

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

March 7, 2022

The School Board of Independent School District No. 77 met in regular session on Monday, March 7, in the Mankato Room at the Intergovernmental Center. Chair Sapp called the meeting to order at 5:30 p.m. Members present at roll call: Christopher Kind, Liz Ratcliff, Erin Roberts, Jodi Sapp and Kristi Schuck. Members absent: Bukata Hayes & Kenneth A. Reid.

Ms. Schuck made a motion, and Mr. Kind seconded, approval of the agenda together with a Personnel Addendum. The motion carried on a 5-0 voice vote.

Open Forum: Ronald Schmidt and John Wicklund wished to speak.

Information Reports: Hoover Elementary School Report; Jefferson Elementary School Report; COVID-19 Update; and Board Member Workshop/Committee Reports.

The consent agenda items outlined below were approved on a motion by Mrs. Ratcliff, seconded by Ms. Schuck, and carried on a 5-0 roll call vote.

Approval of Minutes of the February 22, 2022, regular Board meeting.

Personnel:

APPOINTMENTS (NON-AFFILIATED)

Trina Danay - Personnel Specialist in the Human Resources Office beginning March 14, 2022. This is a full-time, 12-month Non-Affiliated position with an annual salary of \$55,650.00, prorated to \$16,844.26 for 79 days for 2021-22. She will be eligible for category II benefits.

APPOINTMENTS (INSTRUCTIONAL)

Jessica Buttell - Summer School Administrative Intern with the District's Summer Program beginning March 21 and ending July 28, 2022. This is an unpaid assignment.

Payton Decker - Long-term Substitute Teacher for Renee Unger beginning February 24 and ending June 6, 2022. She will be placed at step 1, of the B lane on the Teacher Association salary schedule.

Katy Grovom - Long-term Substitute Teacher for Jordan Elias at Rosa Parks Elementary School beginning March 7 and ending May 27, 2022. She will be placed at step 7 of the M lane on the Teachers Association salary schedule.

Catherine Klaseus-Neve - Long-term Substitute Teacher for Allison Beck at West High School beginning May 2 and ending October 14, 2022. She will be placed at step 10 of the SPEC lane on the Teachers Association salary schedule.

Renea Ratzloff - Long-term Substitute Teacher for Rachel Brennan at Kennedy Elementary School beginning May 2 and ending June 3, 2022. She will be placed at step 8 of the M lane on the Teachers Association salary schedule.

Justin Taylor - Long-term Substitute Teacher for Mark Wiese at West High School beginning February 28 and ending June 3, 2022. He will be placed at step 1 of the B lane on the Teachers Association salary schedule.

The following will be teachers in the Central High night school Program beginning March 1 and ending May 12. They will be compensated according to their placement on the Teachers Association salary schedule.

Aaron Anderson, Frederick Berg, Thomas Boone, Jeremy Burger, David Burgess, Robert Groebner, Russell Groebner, Jeffery Helget, Laura Januschka Blasing, Crystal Kay, Amanda Knode Abel, TerRon Lee, Christina Makela, Aaron Miller, Sherry Miller, Chelsea O'Connell, Sean O'Connell, Kirsten Prunty, Rebecca Sellers, Michael Sipe, Camielle Spielman, Daniel Toegel, Kristin Van Otterloo, Matthew Weichert, Anna Wirth

APPOINTMENTS (NON-INSTRUCTIONAL)

Donald Gillen - 8-Hour Evening Custodian at Prairie Winds Middle School for 8 hours per day/5 days per week beginning March 15, 2022. He will be placed at classification A13, step 2 of the Maintenance and Custodial Workers Association salary schedule with an hourly rate of \$16.15.

Hannah Kuiper - Special Education Intervention Paraprofessional at Franklin Elementary School for 6.25 hours per day/5 days per week beginning March 3, 2022. She will be placed at classification B21.5, step 1, in accordance with the agreement between the District and Minnesota School Employee Association, with an hourly rate of \$14.14.

Mariah McCarthy - Health & Wellness Paraprofessional at Dakota Meadows Middle School for 6.75 hours per day/5 days per week beginning March 3, 2022. She will be placed at classification B22.5 step 1, in accordance with the agreement between the District and Minnesota School Employee Association, with an hourly rate of \$16.95.

CONTRACT ADJUSTMENTS (INSTRUCTIONAL)

Joyce Petersen - Adjust end date to June 6, 2022, for the increase in her Reading Intervention Teacher assignment at Rosa Parks Elementary School.

Alysha Smook - Change in assignment from Mentor Coach (TOSA) to Full-time 1.0 (FTEs) Kindergarten Teacher at Monroe Elementary School beginning July 1, 2021, for the 2021-22 school year.

