AGENDA
Independent School District No. 77
Mankato, MN 56001

Monday, July 19, 2021 - 5:00 p.m.
Intergovernmental Center - Mankato Room

Greeters: Supt. Paul Peterson and Board Member Erin Roberts

1. CALL TO ORDER AND ROLL CALL (5:00 P.M.)

2. APPROVAL OF AGENDA (5:00 P.M.)

3. OPEN FORUM (5:05 P.M.)

4. INFORMATION (5:15 P.M.)

   A. Special Recognition

   B. Spring Student/Staff Recognition

   C. 2020-21 Superintendent Evaluation

   D. Board Member Workshop/Committee Reports

5. CONSENT AGENDA (6:10 P.M.)

   A. Approval of Minutes of June 21, 2021, Regular Meeting

   B. Approval of Final June Bills

C. Approval of July Bills

D. Personnel

E. Renewal of Membership in the Minnesota State High School League

F. Renewal of Membership in the Minnesota School Boards Association

G. Approval of the 2021-22 Rates of Pay for Community Education & Recreation Department Part-Time and Seasonal Personnel

H. Approval of the 2021-22 Hourly Rates for Part-Time, Temporary and Substitute Employees and Miscellaneous Rates of Pay

6. BUSINESS (6:15 P.M.)

A. Acceptance of Gifts and Grants

B. Act on 2022-23 Long-Term Facilities Maintenance Plan

C. Second Reading/Approval of Revised Policies

D. Naming of Auditor for Fiscal 2020-2021

E. Approval of Equity Framework for Mankato Area Public Schools

7. ADJOURNMENT (6:40 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
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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
10 Civic Center Plaza, #2
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 citizen participation is for the School Board to hear citizen views on ways to improve the educational program and ways to improve processes, including communications, for bringing about such improvements. **It is important for speakers to be aware that the School Board does not comment or ask questions during Open Forum. The School Board's sole role is to listen.**

Each speaker will be asked to state his/her name and address for the record, and will be allowed 3-5 minutes to speak. When there are a large number of speakers, 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.

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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: 07/19/2021

Prepared By: Travis Olson, Director of Teaching & Learning

Item Type: Information

Subject:

Special Recognition

Background:

From time to time, the School Board provides special recognition to individuals and/or organizations by inviting them to a regularly scheduled meeting. We continue to appreciate the great support Mankato Area Public Schools receives from our community.

Special guests have been invited to tonight's meeting to be recognized by the School Board.

Recommended Action:

None

School Board Regular Meeting **4. B.**

Meeting Date: 07/19/2021

Prepared By: Paul Peterson, Superintendent

Item Type: Information

Subject:

Spring Student/Staff Recognition

Background:

East High Activities Director Todd Waterbury and West High Activities Director Joe Johnson will review the student/staff recognition items for the Spring season.

Recommended Action:

None

Attachments

Recognition List

The following East High students are recognized for their accomplishments during the Spring season:

<u>Softball</u>– MSHSCA Gold Academic Team Award

Maddie Glowgowski – All-State Academic MSHSCA
Madie Clarke – All-State Academic MSHSCA
– All-Star Series Selection MSHSCA
Tayler Swalve – All-State Academic MSHSCA
– All-State Second Team MSHSCA
– All Star Series Selection MSHSCA
Claire McIntire – All-State Academic MSHSCA
Maddie Mangulis – All-State Honorable Mention MSHSCA
Peyton Stevermer – All-State Honorable Mention MSHSCA

<u>Baseball</u>– MSHSCA Silver Academic Team Award

<u>Adaptive Bowling</u>

CI Division State Runner-Up

Julio Esquivel, Wren Eccles, Jacob Watson and Cordelia Emery

CI Division State Doubles Runner-Up

Shanti Esters and Nevaeh Farris

<u>Boys Lacrosse</u> – MSHSCA Silver Academic Team Award

Oliver Engelby – Academic All-State (East)
Joe Burns – Academic All-State (East)
Sean Burns – Academic All-State (East)
Quintin Stiendl – Academic All-State (East)
Brady Hatkin – Academic All-State (West)
Brock Leider – Academic All-State (West)

<u>Boys Tennis</u>– MSHSCA Gold Academic Team Award (3.74 GPA)

<u>Boys Track</u> – MSHSCA Gold Academic Team Award

Section 2AA Team Runner-Up

Andrew Johnson	State Participant – 3200 Meters (6th Place)
	– All-State MSHSCA
	State Participant – 1600 Meters (5th Place)
	– All-State MSHSCA
Medy Akwai	State Participant – 110 High Hurdles (11th Place)
	State Participant – High Jump (12th Place)
Okout Ochan	State Participant – 110 High Hurdles (13th Place)
Calvin Moeller	Academic All-State

Girls Track

MSHSCA Gold Academic Team Award (3.99 GPA)

Trinity Lindeman	State Participant – Triple Jump (11th Place)
4x200 Meter Relay	State Participants
	Avery Schuh, Hannah Roise, Kaylie Geraets and Megan Geraets
Megan Geraets	State Participant – 400 Meter (8th Place)
	– All–State MSHSCA
	State Participant – 200 Meter (14th Place)
Eve Anderson	Academic All–State MSHSCA
Olivia Beschorner	Academic All–State MSHSCA
Rachel Clifford	Academic All–State MSHSCA
Megan Friedrichs	Academic All–State MSHSCA
Kaylie Geraets	Academic All–State MSHSCA
Megan Geraets	Academic All–State MSHSCA
Ashlyn Hering	Academic All–State MSHSCA
Lexi Karge	Academic All–State MSHSCA
Ava Matejcek	Academic All–State MSHSCA
Eva Peters	Academic All–State MSHSCA
Hannah Roise	Academic All–State MSHSCA
Avery Schuh	Academic All–State MSHSCA
Emmy Schulz	Academic All–State MSHSCA

All State Music

Megan Friedrichs	Women's Choir (20–21)

The following West High students are recognized for their accomplishments during the Spring season:

Baseball

- MSHSCA Academic All-State: Wyant Fowlds, Nick Cook

Girls Lacrosse

- MSHSCA Gold Academic Team Award
- MSHSCA Academic All State:
    - Mankato West – Trinity Jackson, Geneve Morales, Alaina Spaude, Grace Whitney, Annelise Winch, Addelyn Mason, Mya Crocker
    - Mankato East – Daevya Gagnon

Girls Softball

- MSHSCA Gold Academic Team Award
- MSHSCA Academic All State: Bri Stoltzman, Emma Niederegger
- MSHSCA All State – Lauryn Douglas (1st Team), Bri Stoltzman (2nd Team)
- Honorable Mention All State: Lani Schoper, Abbi Stierlen
- Section 2AAA Champions
- 3rd Place Finish in MSHSL State Softball Tournament
- Section Coach of the Year – Don Krusemark

Boys Tennis

- MSHSCA Gold Academic Team Award
- MSHSCA Academic All State Individual: Ronan Corley

