



AGENDA  
Independent School District No. 77  
Mankato, MN 56001

Monday, April 1, 2024 - 5:30 p.m.  
Intergovernmental Center - Mankato Room

1. CALL TO ORDER AND ROLL CALL (5:30 P.M.)
2. APPROVAL OF AGENDA (5:30 P.M.)
3. MAPS STUDENT SPOTLIGHT (5:35 P.M.)
4. OPEN FORUM (5:45 P.M.)
5. INFORMATION (5:55 P.M.)
  - A. Kennedy Elementary School Report
  - B. Insurance Committee Report
  - C. Board Member Workshop/Committee Reports
6. CONSENT AGENDA (6:35 P.M.)
  - A. Approval of Minutes of March 18, 2024, Regular Meeting
  - B. Personnel
7. BUSINESS (6:40 P.M.)
  - A. Acceptance of Gifts and Grants
  - B. Approval of 2024-2025 Employee Health Insurance Plan and Renewal Rates
8. ADJOURNMENT (6:50 P.M.)





## School Board Members for 2024

Shannon Sinning, Chair  
Phone: 507-382-4555  
E-Mail: [ssinni1@isd77.org](mailto:ssinni1@isd77.org)  
Term Ends December 31, 2026

Kristi Schuck, Vice Chair  
Phone: 507-382-4951  
E-Mail: [kschuc1@isd77.org](mailto:kschuc1@isd77.org)  
Term Ends December 31, 2024

Christopher Kind, Treasurer  
Phone: 507-381-5734  
E-Mail: [ckind1@isd77.org](mailto:ckind1@isd77.org)  
Term Ends December 31, 2024

Erin Roberts, Clerk  
Phone: 507-420-4640  
E-Mail: [erober1@isd77.org](mailto:erober1@isd77.org)  
Term Ends December 31, 2024

Patrick Baker  
Phone: 507-381-4790  
E-Mail: [pbaker1@isd77.org](mailto:pbaker1@isd77.org)  
Term Ends December 31, 2026

Kari Pratt  
Phone: 507-291-8008  
E-Mail: [kpratt1@isd77.org](mailto:kpratt1@isd77.org)  
Term Ends December 31, 2026

Liz Ratcliff  
Phone: 507-380-3937  
E-Mail: [eratcl1@isd77.org](mailto:eratcl1@isd77.org)  
Term Ends December 31, 2024

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Paul Peterson, Superintendent  
10 Civic Center Plaza, Suite 2  
Mankato, MN 56001  
Phone: 387-1868  
E-Mail: [ppeter1@isd77.org](mailto:ppeter1@isd77.org)



## OPEN FORUM GUIDELINES

The Mankato Area School Board welcomes public participation through open forum. Hearing from citizens is an important aspect of public service, and the School Board appreciates people sharing their views.

It is important to note that School Board meetings are business meetings held in the public. They are not public meetings nor are they a public forum. They are a business meeting of the elected representatives of the school district. The Mankato Area School Board expects that the same etiquette and decorum displayed during the business meeting be present during the open forum.

- Open forum participation is limited to those individuals who wish to speak to an item on the Board agenda.
- The School Board does not comment or ask questions during open forum.
- Each speaker is asked to provide his/her name and city for the record.
- Each speaker is allowed three (3) minutes to speak. The Board Chair will alert speakers when their time is up. Failure to stop speaking and blatantly ignore the cue, will result in an individual losing the ability to participate in open forums for the next two months.
- When there is a large number of speakers, the Board Chair may modify open forum, such as shortening the time allotted for each speaker, adding an overall time limit, or shifting a portion of the open forum to the end of the meeting.
- Open forum participants are prohibited from calling out or addressing any individual School Board or school district staff member. If this occurs, open forum will be closed and the individual will not be allowed to participate in future open forums.
- Crowd noise or any sort of grandstanding during open forum, including applause, talking, shouting, or any outbursts will result in the open forum being closed.

Citizens wishing to speak are asked to fill out the form online by 3 pm the day of the meeting or 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.

Visit our Web Site at [www.isd77.org](http://www.isd77.org)

School Board Meeting Agendas and Minutes can be found at [www.isd77.org/page/4677](http://www.isd77.org/page/4677)



# DISTRICT STRATEGIC ROADMAP

*Who we are and who we strive to be*

## Mission Statement

*our core purpose*

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 a successful and contributing citizen in a diverse global society.

