - 26.80
Braillist in Training	\$15.00	\$15.45
Head Election Judge	\$11.75	\$12.00
Election Judge	\$10.25	\$10.50
Locksmith	\$12.50	\$12.50
Lead Summer Painter	\$12.25	\$13.25
Summer Painter	\$10.75	\$12.50
Summer Carpenter's Helper	\$10.50	\$12.50
Seasonal Groundskeeper	\$10.25 - \$11.20	\$12.50
Custodian's Summer Helper	\$11.20	\$12.50
Curriculum Writing	\$25.00	\$25.00
Musical Accompanist	\$20.00	\$20.00
Printer's Helper	\$10.00	\$10.25
District Stage Manager	\$25.50	\$26.25
Assistant Stage Manager	\$15.25	\$15.75
First Aid Trainers	\$28.50	\$29.25
First Aid Team Members	Reg. Hrly Rate to \$19.05 max	Reg. Hrly Rate to \$19.05 max

**MANKATO AREA PUBLIC SCHOOLS
Independent School District No. 77**

**Rates for Substitute Employees
2021-22 Fiscal Year**

<u>JOB TITLE</u>	<u>2020-21</u>	<u>2021-22</u>
Teacher	\$130.00 per day or \$21.67/hr with a two-hour minimum.	\$130.00 per day or \$21.67/hr with a two-hour minimum.
Principal (licensed)	\$150.00 per day, Base principal salary daily rate for 10 or more consecutive days beginning day 1 when known in advance.	\$150.00 per day, Base principal salary daily rate for 10 or more consecutive days beginning day 1 when known in advance.
Paraprofessional		
No District 77 Experience	\$12.50 per hour	\$12.50 per hour
With District 77 Experience	\$12.50 per hour	\$12.50 per hour
Secretary	\$12.50 per hour	\$12.50 per hour
Retired District 77 Secretary	Step 1 of position subbing for	Step 1 of position subbing for
Custodial/Maintenance	\$12.50 per hour	\$12.50 per hour
Retired District 77 Custodian	Step at time of retirement	Step at time of retirement
Food Service	Step 1 of position subbing for	Step 1 of position subbing for
Retired District 77 Food Service	Step at time of retirement	Step at time of retirement
Licensed School Nurse	\$30.00 per hour	\$30.00 per hour
Nurse (LPN or RN)	Contract Minimum	Contract Minimum

MANKATO AREA PUBLIC SCHOOLS

Miscellaneous Rates of Pay

Job Title/Activity	Rate	Comments	Budget Code
<u>PLCs</u> Missed Prep for PLC PLC after teacher duty day*	Contract Rate	Per Letter of Agreement with MTA	Site Staff Development 01/xxx/640/000/306/185
Missed Prep or Lunch - Special Ed Teachers	Contract Rate	Apply when teachers miss prep/lunch to provide instruction or for IEP meetings per Special Ed Teacher Compensation Guidelines.	01/xxx/xxx/000/740/185
IEP meetings outside of teacher duty day - all teachers*	Contract Rate	Compensation minimum of 15 minutes per Special Ed Teacher Compensation Guidelines	01/xxx/xxx/000/740/185
DIBELS Team Members	\$20.00 per hour		
<u>Test Proctors</u> Current employees during normal work hours Current employees outside normal work hours Hired from outside district Retired licensed teachers Missed prep for proctoring	No additional pay Regular Rate of Pay \$10.25 per hour \$15.00 per hour Contract Rate		01/200/611/000/000/185
Required meetings outside of teacher duty day*	\$35.00 per hour	Exception: Part-time teachers attending a district inservice within the FT teacher duty day should receive their contract rate for additional time beyond their contract time.	Teacher's Regular Salary Code
Summer Professional Development	\$35.00 per hour	Note: Payment for summer professional development will be paid only if specifically aligned to District Roadmap initiatives and designated by the District as paid training.	Site or Program Staff Development Code
Participating on Interview Teams	No pay - voluntary		-----
Teaching Fellows	\$25.00 per hour	For activities outside of teacher duty day scheduled by mentors and designated for pay	
Moving	Sub Custodian Rate	Maximum 8 hours	01/xxx/810/000/000/170
Cougar Learning Lab Coordinator	\$20.00 per hour	East Sr. High School	
Success Coach	\$20.00 per hour	PWMS	
PASS/SASH Instructors	Contract Rate	PWMS and DMMS	01/612/280/000/303/140
<u>CPI/PCM Training</u> Trainers Teacher Trainees sent by District Para Trainees sent by District	Contract Rate \$35.00 per hour Regular hourly rate		01/200/420/640/419/185