Boys Track and Field

- MSHSCA Academic All State: Peyton Goettlicher, Owen Johnson, Jack Raverty, Markus Rupnow, Ethan Ulman
- MSHSCA Gold Academic Team Award
- State Meet Participants:
    - Elijah Green – Long Jump – 8th place, All State
    - Owen Johnson, Jack Raverty, Blake Kirby, Peyton Goettlicher – 4x200 – 9th place, All State
    - Owen Johnson, Wyatt Block, Blake Kirby, Peyton Goettlicher – 4x100 – Participant
    - Owen Johnson – 100 M dash 17th place
    - Marcus Rupnow – 800 M dash 14th place
    - Jack Raverty, Blake Kirby, Marcus Rupnow, Ethan Ulman – 4x400 – 14th place

Girls Track and Field

- MSHSCA Gold Academic Team Award
- MSHSCA Academic All State: Jenna Sikel, Abby Olenius, Grace Banse
- State Meet Participants:
    - Jenna Sikel – Pole Vault – 4th place, All State
    - Abby Olenius – Pole Vault – Tie for 8th, All State
    - Grace Banse – Shot Put – 13th Place
    - Grace Banse – Discus – 12th place

Adapted Bowling

- State Meet Place Winner: Frank Kammerdiener – 3rd Place Singles PI Division

Boys Golf

- State Placewinners: Leo Geller (All State, 7th Place), Owen Bjork (28th Place)

All State Music

- Jade Ziegler – Violin 20–21
- Thomas Kane – Bass 21–22

School Board Regular Meeting **4. C.**

Meeting Date: 07/19/2021

Prepared By: Paul Peterson, Superintendent

Item Type: Information

Subject:

2020-21 Superintendent Evaluation

Background:

Superintendent Paul Peterson was evaluated by the Mankato Area Public School Board in July.

The evaluation tool used by the MAPS School Board to evaluate Dr. Peterson was a blend of the superintendent performance assessment document and a rating scale developed by the American Association of School Administrators. The following categories were scored on a 0-4 scale by each Board member:

- Instructional Leadership
- Performance Management and Continuous Improvement
- Resource Management
- Employee, Parent and Community Engagement
- Leadership in the Public Arena
- Board Relations

Board members met in a closed study session on July 7, reviewed the gathered information and discussed Dr. Peterson's performance with him.

A summary of the performance review will be shared by the Board Chair.

Recommended Action:

None

School Board Regular Meeting **4. D.**

Meeting Date: 07/19/2021

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: 07/19/2021

Prepared By: Paul Peterson, Superintendent

Item Type: Action

Subject:

Approval of Minutes of June 21, 2021, Regular Meeting

Background:

See attachment.

Recommended Action:

Recommend approval of the minutes and proceedings as attached.

Attachments

Minutes - June 21, 2021

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

June 21, 2021

The School Board of Independent School District No. 77 met in regular session on Monday, June 21, via Zoom. Chair Sapp called the meeting to order at 5:30 p.m. Members present at roll call: Christopher Kind, Liz Ratcliff, Kenneth A. Reid, Erin Roberts, Jodi Sapp and Darren Wacker. Members absent: Kristi Schuck.

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

Open Forum: No one wished to speak.

Information Reports: MAPS Equity Update, First Reading of Revised Policies, Board Member Workshop/Committee Reports.

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

Approval of Minutes of the June 7, 2021, regular meeting.

Approval of June Bills totaling $12,681,846.59.

Personnel:

APPOINTMENTS (NON-AFFILIATED)
Kim Hermer - Career Development Specialist beginning July 1, 2021. This is a full-time, 12-month non-affiliated position with an annual salary of $77,000.00, and she will be eligible for category III benefits.

APPOINTMENTS (INSTRUCTIONAL)
Heather Anderson - ABE Teacher with the Adult Basic Education Program at Lincoln Community Center for 2.25 hours per day/2 days per week beginning July 6 and ending July 29, 2021. She will be compensated at the rate of $30.70 per hour.

Madison Buvarp - Full-time (1.0 FTEs) 5th Grade Teacher at Washington Elementary School beginning August 30, 2021, for the 2021-22 school year. She will be placed at step 2 of the M lane on the Teacher Association salary schedule.

Deidra Gendron - Full-time (1.0 FTEs) Contract Substitute Science Teacher for Casey Rose at Prairie Winds Middle School beginning August 30 and ending January 21, 2022. She will be placed at step 6 of the B lane on the Teachers Association salary schedule.

Sarah Larson - Full-time (1.0 FTEs) 5th Grade Teacher at Jefferson Elementary School beginning August 23, 2021, for the 2021-22 school year. She will be placed at step 7 of the B lane on the Teachers Association salary schedule.

Janaye Rouillard - Long-term (1.0 FTEs) Substitute Teacher for Karissa Nickels at Rosa Parks Elementary School beginning September 9 and ending on or about November 19, 2021. She will be placed at step 4 of the M lane on the Teachers Association salary schedule.

Thomas Tacheny - ABE Teacher with the Adult Basic Education Program at Lincoln Community Center for 3.75 hours per day/4 days per week beginning July 6 and ending July 29, 2021. She will be compensated at the rate of $32.87 per hour.

Sarah Thursby - Full-time (1.0 FTEs) English Language Arts Teacher at Prairie Winds Middle School beginning August 30, 2021, for the 2021-22 school year. She will be placed at step 10 of the M lane on the Teachers Association salary schedule.

The following will be teaching the DMMS Summer Enrichment program four days per week (M-TH) starting July 6 and ending August 5, 2021.

Instructor	**Subject**	**Hours**
Alex Christian	ELA	4.75
Jeff Ehmke	Math	4.75
Ayan Musse	Social Work	4
Jamie Mack	Social Work	4
Nathan Elness	GTT	2.25
Megan Kahle	Art	2.25

<u>APPOINTMENTS (NON-INSTRUCTIONAL)</u>

Anne Anderson - ACES Child Care Assistant at Hoover Elementary School for 5-6 hours per day/ 5 days per week beginning June 14 and ending September 3, 2021. She will be compensated at the rate of $10.00 per hour.

Kolin Baier - ACES Child Care Assistant at Kennedy Elementary School for varied hours beginning May 25 and ending September 3, 2021. He will be compensated at the rate of $11.00 per hour.

Robert Billups - Lead Evening Custodian at West High School for 8 hours per day/5 days per week beginning June 28, 2021. He will be placed at classification A13, step 3 of the Maintenance and Custodial Association salary schedule, with an hourly rate of $17.25.

Thomas Brown - ACES Child Care Assistant at Jefferson Elementary School for 5-6 hours per day/ 5 days per week beginning June 8 and ending September 3, 2021. He will be compensated at the rate of $11.00 per hour.

Hunter Buscherfeld - ESY Paraprofessional at Monroe Elementary School for 5 hours per day/4 days per week (M-TH) June 21-24, June 28-July 1, July 26-29, and August 2-5, 2021. He will be compensated according to their placement on the Minnesota School Employees Association salary schedule.

Nancy Fessel - Elementary Summer School Secretary 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 Educational Secretaries Association salary schedule.

Safio Hassan - ACES Child Care Assistant at Eagle Lake Elementary School for 6 hours per day/ 5 days per week beginning June 1 and ending September 3, 201. She will be compensated at the rate of $10.00 per hour.