## Commitment and Values

*what drives our actions and words*

MAPS works to be:

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

## Vision

*what we commit to create*

Every learner will be seen for who they are inclusive of race, national origin, home language, sex, gender, sexual orientation, disability, age, and 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.

## Strategic Direction

*our focus for continuous improvement*

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

## We will reach our 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; and
- each student, family, and staff member feels safe, is welcome, and is treated with dignity and respect.

**School Board Regular Meeting**

**5. A.**

**Meeting Date:** 04/01/2024

**Prepared By:** Travis Olson, Director of Teaching & Learning

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**Subject:**

Kennedy Elementary School Report

**Background:**

Steve Rustad, Principal, and Brittany Ward, Mentor Coach, will present a report on Kennedy Elementary School.

**Recommended Action:**

None

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**Attachments**

Kennedy Elementary School Report

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# 2023–2024 Kennedy Report to the School Board

April 1, 2024



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## Mission Statement

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

## Commitment and Values

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

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# Kennedy Elementary

## Enrollment

- ❖ 319 Kennedy Cubs
- ❖ Demographics
  - Special Education 24%
  - Multilingual Learners 10%
  - Free/Reduced Lunch 53%
- ❖ Race
  - American Indian/Alaskan Native 0.9%
  - Asian 2.8%
  - Black/African American 20.1%
  - Hispanic/Latinx 12.2%
  - Native Hawaiian or other Pacific Islander 0.6%
  - More than one race indicated 7.5%
  - White 55.8%

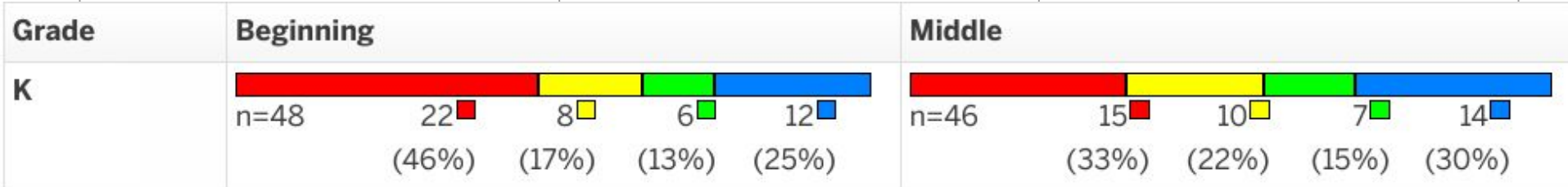
## Attendance

- Consistent Attendance: 93.42%
- Making Attendance a Priority
  - Attendance Committee
    - Meet weekly
    - Create a communication plan
    - What are the barriers?
    - How can we support this student/family?
- 2022-23: 57 chronically absent students
- 2023-24: Currently we have 21 students are chronically absent



# Our VisionCard Down & In

| Kennedy Elementary<br>Adult Actions                                                                                                                                                                                                                | District VisionCard<br>Alignment                                                                                                             | Current Data                                                                                                                                                                 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Continued Science of Reading<br/>learning and implementation</b> <ul style="list-style-type: none"> <li>• Bridge to Read K, 1, 2</li> <li>• Building Knowledge</li> <li>• WIN Time</li> <li>• Intervention at earliest point of need</li> </ul> | Kindergarten Literacy<br>Success Measured by:<br>percentage of students who<br>meet winter literacy<br>benchmark for Kindergarten<br>DIBELS. | 38% of Kindergarten students<br>met the fall benchmark at the<br>beginning of the school year.<br><br>45% of Kindergarten students<br>met the winter benchmark this<br>year. |





# Our VisionCard Down & In

| Kennedy Elementary<br>Adult Actions                                                                                                                                                                                                                                                                                | District VisionCard<br>Alignment                                                                                                                | Current Data                                                           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|
| <b>Continued Science of Reading<br/>learning and implementation</b> <ul style="list-style-type: none"><li>• Bridge to Read K, 1, 2, 3</li><li>• Building Knowledge</li><li>• WIN Time</li><li>• Intervention at earliest<br/>point of need</li><li>• Double WIN Time for our<br/>most struggling readers</li></ul> | Reading skills by 3rd grade<br>SUCCESS MEASURED BY:<br>percentage of students who<br>meet spring literacy<br>benchmark for 2nd grade<br>DIBELS. | 53% of second graders met<br>the <b>winter</b> benchmark this<br>year. |