REQUESTS FOR LEAVE (INSTRUCTIONAL)

Alison Manderfeld - Special Education Teacher at Futures, has requested Leave under the provisions of the Family Medical Leave Act beginning August 29, 2022, and continuing for a period of 12 work weeks, then continuing with unpaid leave until returning to work on January 23, 2023.

Mark Szybnski - Chemistry Teacher at West High School, has requested Sabbatical leave for the 2nd semester of the 2022-23 school year beginning January 23, 2023, and continuing through the 2022-23 school year.

RESIGNATIONS (INSTRUCTIONAL)

Brandon Klemme - English & Language Arts Teacher at Prairie Winds Middle School, has submitted his resignation. His last date of employment will be June 30, 2022.

Sheri Robinson - Social Studies Teacher at East High School has submitted her resignation for the purpose of retirement. Her last date of employment will be June 7, 2022.

RESIGNATIONS (NON-INSTRUCTIONAL)

Jolene Beckel - EL Paraprofessional at Washington Elementary School has submitted her resignation for the purpose of retirement. Her last date of employment will be June 3, 2022.

Payton Decker - Health & Wellness Paraprofessional for the District has submitted a resignation so that she may accept the Long-term Substitute Teacher assignment. Her last date of employment for this assignment will be February 23, 2022.

Ellissa Good - ACES Child Care Assistant at Hoover Elementary School, has submitted her resignation. Her last date of employment will be March 16, 2022.

Jiokthiang Jiokthiang - 8-Hour Evening Custodian at Prairie Winds Middle School, has submitted his resignation. His last date of employment will be March 9, 2022.

Landis Parham - ACES Child Care Assistant at Rosa Parks Elementary School, has submitted his resignation. His last date of employment will be February 23, 2022.

Addendum

APPOINTMENTS (INSTRUCTIONAL)

Kay Dedinsky - Long-term Substitute Teacher for Rachael Sather at Hoover Elementary School beginning August 29 and ending November 23, 2022. She will be placed at step 10 of the B+30 lane on the Teachers Association salary schedule.

Gabrielle Essay - Long-term Substitute Teacher for Timothy Guldán at Dakota Meadows Middle School beginning March 28 and ending June 6, 2022. She will be placed at step 3 of the B lane on the Teachers Association salary schedule.

Colin Varley - Adjust end date to April 8, 2022, for his Long-term Substitute Teacher assignment at Dakota Meadows Middle School.

APPOINTMENTS (NON-INSTRUCTIONAL)

Fransisko Alhag - Special Education Student Success Coach at Prairie Winds Middle School for 4.5 hours per day/3 days per week (M/W/D) beginning March 14, 2022. He will be placed at classification B22, step 4, in accordance with the agreement between the District and Minnesota School Employee Association, with an hourly rate of \$17.64.

Amy Bjortomt - Counseling Secretary at West High School beginning March 14, 2022. This position is full-time, 8 hours per day/5 days per week with a work year of 213 days and 9 paid holidays. She will be placed at classification B21, step 5 of the Educational Secretaries Association salary schedule with an hourly rate of \$17.95.

Jaden Kragh - ACES Child Care Assistant at Hoover Elementary School for 4 hours per day/5 days per week beginning March 4 and ending June 3, 2022. She will be compensated at the rate of \$12.50 per hour.

Emma Loveall - ACES Child Care Assistant at Hoover Elementary School for 4 hours per day/2 days per week beginning March 14, and ending June 3, 2022. She will be compensated at the rate of \$12.50 per hour.

Angela Parker - Health & Wellness Paraprofessional at Jefferson Elementary School and Bridges Community School for 7.83 hours per day/4 days per week (M/W/TH/F) beginning March 14, 2022. She will be placed at classification B22.5 step 1, in accordance with the agreement between the District and Minnesota School Employee Association, with an hourly rate of \$16.95.

Wiabee Paye - Health & Wellness Paraprofessional at Futures/SUN Program for 7 hours per day/5 days per week beginning March 10, 2022. She will be placed at classification B22.5 step 1, in accordance with the agreement between the District and Minnesota School Employee Association, with an hourly rate of \$16.95.

Cheresa Puhmann - Early Learning Paraprofessional at the Family Learning Center for 7 hours per week (2 M, 3.5 T, 1.5 F) beginning March 14, 2022. She will be placed at classification B21, step 1, in accordance with the agreement between the District and Minnesota School Employee Association, with an hourly rate of \$13.73.

Carlos Sifuentes - Full-time, 12-month Accounts Receivable Bookkeeper in the District's Business Office beginning March 15, 2022. He will be placed on step 2 of the B22 classification on the Educational Secretaries Association salary schedule, with an hourly rate of \$17.80 per hour.