Marc Jensen - Summer Grounds Worker for 8 hours per day/ 5 days per week beginning June 8 and ending September 7, 2021. He will be compensated at the rate of $11.20 per hour.

Jaidyn McGee - ACES Child Care Assistant at Eagle Lake Elementary School for 6 hours per day/ 5 days per week beginning June 1 and ending September 3, 2021. She will be compensated at the rate of $11.00 per hour.

Julie Meschke - ESY Paraprofessional at Eagle Lake Elementary School for 5 hours per day/4 days per week (M-TH) June 21-24, June 28-July 1, July 26-29, and August 2-5, 2021. She will be compensated according to their placement on the Minnesota School Employees Association salary schedule.

Eric Miller - Summer Grounds Worker for 8 hours per day/ 5 days per week beginning June 8 and ending September 7, 2021. He will be compensated at the rate of $11.20 per hour.

Omot Okuot - Evening Custodian at West High School for 8 hours per day/5 days per week beginning June 28, 2021. He will be placed at classification A13, step 2 of the Maintenance and Custodial Association salary schedule, with an hourly rate of $16.00.

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

Amanda Robinson - Elementary Summer School Secretary 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 Educational Secretaries Association salary schedule.

Silas Simpson - ACES Child Care Assistant at Hoover Elementary School for 6 hours per day/ 5 days per week beginning June 1 and ending September 3, 2021. He will be compensated at the rate of $10.00 per hour.

Tyler Sorenson - Summer Grounds Worker for 8 hours per day/ 5 days per week beginning June 7 and ending September 7, 2021. He will be compensated at the rate of $11.20 per hour.

Emily Spieker - ACES Child Care Assistant at Eagle Lake Elementary School for 6 hours per day/ 5 days per week beginning June 1 and ending September 3, 2021. She will be compensated at the rate of $11.00 per hour.

Cale Stuve - ACES Child Care Assistant at Jefferson Elementary School for 6 hours per day/ 5 days per week beginning June 1 and ending September 3, 2021. He will be compensated at the rate of $10.00 per hour.

Maxine Taylor - ESY Paraprofessional at Rosa Parks Elementary School for 5 hours per day/4 days per week (M-TH) June 21-24, June 28-July 1, July 26-29, and August 2-5, 2021. She will be compensated according to their placement on the Minnesota School Employees Association salary schedule.

Kenneth Watson - ACES Child Care Assistant at Eagle Lake Elementary School for 2 hours per day/ 5 days per week beginning June 16 and ending September 3, 2021. He will be compensated at the rate of $11.75 per hour.

Ben Winkels - Summer Grounds Worker for 8 hours per day/ 5 days per week beginning June 8 and ending September 7, 2021. He will be compensated at the rate of $11.20 per hour.

Jill Wood - ACES Child Care Assistant Substitute at Hoover Elementary School for varied hours beginning June 16 and ending September 3, 2021. She will be compensated at the rate of $12.25 per hour.

<u>CONTRACT ADJUSTMENTS(INSTRUCTIONAL)</u>
Angie Blackstad - Increase Diploma Program Supervisor work-year from 220 days to 240 days beginning July 1, 2021.

Bambi Dubke - Transfer from 1.0 FTEs POHI Assistive Tech to 0.5 FTEs POHI and 0.5 FTEs ECSE beginning August 30, 2021.

Beth Dostal - Change in MAPS Preschool Teacher assignment from 0.97FTEs (1393.5 hours) to 1.05 FTEs (1523.5 hours) for the 2021-22 school year.

Lisa Downs-Kohn - Change in MAPS Preschool Teacher assignment from 0.98 FTEs (1413 hours) to 1.07 FTEs (1543 hours) for the 2021-22 school year.

Stephanie Roettger - Change in salary for Summer School Teacher assignment at Immanuel Lutheran. She will be placed at step 6 of the B lane on the Teacher Association salary schedule, with an hourly rate of $44.08.

Hilary Urban - Change in MAPS Preschool Teacher assignment from 0.97 FTEs (1401.5 hours) to 1.06 FTEs (1531.5 hours) for the 2021-22 school year.

CONTRACT ADJUSTMENTS (NON-INSTRUCTIONAL)

Alexandra Carlson - Transfer from ACES Child Care Assistant to ACES Child Care Assistant Substitute at Eagle Lake Elementary School for varied hours beginning June 7 and ending September 3, 2021.

Ciara Flugum - Transfer from ACES Child Care Assistant Substitute to ACES Assistant Site Supervisor at Eagle Lake Elementary School for 6-8 hours per day/ 5 days per week beginning June 7 and ending September 3, 2021. She will be compensated at the rate of $13.00 per hour.

Brooklyn Haley - Transfer from ACES Child Care Assistant at Washington Elementary School to ACES Child Care Assistant Substitute at Hoover for varied hours beginning June 7 and ending September 3, 2021.

Kaylee Jacobs - Transfer from ACES Child Care Assistant at Franklin Elementary School to ACES Child Care Assistant Substitute at Jefferson Elementary School for varied hours beginning June 7 and ending September 3, 2021.

Serennah Johnson - Transfer from ACES Child Care Assistant to ACES Assistant Site Supervisor at Eagle Lake Elementary School for 6-8 hours per day/ 5 days per week beginning June 7 and ending September 3, 2021. She will be compensated at the rate of $13.00 per hour.

Jillian Jongbloedt - Transfer from ACES Child Care Assistant at Bridges Community School to ACES Assistant Site Supervisor at Hoover Elementary School for 6-8 hours per day/ 5 days per week beginning June 7 and ending September 3, 2021. She will be compensated at the rate of $13.25 per hour.

Avie Kulseth - ACES Child Care Assistant at Kennedy Elementary School, increase hourly rate of pay to $11.25 beginning June 7, 2021.

Morgan Lau - Transfer from ACES Child Care Assistant at Roosevelt Elementary School to ACES Child Care Assistant Substitute at Jefferson Elementary School for varied hours beginning June 7 and ending September 3, 2021.

Jamie Linnemon - Correction, Counseling Secretary at Dakota Meadows Middle School to Counseling Secretary at West High School beginning July 1, 2021. This is a full-time, 8-hour per day position with a work-year of 213 days plus 9 paid holidays and she will be placed at classification B21, step 4 of the Educational Secretaries Association salary schedule.

Rosemary Martinez Bartolo - Transfer from Part-time ACES Site Supervisor at Bridges Community School to ACES Assistant Site Supervisor at Eagle Lake Elementary School for 6-8 hours per day/ 5 days per week beginning June 7 and ending September 3, 2021. She will be compensated at the rate of $13.00 per hour.

Claire McIntire - ACES Child Care Assistant at Washington Elementary School, increase in hourly rate of pay to $11.25 beginning June 7, 2021.

Julie Meschke - Transfer from Special Education ASD Paraprofessional, level 3 - classification B21.5 at Rosa Parks Elementary School to DCE Lifeskills Paraprofessional at Washington Elementary School for 6.25 hours per day/5 days per week beginning September 8, 2021. She will be placed at classification B22.5, step 2 in accordance with the agreement between the District and the Minnesota School Employee Association with an hourly rate of $17.34.