*Teacher duty day is 7 hours, 50 minutes. Teachers are required to begin 30 minutes prior to the student day. Typically, the end time for secondary teachers is 30 minutes after the student day; end time for elementary teachers is 40-50 minutes after the student day depending upon the length of the student day.

Note: Please be sure that teachers submit timesheets for extra time worked within the same pay period that the time was worked.

June 24, 2021

[illegible]



MEMO TO: School Board Members

FROM: Paul Peterson

DATE: July 13, 2021

SUBJECT: MAPS Equity Vision and Framework

For the past year, Mankato Area Public Schools has worked with the Minnesota Education Equity Partnership (MnEEP) to develop an equity vision and framework for the school district. This process has been completed, and below is a brief overview of the process and the recommendations that have been crafted by community stakeholders and MAPS staff for your consideration at the July 19 School Board meeting.

You will note one shaded area, under the 'MAPS Values/Commitments' section. Recommendations in this area will be shared in final form once input and feedback are collected from stakeholder groups.

The Equity Vision and Framework Process

In the summer of 2020, Mankato Area Public Schools (MAPS) called upon the expertise of the Minnesota Education Equity Partnership (MnEEP) for assistance in a formal and collective equity planning process in the school year 2020-2021. MAPS dedicated itself to do a deep evaluation of how the system was centering racial equity in their policies and practices, and the degree to which cultural community groups have provided input on equity, inclusion and school systems change.

The MAPS-MnEEP partnership involved key "learning stops" over the last year: a pre-assessment race equity review (with over 117 stakeholder interviews and/or survey input); a District Leadership Training staff and administrators retreat (with 45 participants); a series of equity committee meetings guiding best approaches to stakeholder engagement (with 12 committee members); guidance to the teaching and learning department; six parent/guardian visioning sessions (with 84 total participants); five youth visioning sessions (with 29 total participants); and a final MAPS stakeholder strategic retreat (with 23 participants in working groups).

Based on the learning stops and community feedback, deep engagement with representatives of the Mankato Latinx, Somali, Sudanese, African American, Asian American and American Indian community and students, MAPS cultural liaisons, administrators and staff, and nonprofit partners, five recommendations have been developed for your consideration.

MAPS Mission Statement

MAPS current mission, *“Assuring learning excellence and readiness for a changing world,”* was reviewed at the strategic retreat for an update with new and refreshed racial equity input. While the statement honors the past, the working groups concluded that a new statement could be more inspirational and reflect the urgency of equity with the community—and impact on an ever-changing global society.

In adopting a more inclusive mission statement, the School Board recognizes its role in embracing each learner and its responsibility to serve them.

“Mankato Area Public Schools (MAPS) is committed to working together equitably, with families and communities, so that each learner has the knowledge and skills to be successful and contributing citizens in a diverse global society.”

MAPS Vision Statement

The working groups concluded that the current vision statements do not capture a “future state” that reflects what was heard from parents and students around ideas of inclusion, dignity, equity and what is being committed to for each child. Parent visioning sessions lifted up the reminder that families sending their children to MAPS want an assurance that their children are treated with respect, love, and to know that they are truly heard and valued.