CONTRACT ADJUSTMENTS (NON-INSTRUCTIONAL)

Jennifer Daby - Increase in assignment as Special Education Paraprofessional at Jefferson Elementary School from 6.5 hours per day/5 days per week to 6.75 hours per day/5 days per week beginning March 1, 2022.

Garrison Spangler - Change in assignment as Health & Wellness Paraprofessional from 6.75 hours per day/5 days per week at INSITE to 4 hours per day/5 days per week at INSITE and 3.59 hours per day/5 days per week at West High School beginning March 7, 2022.

The following ACES Child Care Employees will receive salary adjustments beginning March 1, 2022.

Hailey Eastburn - \$12.75 per hour
Amanda Gunderson - \$12.75 per hour
Yamileth Jimenez - \$13.00 per hour
Maxwell Sernett - \$13.00 per hour
Rylee Thompson - \$13.25 per hour
Victoria Walker - \$13.00 per hour

REQUESTS FOR LEAVE (INSTRUCTIONAL)

Timothy Guldan - Science Teacher at Dakota Meadows Middle School, has requested unpaid leave beginning March 3, 2022, and continuing through the end of the 2021-22 school year.

Melanie Hayes - 1st Grade Teacher at Franklin Elementary School has requested leave under the provisions of the Family Medical Leave Act beginning March 7 and returning to work on April 18, 2022.

Heather Hedin - School Nurse at Rosa Parks Elementary School has requested unpaid leave beginning March 28, 2022, for the 2021-22 school year, and continuing through the 2022-23 school year.

Lisa Jackson - Special Education Teacher at Bridges Community School, has requested leave under the provisions of the Family Medical Leave Act beginning March 15, and returning to work on April 13, 2022.

Annie Pitcher - Physical Education Teacher at Franklin/Jefferson/Monroe Elementary Schools, has requested unpaid leave beginning April 4, 2022, and continuing through the end of the 2021-22 school year.

Katie Netland - English Language Arts Teacher at Prairie Winds Middle School, has requested leave under the provisions of the Family Medical Leave Act beginning April 27 and continuing for a period of 12 work weeks, then continuing with unpaid leave until returning to work on October 24, 2022.

Rachael Sather - Extend Board-approved leave, returning to work on November 28, 2022.

Jonathan Shevy - Music Teacher at Franklin and Washington Elementary Schools, has requested leave under the provisions of the Family Medical Leave Act beginning March 14 and returning to work on April 25, 2022.

REQUESTS FOR LEAVE (NON-INSTRUCTIONAL)

Janet Jagerson - Extend Board-approved leave, returning to work on April 4, 2022.

RESIGNATIONS (INSTRUCTIONAL)

Annie Pitcher - Physical Education Teacher at Franklin/Jefferson/Monroe Elementary Schools, has submitted her resignation effective June 6, 2022.

RESIGNATIONS (NON-INSTRUCTIONAL)

Makena Dammer - Rescind resignation as ACES Child Care Assistant at Hoover Elementary School.

Barbara Geertsema - Special Education Paraprofessional at Prairie Winds Middle School, has submitted her resignation for the purpose of retirement. Her last date of employment will be March 3, 2022.

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

AMCOR donated \$1,000 to Central Freedom School

E.I. Microcircuits Inc donated \$250 to West High Robotics Program

The following were donated to Prairie Winds Middle School Student Affinity Groups:

- \$100 from Laine & Elizabeth Sletta
- \$50 from Emily Stark
- \$50 from John & Terry Gardner
- \$25 from Daniel & Kristin Cronn-Mills

Mr. Kind made a motion to accept the gifts. The motion was seconded by Mrs. Ratcliff and carried on a 5-0 voice vote.

The 2022-2025 Achievement and Integration Plan for the District was reviewed during the meeting by Michelle Kruize and John Lustig. Ms. Schuck made a motion, seconded by Mrs. Ratcliff, to approve the plan as presented (see page ____). The motion carried on a 5-0 voice vote.

The following Resolution is the first step in laying the legal groundwork for reducing and/or discontinuing programs and licensed staff positions. Budget reductions, enrollment shifts or program changes may affect program and/or staffing levels in specific subject areas or grade levels. A motion was made by Ms. Roberts and seconded by Ms. Schuck to approve the following resolution:

RESOLUTION DIRECTING THE ADMINISTRATION TO MAKE RECOMMENDATIONS REGARDING PROGRAMMING AND STAFFING FOR THE 2022-23 SCHOOL YEAR

WHEREAS, the financial condition of the school district dictates the school district may require reallocation of resources between programs for the 2022-23 school year, and

WHEREAS, there may be reductions in student enrollments within specific programs and/or grade levels, and

WHEREAS, this reduction in expenditures may require discontinuance of positions and discontinuance or curtailment of programs, and

WHEREAS, a determination must be made as to which teachers' contracts must be terminated and not renewed and which teachers may be placed on unrequested leave of absence without pay or fringe benefits in effecting discontinuance of positions,

BE IT RESOLVED, by the School Board of Independent School District No. 77, as follows:

That the School Board hereby directs the Superintendent of Schools and the administration to consider the reduction and/or discontinuance of programs or positions to accomplish economies in the school district as a result of reductions in enrollment and/or funding and to make recommendations to the School Board for the discontinuance of programs, curtailment of programs, discontinuance of positions or curtailment of positions.