Jordan Mickelson - ACES Child Care Assistant at Monroe Elementary School, increase in hourly rate of pay to $11.50 beginning June 7, 2021.

Emma Moffitt - Transfer from ACES Child Care Assistant at Hoover Elementary School to ACES Child Care Assistant Substitute at Jefferson Elementary School for varied hours beginning June 7 and ending September 3, 2021.

Jon Morrow - ACES Child Care Assistant Substitute at Eagle Lake Elementary School, increase in hourly rate of pay to $11.75 per hour beginning June 7, 2021.

Paige Nixt - ACES Child Care Assistant Substitute at Hoover Elementary School, increase in hourly rate of pay to $11.25 per hour beginning June 7, 2021.

Taylor Nixt - ACES Child Care Assistant Substitute at Hoover Elementary School, increase in hourly rate of pay to $11.50 beginning June 7, 2021.

William Robinson - Increase in assignment as 4-Hour Evening Custodian at Bridges Community School for 4 hours per day/ 5 days per week to 8 hours per day/ 5 days per week beginning June 7 and ending September 7, 2021.

Melissa Schneider - Transfer from ACES Child Care Assistant Substitute at Roosevelt Elementary School to ACES Seasonal Site Supervisor for 6-8 hours per day/ 5 days per week at Hoover Elementary School beginning May 25 and ending September 3, 2021. She will be compensated at the rate of $14.50 per hour.

Leigh Schofield - Transfer from Clerical/POS operator at Franklin Elementary to Professional Development & Assessment Secretary beginning June 9, 2021. This assignment is for 8 hours per day/5 days per week with a work year of 250 days and 10 paid holidays. She will be placed at classification B22, step 6, in accordance with the Educational Secretaries Association salary schedule with an hourly rate of $18.40.

Jamie Schumacher - Transfer from ACES Child Care Assistant at Washington Elementary School to ACES Assistant Site Supervisor at Eagle Lake Elementary School for 6-8 hours per day/ 5 days per week beginning June 7 and ending September 3, 2021. She will be compensated at the rate of $13.00 per hour.

Kasja Schumann - Transfer from ACES Child Care Assistant at Rosa Parks Elementary School to ACES Assistant Site Supervisor at Jefferson Elementary School for 6-8 hours

per day/ 5 days per week beginning June 7 and ending September 3, 2021. She will be compensated at the rate of $13.00 per hour.

The following Paraprofessionals will work Summer Camp Ready, Set, Go for 6.5 hours per day/ 4 days per week (M-TH) July 19-23 & 26-29, August 2-5 & 9-12, 2021. They will be compensated according to their placement in accordance with the agreement between the District and the Minnesota School Employee Association.

Rachel Christnagel, Patti Elmer, Ronette Hornick, Rachel Kronlokken, Faith Schlecht

The following ACES Child Care Staff will have an increase in hours for the summer beginning June 7 and ending September 3, 2021.

Jaxon Beavans - 5-8 hours per day/ 5 days per week
Clara Flugum - 6-8 hours per day/ 5 days per week
Andrew Franke - 5-8 hours per day/ 5 days per week
Chandler Gooding - 5-8 hours per day/ 5 days per week
Grace Guetschow - 5-8 hours per day/ 5 days per week
Rebecca Guss - 5-8 hours per day/ 5 days per week
Blake Hains - 5-8 hours per day/ 5 days per week
Joy Hamond - 5-8 hours per day/ 5 days per week
Blake Hardesty - 5-8 hours per day/ 5 days per week
Kayla Haugen - 5-8 hours per day/ 4 days per week
Rose Hazuka - 5-8 hours per day/ 5 days per week
Lydia Hedlund - 5-8 hours per day/ 5 days per week
Madison Hennager - 5-8 hours per day/ 5 days per week
Ashlyn Hering - 5-8 hours per day/ 5 days per week
Katherine Hetzel - 5-8 hours per day/ 5 days per week
Ronetta Hornick - 5-8 hours per day/ 5 days per week
Jonathan Karels - 5-8 hours per day/ 5 days per week
Miranda Kelley - 5-8 hours per day/ 5 days per week
Chloe Kindgren - 5-8 hours per day/ 5 days per week
Janet Knakmuhs - 5-6 hours per day/ 3-4 days per week
Kallie Kuehmichel - 5-8 hours per day/ 5 days per week
Faith Larsen - 5-8 hours per day/ 5 days per week
Kristin Leimer - 5-8 hours per day/ 5 days per week
Lynsey Magaard - 5-8 hours per day/ 5 days per week
Maribeth Marso - 5-8 hours per day/ 5 days per week
Isabelle Matteson - 5-8 hours per day/ 5 days per week
Claire McIntire - 5-8 hours per day/ 5 days per week
Julie Meschke - Varied hours from week to week
Jordan Mickelson - 5-8 hours per day/ 5 days per week
Mikayla Nachazal - 5-8 hours per day/ 5 days per week
Jenna Nordly - 5-8 hours per day/ 5 days per week
Grace Palmquist - 5-8 hours per day/ 5 days per week
Britta Petersen - 5-8 hours per day/ 5 days per week
Emma Petersen - 5-8 hours per day/ 5 days per week

Lexi Reid - 5-8 hours per day/ 5 days per week
Madeline Saye - 5-8 hours per day/ 5 days per week
Jamie Schumacher - 6-8 hours per day/ 5 days per week
Calie Schumann - 5-8 hours per day/ 5 days per week

REQUESTS FOR LEAVE (INSTRUCTIONAL)
Brittany Boyum - Extend Board-approved leave through June 7, 2021.

Kim Hermer - Teacher at West High School, has requested unpaid leave for the 2021-22 school year for the purpose of accepting the Career Development Specialist assignment.

REQUESTS FOR LEAVE (NON-INSTRUCTIONAL)

RESIGNATIONS (INSTRUCTIONAL)
Gabrielle Essay - 1.0 FTE Science Teacher at Dakota Meadows Middle School, has submitted her resignation. Her last date of employment will be June 7, 2021.

Stephanie Ottmar - School Counselor at West High School, has submitted her resignation. Her last date of employment will be June 7, 2021.

RESIGNATIONS (NON-INSTRUCTIONAL)
Jack Norris - ACES Child Care Assistant at Bridges Community School, has submitted his resignation. His last date of employment will be June 4, 2021.

Ashley Pasbrig - Special Education Paraprofessional at Central High School, has submitted her resignation. Her last date of employment will be May 14, 2021.

Colleen Rezac - Professional Development and Assessments Secretary has submitted her resignation in order to accept the Administrative Assistant to the Assistant Director of Early Learning assignment. Her last date for this assignment will be June 6, 2021.

Leigh Schofield - Summer Second Cook at Jefferson Elementary School, has submitted a resignation from this position in order to accept the position of Professional Development & Assessments Secretary effective June 7, 2021.

Personnel – Addendum

APPOINTMENTS (INSTRUCTIONAL)
Burhan Ahmed - ABE Teacher 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 $27.07 per hour.