In adopting a new vision statement, the School Board acknowledges the value of each learner and family in the MAPS system.

“MAPS vision is that every learner will be seen for who they are inclusive of: race, national origin, home language, sex, gender, sexual orientation, disability, age, or religion. MAPS learners will experience a school environment that builds their voice and agency. Learners and families will be seen and heard. MAPS will assure that each learner has the skills to enter society with a joy for learning, a positive vision for the future and the ability to navigate the world with hope, dignity and their multiple talents.”

MAPS Values/Commitments

The working groups discussed that MAPS current values need to be infused with more equitable and inclusive terms, and be more actionable as promises and commitments. It's also important to consider how a set of values will be translated and understood in each cultural context in the community.

MAPS actively works to be:

- **Intentionally Inclusive**
- **Visibly Equitable**
- **Anti-racist**
- **Committed to Excellence**
- **Accountable for Results**

MAPS will reach its mission and vision when:

- **Each student is ready for kindergarten.**
- **Each student is reading well by 3rd grade.**
- **All achievement gaps are closed.**
- **All students are college and career ready by graduation.**
- **All students graduate.**
- **Each (student, staff, family) feels safe, is welcome and is treated with dignity and respect.**

MAPS Race Equity Lens

A racial equity lens is a vital decision-making tool, at the policy and practices level, because it slows down decisions to consider who has been historically excluded in shaping a specific policy or practice--and yet has experienced disproportionate impact by such decisions. When implemented with fidelity across the system, more inclusive and equitable conclusions can come forth.

By applying an equity lens to its work in policy, finance and governance, the School Board commits itself to examining multiple perspectives to assure decisions are rooted in an equitable mindset.

MAPS Racial Equity Lens Guiding Questions

1. **Who benefits or is advantaged by the current system? What is the impact on this group of people?**
2. **Who is disadvantaged? What is the impact on this group of people?**
3. **How is it a systemic and/or institutional issue?**
4. **Is it out of line with our Equity Vision? How does it represent our Equity Vision?**

5. Why hasn't it been addressed? Or, how has it begun to be addressed?
6. Overall, what are the main concerns, and what are some potential action steps that could be taken to correct them?

MAPS Equity Definitions

A school community is strengthened by clearly defining the use of key terms and concepts included in a racial equity framework. Work groups reviewed terms and definitions presented during the process, including *individual racism*, *institutional racism*, *structural racism*, *racial equity* and *antiracism*. In addition to adopting definitions to this listing, work groups agreed that MAPS would benefit from developing an equity glossary with an expanded listing of concepts and definitions to guide and advance further race equity work in the areas of policy, practice and positive student and community narratives at MAPS.

Individual Racism: refers to the beliefs, attitudes, and actions of individuals that support or perpetuate racism. Individual racism can be deliberate, or the individual may act to perpetuate or support racism without knowing that is what he or she is doing. (Source: [*Flipping the Script: White Privilege and Community Building*](#). Maggie Potapchuk, Sally Leiderman, Donna Bivens and Barbara Major. 2005).

Institutional Racism: refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create disadvantages for people from groups that have been historically oppressed. (Source: Evanston/Skokie Schools).

Structural Racism: Structural racism is racial bias across institutions and society. It describes the cumulative and compounding effects of an array of factors that systemically privilege white people and disadvantage people of color (Source: Race Equity and Inclusion Action Guide, Annie E. Casey Foundation).

Race Equity: Race equity is a new condition that brings about clear remedies for historic and present day barriers producing racial disparities and disparate impacts. Race equity is not merely a value; it is a systemic and structural shift, and is actualized fairness and justice. (Source: Annie E. Casey Foundation).

Antiracism: Antiracism education is the active process of identifying and dismantling racist attitudes, systems, structures, policies, and practices to advance a more racially just future where the humanity of everyone is valued and uplifted. (Source: Ibram X. Kendi)