The motion carried on a 5-0 roll call vote.

There being no further business to consider, Ms. Roberts moved and Ms. Schuck seconded, that the meeting be adjourned. The meeting was declared adjourned at 6:50 p.m., on a 5-0 voice vote.

Clerk _____

Attest:

Chairperson _____

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

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1. Schuck/Kind approval of agenda with personnel addendum. 5-0
2. Open Forum - Ronald Schmidt & John Wicklund wished to speak.
3. Information: Hoover & Jefferson Elementary School Reports; COVID-19 Update; and Board Member Reports.
4. Ratcliff/Schuck approval of Consent Agenda Items: Approval of Minutes of the February 22, 2022, regular meeting; Personnel. 5-0
5. Kind/Ratcliff acceptance of gifts. 5-0
6. Schuck/Ratcliff approval of Achievement & Integration Plan 2022-25. 5-0
7. Roberts/Schuck approval of resolution directing the administration to make recommendations regarding programming and staffing for the 2022-23 school year. 5-0
8. Roberts/Schuck adjournment at 6:50 p.m. 5-0

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.



ACHIEVEMENT & INTEGRATION PLAN 2022-2025

Program Purpose

- Increase student achievement
- Pursue racial and economic integration
- Create equitable educational opportunities
- Reduce academic disparities based on students' diverse racial, ethnic, and economic backgrounds

3-Year Plan

- Aligned with World's Best Workforce (WBWF) Plan
- \$1.04m Annual Funding
- 81% Direct Student Services
- Local and Cross-District Activities

MDE Equity Framework

- Access
- Representation
- Participation
- Outcomes

Plan Input

- Community Collaboration
- Multidistrict Collaboration
- Parents
- Stakeholder Surveys
- Instructional Program Staff

Timeline

- **March 15th:** FY budget due
- **December 15th:** Annual combined A&I and WBWF summary report due

MAPS Priorities

- Innovative and Integrated Pre-K Learning Environments
- Close the achievement gap
- Increase Education Career Pathway Opportunities
- Expand Access to Career and College Pathways

MAPS Goals

1. Increase the percentage of students of color and free/reduced lunch who are enrolled in a Parent Aware certified preschool program and Camp Ready Set Go summer programming
2. Increase the percentage of Black or African American and Hispanic or Latino students who meet or exceed the 3rd-grade Reading MCA
3. Increase the percentage of students in each student group in Grade 8 who participate in a teacher career pathway
4. Increase the percentage of students of color and free/reduced lunch who are enrolled in a career pathway activity or career exploration opportunity.

MAPS Strategies

- **Scholarships and Transportation** for Parent Aware Certified Early Learning sites and Camp Ready Set Go
- **Early Learning Mentor Coach** to facilitate culturally responsive teaching in early learning environments
- **School-Community Liaisons** serve as a liaison between families and school sites to develop and sustain trusting and supportive relationships, inform parents, support student enrollment disparities, and promote programs to meet our goals.
- **Mentor Coaches** to support teachers utilizing the Coaching for Equity rubric as well as support for implementing Science of Reading practices in literacy instruction
- **Access to Literature and Family Resources** Books and literacy materials provided to students for literacy support at home
- **Expand Middle School Education Pathway Activities:** Why I Teach Day, connections with a panel of high school students in the capstone class and with a teacher of color within the school district, student/family connection to MNSU-Mankato to learn about post-secondary options and supports
- **High School Student Integration Career Pathway Activities:**
 - MULTIDISTRICT (MAPS, Saint Peter, Janesville-Waldorf-Pemberton)
 - **StoryArk: Storytelling and Creative Arts Camp (virtual):** students develop skills to work across racially, culturally, and linguistically diverse groups, and enhance professional skills by working in creative teams to produce podcasts, short films, and creative writing content that is reflective of their interests and life experiences.
 - INTRADISTRICT
 - **Individualized Career Exploration Opportunities**
 - Job Shadow
 - Field Experience

MAPS Key Indicators of Progress

- Increase in enrollment in Pre-K programming and Summer Camp Ready Set Go program
- Increase in percentage of students reading on grade level by 3rd grade (MCA).
- Increase in MS students in each student group participating in an education career pathway activity.
- Increase HS students participating in a student integration career pathway activity and/or individualized career exploration opportunities.