Rachel Hudson - School Psychologist for the Elementary School Summer School program for approximately 15 hours per week beginning June 21 and ending August 5,

2021. She will be compensated according to her placement on the Teachers Association salary schedule.

Jamie Mack - Counselor for the Middle School Summer program for approximately 20 hours per week beginning June 21 and ending August 5, 2021. She will be compensated according to her placement on the Teachers Association salary schedule.

Ayan Musse - School Social Worker for the Middle School Summer program for approximately 20 hours per week beginning June 21 and ending August 5, 2021. She will be compensated according to her placement on the Teachers Association salary schedule.

Jacquelyn Peterson - Full-time (1.0 FTEs) English Teacher at West High School beginning August 23,2021, for the 2021-22 school year. She will be placed at step 9 of the M lane on the Teacher Association salary schedule.

Kathryn Ryan - School Counselor for the Middle School Summer program for approximately 15 hours per week beginning June 21 and ending August 5, 2021. She will be compensated according to her placement on the Teachers Association salary schedule.

Faith Schlecht - MAPS Preschool Teacher at the Early Childhood Center for 588 annual hours (0.408 FTEs) beginning August 23, 2021, for the 2021-22 school year. This is in addition to her MAPS Early Childhood Teacher assignment.

Rebecca Sharpsteen - School Social Worker for the Central High Summer School Program for approximately 20 hours per week beginning June 14 and ending July 30, 2021. She will be compensated according to her placement on the Teacher Association salary schedule.

The following will be 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. They will be compensated according to their placement on the Teachers Association salary schedule.

Kari Benson, Dan Blasl, Miranda Bode, Cindy Bode, Dawn Clauson, Casey Collison, Angie Davis, Danielle Elker, Makenzie Evans, Jill Gause, Karla Giesen, Cindi Hashimoto, Kasey Hassig, Sandy Hatelstad, Megan Hoekstra, Tierra Jorgensen, Samantha Kaeter, Alyson Kehn, Mandi Kopischke, Sarah Larson, Molly Lout, Matt Malay, Jodi McBride, Michelle Modrow, Emily Molenaar, Karissa Nickels, Haley Nicolai Jennifer Schmidt, Angela Sheldrup, Cinthia Sotelo, Abby Steffensmeier, Alexis Thompson, Kyle Vanselow, Kayla Vogelsand, Parker Winning

The following will be teachers in the ESY Related Service summer program on the following dates June: 14-18, 21-25, July: 12-16, 19-23, August: 2-6, 9-13

Lacey Cooley, Beki Elledge, Emily Gorman. Hope Grabau, Gina Henkelman, Mary Jo Kann, Sarah Kenward, Anica Myhr, Beth Sachau, Martha Speckel

APPOINTMENTS (NON-INSTRUCTIONAL)

CONTRACT ADJUSTMENTS (INSTRUCTIONAL)
Kathrin Hurley - Increase in MAPS Early Childhood Teacher assignment from 1491.5 annual hours (1.04 FTEs) to 1551.5 annual hours (1.077 FTEs) for the 2021-22 school year.

Kristin Schimek - Decrease in Early Learning Parent Educator assignment from 390.5 annual hours (0.27 FTEs) to 160.5 annual hours (0.11 FTEs) for the 2021-22 school year.

Faith Schlecht - Increase in MAPS Early Childhood Teacher assignment from 579.5 annual hours (0.40 FTEs) to 611 annual hours (0.42 FTEs) for the 2021-22 school year.
Angela Timmerman - Increase in ECFE Parent Educator assignment from 137 annual hours (0.09 FTEs) to 150.5 annual hours (0.10 FTEs) for the 2021-22 school year.

Gaudence Uwamahoro - Increase in assignment as French Teacher at West High School from 0.167 FTEs to 0.333 FTEs beginning August 30, 2021, for the 2021-22 school year.

CONTRACT ADJUSTMENTS (NON-INSTRUCTIONAL)
Niseren Mustafa -Temporary increase in wages for Cook's Helper at West High School from Cook's Helper 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.

Kelly Solomon - Rescind appointment to the position of Summer Cooks Helper at Rosa Parks Elementary School for 2.25 hours per day/5 days per week for summer 2021 beginning July 6 and ending August 6, 2021.

REQUESTS FOR LEAVE (NON-AFFILIATED)
Kalli Schaub - ACES Program Manager, has requested leave under the provisions of the Family Medical Leave Act beginning June 9 and returning to work on June 30, 2021.

REQUESTS FOR LEAVE (NON-INSTRUCTIONAL)
Joy Cogan - Special Education Job Coach at East & West High School, has requested leave under the provisions of the Family Medical Leave Act beginning May 5 and ending June 4, 2021.

RESIGNATIONS (INSTRUCTIONAL)
Jennie Helget - Special Education Teacher at West High School has submitted her resignation. Her last date of employment will be June 7, 2021.

RESIGNATIONS (NON-INSTRUCTIONAL)
Sierra Baumgard - ACES Child Care Assistant Substitute at Bridges Community School, has submitted her resignation. Her last date of employment will be June 4, 2021.

Jenna Nordly - ACES Child Care Assistant at Bridge Community School, has submitted her resignation. Her last date of employment will be June 16, 2021.

Alexandra Wood - ACES Child Care Assistant at Bridges Community School has submitted her resignation. Her last date of employment will be July 1, 2021.

Approval of School Board Meeting Dates for 2022 (see page _____).

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

The following donors donated to Community Education and Recreation Movies in the Park:

- $500 from Bromeland Law LLC
- $250 from Olson Family Chiropractic
- $250 from Dasch Salon and Spa

Consolidated Communications donated $2,500 to Dakota Meadows Middle School Project Lead the Way Program

HyVee donated Gift Cards ($125 value) to Community Education & Recreation Movies in the Park and Rec on the Go

Joe & Erin Visker donated Mobile Stander ($3,250 value) to Mankato Area Public Schools Special Education Department

Mrs. Ratcliff made a motion to accept the gifts. The motion was seconded by Mr. Kind and carried on a 6-0 roll call vote.

Mr. Sager reviewed the proposed budget for the 2021-2022 school year and answered questions from Board members. A motion to approve the proposed budget as presented was made by Mr. Wacker and seconded by Mrs. Ratcliff. The motion carried on a 5-0-1 (Mr. Reid abstaining) roll call vote. The updated budget will be presented to the school board in December as part of the Annual Levy Certification and Truth in Taxation meeting. The revised budget for the year is presented in April.

Policy 811 COVID-19 Face Covering was adopted on September 8, 2020 to establish requirements for employees, students, and other persons present on school district property to comply with Executive Order 20-81, Executive Order 20-82, and applicable face covering requirements from the Minnesota Department of Health and the Minnesota Department of Education. Under Executive Order 21-21, the face covering provisions of Executive Order 20-81, Executive Order 20-82, and the Minnesota Department of Education's Safe Learning Plan do not apply for school districts beyond the 2020-21 school year. The school year for students in District 77 ended on June 4, 2021. Under Executive Order 21-23, individuals must comply with relevant CDC orders, including face covering provisions while on public transportation, such as school buses. The Policy Review Committee met on June 14, 2021 to review

and discuss rescinding Policy 811 COVID-19 Face Covering in response to changes in executive orders and face covering requirements. Mr. Lustig reviewed Policy 811 and answered questions. A motion to rescind Policy 811 COVID-19 Face Covering was made by Mr. Reid and seconded by Mrs. Ratcliff. The motion carried on a 6-0 roll call vote.