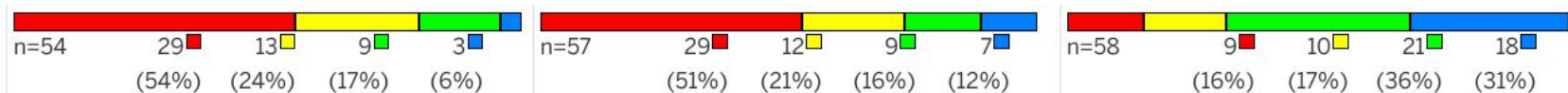
# Our VisionCard Down & In

## Slow and Steady Progress for Current 2nd Graders

We are not where we want to be but we are committed to getting there

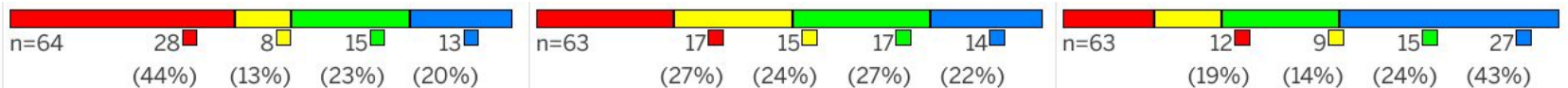
21-22

K



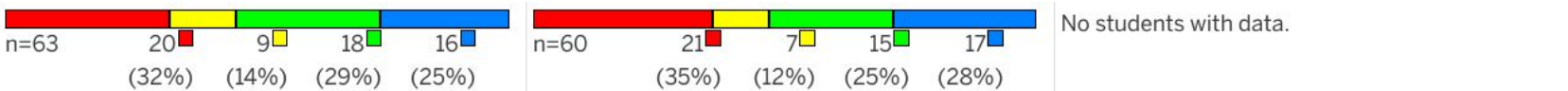
22-23

1st



23-24

2nd





# Our VisionCard Down & In

| Kennedy Elementary<br>Adult Actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | District VisionCard<br>Alignment                                                                                                                                                                                            | Current Data                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                |      |      |      |      |               |               |                |         |               |               |            |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|------|------|------|------|---------------|---------------|----------------|---------|---------------|---------------|------------|
| <p><b>High-functioning PLCs</b><br/>-Meet weekly<br/>-Focus on data that drives instructional decisions</p> <p><b>Empowered Teacher Decisions</b><br/>~4th/5th grade used a more rigorous approach in Math<br/>-4th/5th grade utilizes a mixed grade level approach to WIN to create more specific supports for students</p> <p><b>Transformed Excel Approach</b><br/>~ Over 90 students enrolled (1-5) with a grade level teacher at each level<br/>-WIN approach - students are in multi age classrooms by need rather than by grade level approach</p> | Elementary SUCCESS<br>MEASURED BY: difference between students identified by racial groups in 3rd-5th grade MCA test performance, considering group size, trend analysis, and the highest performing and lowest performing. | <table><tr><th>Subject</th><th>2021</th><th>2022</th><th>2023</th></tr><tr><td>Math</td><td>56.5%<br/>(87)</td><td>60.5%<br/>(92)</td><td>72.5%<br/>(121)</td></tr><tr><td>Reading</td><td>45.8%<br/>(71)</td><td>47.7%<br/>(73)</td><td>56.8% (96)</td></tr></table> <p><b><u>Math:</u></b> Proficiency for Black students grew by 8% and 14% for White students in '23</p> <p><b><u>Reading:</u></b> Proficiency for Black and White students grew by 10% in '23</p> | Subject        | 2021 | 2022 | 2023 | Math | 56.5%<br>(87) | 60.5%<br>(92) | 72.5%<br>(121) | Reading | 45.8%<br>(71) | 47.7%<br>(73) | 56.8% (96) |
| Subject                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 2021                                                                                                                                                                                                                        | 2022                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 2023           |      |      |      |      |               |               |                |         |               |               |            |
| Math                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 56.5%<br>(87)                                                                                                                                                                                                               | 60.5%<br>(92)                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 72.5%<br>(121) |      |      |      |      |               |               |                |         |               |               |            |
| Reading                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 45.8%<br>(71)                                                                                                                                                                                                               | 47.7%<br>(73)                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 56.8% (96)     |      |      |      |      |               |               |                |         |               |               |            |