The U.S. Department of Agriculture (USDA) has established minimum price requirements for paid school lunches. Student breakfast and lunch for the 2020-21 school year were served at no charge. This no charge status has been extended through June 2022, and the 2021-22 school year. *Adult pricing under the Seamless Summer Option (The new free meal service we are offering in the fall.) is still pending with the USDA. Once the district receives these thresholds from USDA, we will bring the updated pricing to the school board this summer. The recommended prices for 2021-2022 are as follows:

ITEM DESCRIPTION	2020-21 PRICING	2021-22 PRICING	INCREASE
Lunch Program			
Elementary Paid K-5	-0-	-0-	-0-
Middle/Secondary Paid 6-12	-0-	-0-	-0-
Adult *	$3.85	-	-
Ala Carte Milk per ½ pint	$.35	$.35	-0-
Reduced Lunch K-12	-0-	-0-	-0-
Breakfast Program			
Kindergarten	-0-	-0-	-0-
Elementary Paid	-0-	-0-	-0-
Secondary Paid	-0-	-0-	-0-
Adult *	$1.90	-	-
Reduced Breakfast K-12	-0-	-0-	-0-

Mr. Reid made a motion to approve the prices as presented, seconded by Mr. Wacker, and carried on a 6-0 roll call vote.

Quotes were received for the 2021-2022 Workers Compensation Insurance (see page _____). The quote by SFM Insurance is $477,337 and is part of the insurance package with Property and Liability Insurance. Mrs. Ratcliff made a motion to approve the Workers Compensation program with SFM Insurance for the 2021-22 school year. The motion was seconded by Mr. Kind and carried on a 6-0 roll call vote.

Quotes were received for the 2021-22 Property and Liability insurance (see page _____. The EMC Insurance renewal quote of $336,548 as a package with the Workers Compensation insurance is the combined low quote. A motion was made by Mr. Wacker and seconded by Mr. Reid to approve the Property and Liability Insurance program with EMC Insurance for the 2021-22 school year. The motion carried on a 6-0 roll call vote.

There being no further business to consider, Ms. Roberts moved and Mrs. Ratcliff seconded, that the meeting be adjourned. The meeting was declared adjourned at 7:36 p.m., on a 6-0 roll call vote.

Clerk _____

Attest:

Chairperson _____

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

June 21, 2021

The School Board of Independent School District No. 77 met in regular session on Monday, June 21, via Zoom. Chair Sapp called the meeting to order at 5:30 p.m. Members present at roll call: Christopher Kind, Liz Ratcliff, Kenneth A. Reid, Erin Roberts, Jodi Sapp and Darren Wacker. Members absent: Kristi Schuck.

1. Wacker/Reid approval of agenda with personnel addendum. 6-0
2. Open Forum – none
3. Information: MAPS Equity Update, First Reading of Revised Policies, Board Member Workshop/Committee Reports.
4. Wacker/Roberts approval of Consent Agenda Items: Approval of Minutes of June 7, 2021, regular meeting; Approval of June Bills; Approval of Personnel; Approval of School Board Meeting Dates for 2022. 6-0
5. Ratcliff/Kind acceptance of gifts. 6-0
6. Wacker/Ratcliff adopted preliminary budget for 2021-22. 5-0-1 (Reid abstained)
7. Reid/Ratcliff rescind Policy 811 COVID-19 Face Coverings. 6-0
8. Reid/Wacker approved 2021-22 breakfast/lunch prices. 6-0
9. Ratcliff/Kind approved 2021-22 workers compensation insurance with SFM Insurance. 6-0
10. Wacker/Reid approved 2021-22 property and liability insurance with EMC Insurance. 6-0
11. Roberts/Ratcliff adjournment at 7:36 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.

Independent School District No. 77
Mankato, Minnesota

SCHOOL BOARD MEETING SCHEDULE
JANUARY - DECEMBER 2022

DATE	LOCATION	TIME
Monday, January 3, 2022	Civic Center Plaza	5:30 p.m.
Tuesday, January 18, 2022	Civic Center Plaza	5:30 p.m.
Monday, February 7, 2022	Civic Center Plaza	5:30 p.m.
Tuesday, February 22, 2022	Civic Center Plaza	5:30 p.m.
Monday, March 7, 2022	Civic Center Plaza	5:30 p.m.
Monday, March 21, 2022	Civic Center Plaza	5:30 p.m.
Monday, April 4, 2022	Civic Center Plaza	5:30 p.m.
Monday, April 18, 2022	Civic Center Plaza	5:30 p.m.
Monday, May 2, 2022	Civic Center Plaza	5:30 p.m.
Monday, May 16, 2022	Civic Center Plaza	6:30 p.m.
Monday, June 6, 2022	Civic Center Plaza	5:30 p.m.
Monday, June 20, 2022	Civic Center Plaza	5:30 p.m.
Monday, July 18, 2022	Civic Center Plaza	5:00 p.m.
Monday, August 15, 2022	Civic Center Plaza	5:00 p.m.
Tuesday, September 6, 2022	Civic Center Plaza	5:30 p.m.
Monday, September 19, 2022	Civic Center Plaza	5:30 p.m.

Monday, October 3, 2022	Civic Center Plaza	5:30 p.m.
Monday, October 17, 2022	Civic Center Plaza	5:30 p.m.
Monday, November 7, 2022 (World's Best Workforce Mtg at 5 pm)	Civic Center Plaza	5:30 p.m.
Monday, November 21, 2022	Civic Center Plaza	5:30 p.m.
Tuesday, December 6, 2022	Civic Center Plaza	5:30 p.m.
Monday, December 19, 2022	Civic Center Plaza	5:30 p.m.

Proposal Premium Summary

Line of Business	Expiring Premium	Renewal Premium
Property	$240,274	$272,903
Inland Marine	$2,699	$3,390
Crime	$4,344	$4,362
General Liability	$23,105	$23,767
School Leaders	$8,269	$9,388
Automobile	$19,239	$14,912
Umbrella	$7,225	$7,826
EMC Total	**$305,155**	**$336,548**
SFM Work Comp	$530,132	$477,337
TOTAL	**$835,287**	**$813,885**
Optional Terrorism	Rejected	Rejected @ $5,480
Optional $10,000 Property Deductible	---	$291,683

This quote is valid for (30) days or until the proposed effective date, whichever is first.

This proposal is based upon the exposures made known to the Agency by you and contains only a general description of the coverage(s) and does not constitute a policy/contract. For complete policy information, including exclusions, limitations, and conditions, please refer to your policy. In the event of difference, the policy will prevail.

School Board Regular Meeting **5. B.**

Meeting Date: 07/19/2021

Prepared By: Tom Sager, Director of Business Services

Item Type: Action

Subject:

Approval of Final June Bills

Background:

At our meeting on Monday evening, the administrative team will be prepared to answer any questions you might have regarding the final report on claims for fiscal year 2020-21. The total of the final bills for June 2021 is $2,099,922.26.

Recommended Action:

The claims are recommended for payment as presented.

School Board Regular Meeting **5. C.**

Meeting Date: 07/19/2021

Prepared By: Tom Sager, Director of Business Services

Item Type: Action

Subject:

Approval of July Bills

Background:

At our meeting on Monday evening, the administrative team will be prepared to answer any questions you might have regarding the report on claims for July totaling $7,855,627.27.

Recommended Action:

The claims are recommended for payment as presented.

School Board Regular Meeting **5. D.**

Meeting Date: 07/19/2021

Prepared By: John Lustig, Director of Administrative Services

Item Type: Action

Subject:

Personnel

Background:

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 Benzmiller - 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.

Recommended Action:

The Administration recommends the approval of the personnel items.

School Board Regular Meeting **5. E.**

Meeting Date: 07/19/2021

Prepared By: Paul Peterson, Superintendent

Item Type: Action

Subject:

Renewal of Membership in the Minnesota State High School League

Background:

Minnesota Statute 1993, Section 128C.01 requires individual school boards to authorize membership in the Minnesota State High School League each year.

Recommended Action:

The administrative team recommends approval of the attached resolution to renew the Mankato Area Public Schools' membership in the Minnesota State High School League for the 2021-22 school year.

Attachments

Resolution

2021-2022 RESOLUTION FOR MEMBERSHIP IN THE MINNESOTA STATE HIGH SCHOOL LEAGUE

RESOLVED, that the Governing Board of School District Number 0077-01, County of Blue Earth, State of Minnesota delegates the control, supervision and regulation of interscholastic athletic and fine arts events (referred to in MN Statutes, Section 128C.01) to the Minnesota State High School League, and so hereby certifies to the State Commissioner of Education as provided for by Minnesota Statutes.

FURTHER RESOLVED, that the high school(s) listed below (name all high schools in the district):

Mankato East High School _____ Mankato West High School _____

_____ _____

(If more than four high schools, attach an additional list)

is/are authorized by this, the Governing Board of said school district or school to:

1. _____ Make new application for membership in the Minnesota State High School League; School Enrollment (9-12): _____

   OR;

   __X____ Renew its membership in the Minnesota State High School League; and,

2. Participate in the approved interschool activities sponsored by said League and its various subdivisions.

FURTHER RESOLVED, that this Governing Board hereby adopts the Constitution, Bylaws, Rules and Regulations of said League and all amendments thereto as the same as are published in the latest edition of the League's *Official Handbook*, on file at the office of the school district or as appears on the League's website, as the minimum standards governing participation in said League-sponsored activities, and that the administration and responsibility for determining student eligibility and for the supervision of such activities are assigned to the official representatives identified by this Governing Board.

Signing the Resolution for Membership affirms that this Governing Board has viewed the WHY WE PLAY training video which defines the purpose and value of education-based athletic and activity programs and assists school communities in communicating a shared common language.

Member schools must develop and publicize administrative procedures to address eligibility suspensions related to Code of Student Conduct violations for students participating in activity programs by member schools.

The above Resolution was adopted by the Governing Board of this school district and is recorded in the official minutes of said Board and hereby is certified to the State Commissioner of Education as provided for by law.

Signed: _____ Signed: _____

(Clerk/Secretary - Local Governing Board) (Superintendent or Head of School)

Date: 7/19/2021 _____ Date: 7/19/2021 _____

District Office Address, City, Zip: PO Box 8741, Mankato, MN 56002-8741 _____

_____

School Superintendent's Phone: 507-387-1868 ___ School Superintendent's Email: ppeter1@isd77.org

This form must be completed and submitted to MSHSL <u>NOT LATER THAN AUGUST 31, 2021</u>
Retain one copy for the school files.

2020-2021 RESOLUTION FOR MEMBERSHIP
This page must be completed once for each school in the district.

The following is taken from the MSHSL Constitution:

208.00 LOCAL CONTROL

208.01 Designated School Representatives
At the beginning of the League's fiscal year, the governing board of each member school shall designate two (2) representatives who are authorized to vote for the member school at all district, region and section meetings and on mail ballots where member schools are called upon to vote, such as district meetings, region meetings, and mail ballots.

One of the designated representatives shall be a member of the school's governing board and the other shall be an administrator or full-time faculty member of the member school.

In school districts with multiple schools, the designated representative from the school district's governing body may represent more than one school and is entitled to one vote for each school they represent.

208.02 Designated Activity Representatives
At the beginning of the League's fiscal year, the governing board of each member school shall select individuals to represent its school in the following areas: (a) boys sports; (b) girls sports; (c) speech; and (d) music.

208.03 Local Advisory Committee
Each school is urged to form an advisory committee for League activities. Committee membership is not limited to but shall include a school board member, a student, a parent, and a faculty member, to advise the designated school representatives on all matters relating to the school's membership in the MSHSL.

Please complete and return this form with your school's 2021-2022 Resolution for Membership. If the school board is responsible for more than one (1) high school, please complete a form for EACH high school.

Mankato East High School
Name of School (Please Print)

208.01 VOTE ON BEHALF OF THE HIGH SCHOOL

Darren Wacker
(Designated School Board Member – please print)

Todd Waterbury
(Designated School Representative – please print)

dwacke1@isd77.org
Email Address

twater1@isd77.org
Email Address

208.02 ACTIVITY REPRESENTATIVES

Jon Dierks
(Boys' Sports – please print)

Joe Madson
(Girls' Sports – please print)

Jennelle Zarn
(Speech – please print)

Craig Kopetzki
(Music – please print)

208.03 LOCAL ADVISORY COMMITTEE MEMBERS

Darren Wacker
(Board Member—please print)

MacKenzie Schweim
(Student—please print)

Joel Prybylla
(Parent—please print)

Todd Waterbury
(Faculty Member—please print)

2600 Hoffman Road, Mankato, MN 56001
(Mailing Representative—please print)
The Mailing Representative is the person to whom mailings go. This is usually the Activity Director.

2020-2021 RESOLUTION FOR MEMBERSHIP
This page must be completed once for each school in the district.

The following is taken from the MSHSL Constitution:

208.00 LOCAL CONTROL

208.01 Designated School Representatives
At the beginning of the League's fiscal year, the governing board of each member school shall designate two (2) representatives who are authorized to vote for the member school at all district, region and section meetings and on mail ballots where member schools are called upon to vote, such as district meetings, region meetings, and mail ballots.

One of the designated representatives shall be a member of the school's governing board and the other shall be an administrator or full-time faculty member of the member school.

In school districts with multiple schools, the designated representative from the school district's governing body may represent more than one school and is entitled to one vote for each school they represent.

208.02 Designated Activity Representatives
At the beginning of the League's fiscal year, the governing board of each member school shall select individuals to represent its school in the following areas: (a) boys sports; (b) girls sports; (c) speech; and (d) music.

208.03 Local Advisory Committee
Each school is urged to form an advisory committee for League activities. Committee membership is not limited to but shall include a school board member, a student, a parent, and a faculty member, to advise the designated school representatives on all matters relating to the school's membership in the MSHSL.

Please complete and return this form with your school's 2021-2022 Resolution for Membership. If the school board is responsible for more than one (1) high school, please complete a form for EACH high school.