# Our VisionCard Down & In

| <b>Kennedy Elementary<br/>Adult Actions</b>                                                                                                                                                                                                                                           | <b>District VisionCard<br/>Alignment</b>                                                                                                             | <b>Current Data</b>                                                                                                                                                                                                                                                                                                                             |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>• Monthly lessons from school counselor</li><li>• Weekly SEL lessons in classrooms by the behavior resource teacher</li><li>• Groups for counselor, social worker, and student success coach determined by Panorama and behavior data</li></ul> | <p>Suspension disparities between student groups</p> <p>SUCCESS MEASURED BY:<br/>difference in the number of suspensions between student groups.</p> | <ul style="list-style-type: none"><li>• Suspensions are very rare</li><li>• 56 students with a referral (17.5%)</li><li>• Tier I: 93% have 0-2 referrals</li><li>• Tier 2: 4% have 3-5</li><li>• Tier 3: 3% have +6</li><li>• 25% of black students have received a referral</li><li>• 15% of white students have received a referral</li></ul> |



# Supporting the SEL of our Students

At Kennedy we support the SEL needs of our Cubs in a variety of ways

- Morning Meeting in every classroom
- Monthly SEL lessons from the counselor
- Weekly emotional regulation lessons from behavior support teacher
- Small group and individual lessons provided by our school counselor and our school social worker
- Tier II students working on goals with our student success coach
- All teachers have access to Second Step lessons and use them as needed



# Supporting the SEL of our Students

Area of Celebration: Students feel supported by staff and friends at Kennedy

## Supportive Relationships ⓘ

91%



80th-99th percentile

0

### QUESTION



Do you have a teacher or other adult from school who you can count on to help you, no matter what?

90% ⓘ  
responded  
favorably

0  
from Winter  
2023



### QUESTION



Do you have a family member or other adult outside of school who you can count on to help you, no matter what?

93% ⓘ  
responded  
favorably

2  
from Winter  
2023



### QUESTION



Do you have a friend from school who you can count on to help you, no matter what?

91% ⓘ  
responded  
favorably

4  
from Winter  
2023





# Supporting the SEL of our Students

Area of Growth: Kennedy students identified a need for support in regulating emotion

## Emotion Regulation ⓘ

43%



20th–39th percentile

6

|                                                                                 |                              |                       |   |
|---------------------------------------------------------------------------------|------------------------------|-----------------------|---|
| QUESTION<br>➤ How often are you able to pull yourself out of a bad mood?        | 41% ⓘ<br>responded favorably | 6<br>from Winter 2023 | 🔖 |
| QUESTION<br>➤ When everybody around you gets angry, how relaxed can you stay?   | 38% ⓘ<br>responded favorably | 5<br>from Winter 2023 | 🔖 |
| QUESTION<br>➤ How often are you able to control your emotions when you need to? | 53% ⓘ<br>responded favorably | 6<br>from Winter 2023 | 🔖 |
| QUESTION<br>➤ Once you get upset, how often can you get yourself to relax?      | 43% ⓘ<br>responded favorably | 6<br>from Winter 2023 | 🔖 |
| QUESTION<br>➤ When things go wrong for you, how calm are you able to stay?      | 41% ⓘ<br>responded favorably | 6<br>from Winter 2023 | 🔖 |



# Our Commitment to an Equitable School Experience

- Continually striving to use an equity lens in all decisions
- Commitment to rigorous instruction for all students
- Intentionally tracking the academic growth of our black students
- Commitment to schoolwide WIN (What I Need) time
- Kennedy Leadership Team transformed into a schoolwide Professionally Learning Community with a focus on tracking data on the growth of student groups



# Student Success/Celebration

We strive to recognize and honor the unique gifts of every Cub

- Each Cub is recognized – 231 Cubs have been celebrated so far!





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



# Staff Success/Celebration

Golden Apple Winner Kristin Smith!



**Golden Apple: Kennedy Elementary's Mrs. Smith**





# Staff Success/Celebration

## Students demonstrate success with Science of Reading curriculum

By Holly Marie Moore hmoore@mankatofreepress.com

Mar 14, 2024

Recognition from the Mankato Free Press around the implementation of best practice reading instruction and at Kennedy!



Students in Kelsey McConkey's kindergarten class at Kennedy Elementary School run through words using the Bridge2Read literacy system. Minnesota's READ Act aims to have every school child reading at or above grade level every year.