Mankato West High School
Name of School (Please Print)

208.01 VOTE ON BEHALF OF THE HIGH SCHOOL

Darren Wacker
(Designated School Board Member – please print)

Joe Johnson
(Designated School Representative – please print)

dwacke1@isd77.org
Email Address

jjohns5@isd77.org
Email Address

208.02 ACTIVITY REPRESENTATIVES

JJ Helget
(Boys' Sports – please print)

Crissy Makela
(Girls' Sports – please print)

Amanda Abel
(Speech – please print)

Brady Krusemark
(Music – please print)

208.03 LOCAL ADVISORY COMMITTEE MEMBERS

Darren Wacker
(Board Member—please print)

Zander Dittbenner
(Student—please print)

Erin Aanenson
(Parent—please print)

Joe Johnson
(Faculty Member—please print)

1351 S. Riverfront Drive, Mankato, MN 56001
(Mailing Representative—please print)
The Mailing Representative is the person to whom mailings go. This is usually the Activity Director.

School Board Regular Meeting **5. F.**

Meeting Date: 07/19/2021

Prepared By: Paul Peterson, Superintendent

Item Type: Action

Subject:

Renewal of Membership in the Minnesota School Boards Association

Background:

The Minnesota School Boards Association is a service organization for Minnesota school districts. The organization is directed by a Board of Directors consisting of local school board members elected from director districts. The Association provides legislative assistance, assistance with negotiations, informational services regarding finance and legal matters, and in-service opportunities for School Board members.

Membership dues for District 77 for 2021-22 are $15,007. This amount is determined by way of a formula based upon the number of students in our District.

Recommended Action:

The administrative team recommends continued membership. Statutes require that election for membership in the MSBA pass by a two-thirds majority vote.

School Board Regular Meeting **5. G.**

Meeting Date: 07/19/2021

Prepared By: John Lustig, Director of Administrative Services

Item Type: Action

Subject:

Approval of the 2021-22 Rates of Pay for Community Education & Recreation Department Part-Time and Seasonal Personnel

Background:

Each year the Board approves a schedule of rates of pay for persons employed by the Community Education and Recreation Department on a part-time and/or seasonal basis. Schedules showing the recommended rates for the 2021-22 school year are enclosed.

Recommended Action:

The Administration recommends approval of the proposed rates as presented.

Attachments

CER 2021-22 Salary Rates

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 assigment of master contract
~~IGDI'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

Building Supervisor	$13.71 - $14.00	$13.71 - $15.00	$13.71-$15.00	$14.00-$16.00
Volunteer Specialist			$16.50 -$17.50/hour	16.50-$17.50/hour
~~**Lancer Band**~~				Program moved to Fund 01
~~Lancer Band Director~~	~~$4,839.58 - $6,191.66/season~~	~~$4,839.58 - $6,191.66/season~~	~~$4,839.58 - $6,191.66/season~~	
~~Lancer Assistant Band Director~~	~~$3,041.66~~	~~$3,041.66~~	~~$3,041.66~~	
~~Lancer Band Assistant Staff~~	~~$300- $1500.00~~	~~$300- $1500.00~~	~~$300- $1500.00~~	
	Revised 6/30/18	Revised 5/30/19	Revised 6/30/20	Revised 5/30/21

School Board Regular Meeting **5. H.**

Meeting Date: 07/19/2021

Prepared By: John Lustig, Director of Administrative Services

Item Type: Action

Subject:

Approval of the 2021-22 Hourly Rates for Part-Time, Temporary and Substitute Employees and Miscellaneous Rates of Pay

Background:

Each year the Board approves a schedule of hourly rates of pay for persons employed by the district on a part-time, temporary, or substitute basis, and miscellaneous rates of pay. Schedules showing the recommended rates for the 2021-22 school year are enclosed. The administration recommends that the Board adopt the proposed rates as recommended.

Recommended Action:

The Administration recommends approval of the proposed rates as presented.

Attachments

2021-22 Miscellaneous Rate

2021-22 Part-time Hourly Rates

2021-22 Substitute Rates

MANKATO AREA PUBLIC SCHOOLS

Miscellaneous Rates of Pay

Job Title/Activity	Rate	Comments	Budget Code
PLCs 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		
Test Proctors 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
CPI/PCM Training 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

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

Revised 6-24-2021

6/24/2021

MANKATO AREA PUBLIC SCHOOLS
Independent School District No. 77

Rates for Substitute Employees
2021-22 Fiscal Year

JOB TITLE	2020-21	2021-22
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

School Board Regular Meeting **6. A.**

Meeting Date: 07/19/2021

Prepared By: Paul Peterson, Superintendent

Item Type: Action

Subject:

Acceptance of Gifts and Grants

Background:

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:

<u>Bridges Advisory Committee</u>
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

<u>Central High/Freedom School</u>
Approximately $1,546.11 in gifts and donations

<u>Eagle Lake Elementary</u>
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

Recommended Action:

The administration recommends Board acceptance of these generous gifts and grants.

School Board Regular Meeting **6. B.**

Meeting Date: 07/19/2021

Prepared By: Tom Sager, Director of Business Services

Item Type: Action

Subject:

Act on 2022-23 Long-Term Facilities Maintenance Plan

Background:

Scott Hogen, Director of Facilities, will review the 2022-23 Long-Term Facilities Maintenance Plan.

Recommended Action:

The administration recommends approval of the plan as presented.

Attachments

School Board Regular Meeting **6. C.**

Meeting Date: 07/19/2021

Prepared By: Paul Peterson, Superintendent

Item Type: Action

Subject:

Second Reading/Approval of Revised Policies

Background:

School Board Policy 305 states that it is the responsibility of the Superintendent to recommend additions or modifications to School Board policies. The School Board reviewed the recommended policy modifications during the June 21, 2021, meeting.

Recommended Action:

The administration recommends approval of the revised policies as presented.

Attachments

List of Policies

School Board First Reading: June 21, 2021
School Board Second Reading/Approval: July 19, 2021

POLICY #	POLICY TITLE
504	STUDENT DRESS & APPEARANCE
506	STUDENT DISCIPLINE

School Board Regular Meeting **6. D.**

Meeting Date: 07/19/2021

Prepared By: Tom Sager, Director of Business Services

Item Type: Action

Subject:

Naming of Auditor for Fiscal 2020-2021

Background:

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.

Recommended Action:

The administrative team recommends the firm of Clifton Larson Allen LLP to serve as the fiscal auditor for District 77 for the fiscal year 2020-2021.

School Board Regular Meeting **6. E.**

Meeting Date: 07/19/2021

Prepared By: Paul Peterson, Superintendent

Item Type: Action

Subject:

Approval of Equity Framework for Mankato Area Public Schools

Background:

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.

It is recommended that you adopt the vision and mission statements, along with the equity lens guiding questions and definitions. Core values and commitments will be shared with the School Board once input is received from stakeholders this fall.

Recommended Action:

The administrative team recommends approval of the equity framework as presented.

Attachments

MAPS Equity Vision and Framework Recommendation

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.

<u>The Equity Vision and Framework Process</u>

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)**