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# Thank you

## Questions?

**School Board Regular Meeting**

**5. B.**

**Meeting Date:** 04/01/2024

**Prepared By:** Amanda Heilman, Director of Business Services

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**Subject:**

Insurance Committee Report

**Background:**

Amanda Heilman and Aaron Casper will present a report on the Insurance Committee.

**Recommended Action:**

None

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**School Board Regular Meeting**

**5. C.**

**Meeting Date:** 04/01/2024

**Prepared By:** Paul Peterson, Superintendent

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**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

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**School Board Regular Meeting**

**6. A.**

**Meeting Date:** 04/01/2024

**Prepared By:** Paul Peterson, Superintendent

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**Subject:**

Approval of Minutes of March 18, 2024, Regular Meeting

**Background:**

See attachment.

**Recommended Action:**

Recommend approval of the minutes and proceedings as attached.

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**Attachments**

Minutes - March 18, 2024

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

March 18, 2024

The School Board of Independent School District No. 77 met in regular session on Monday, March 18, in the Mankato Room at the Intergovernmental Center. Chair Sinning called the meeting to order at 5:30 p.m. Members present at roll call: Christopher Kind, Kari Pratt, Liz Ratcliff, Erin Roberts, Kristi Schuck, and Shannon Sinning. Members absent: Patrick Baker (arriving at 5:31 p.m.).

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

Staff Spotlight: Dr. Samantha Steinman and Jessica Waterstreet presented Kevin Haggerty for his hard work and dedication to Futures and SUN Programs and Mankato Area Public Schools.

Open Forum: No one wished to speak.

Information Reports: Monroe Elementary School Report presented by Stephen Johanson; Board Member Workshop/Committee Report.

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

Approval of Minutes of the March 4, 2024, regular Board meeting.

Approval of March bills totaling \$11,374,951.07.

Personnel:

**APPOINTMENTS (INSTRUCTIONAL)**

Karen Barnett - Long-term Substitute Teacher for Jessica Kingston at Rosa Parks Elementary School beginning March 18 and ending June 6, 2024. She will be placed at step 10 of the M lane on the Teachers Association salary schedule.

Chelsey Crary - Full-time (1.00 FTEs) Social Emotional Learning Interventionist at Monroe Elementary and Roosevelt Elementary Schools beginning August 19, 2024, for the 2024-25 school year. She will be placed at step 10 of the M lane on the Teachers Association salary schedule.

Alexia Thomas - Full-time (1.00 FTEs) Special Education Teacher, site to be determined, beginning August 19, 2024, for the 2024-25 school year. She will be placed at step 1 of the B lane on the Teachers Association salary schedule, contingent upon obtaining licensure.

Allison VandeKieft - Full-time (1.00 FTEs) Special Education Teacher, site to be determined, beginning August 19, 2024, for the 2024-25 school year. She will be placed at step 8 of the M lane on the Teachers Association salary schedule.

*Correction* - The following will be teachers in the Central High Night School Program for 2.5 hours per day/2 nights per week (T/TH) beginning March 7, and ending May 2, 2024. They will be compensated according to their placement on the Teachers Association salary schedule.

David Burgess, Emily Dauk, Heather Gilman, Robert Groebner, Russell Groebner, Jeffery Helget, Stephen Hueser, Laura Januschka, Crystal Kay, Alan Kies, Amanda Knode Abel, TerRon Lee, Amy Luethmers, Christina Makela, Timothy Meegan, Emma Noren, Amber Prange, Christopher Schlueter, Rebecca Sellers, Steven Sheldrup, Michael Sipe, Lauren Stark, Sarah Thursby, Daniel Toegel, Martha Turner, Kristin Van Otterloo, Amber Waibel, Anna Wirth, Jennelle Zarn

#### APPOINTMENTS (NON-INSTRUCTIONAL)

Meymuna Abdi - Student Success Coach at Jefferson Elementary School for 6.75 hours per day/5 days per week beginning March 18, 2024. She will be placed at classification B22.5, step 1, in accordance with the agreement between the District and the Minnesota School Employee Association.

Hamdi Abdilahi - 4-hour, 9-month Evening Custodian at Bridges Community School beginning March 11, 2024. She will be placed at classification A13, step 2, in accordance with the agreement between the District and the Minnesota School Employee Association.

Mirelle Hernandez Martinez - ACES Early Learning Aide at MAPS Center for Learning for 6.5 hours per day/5 days per week beginning March 11, 2024. She will be compensated at the rate of \$15.00 per hour.

Allison Kolling - ACES Child Care Assistant at Hoover Elementary School for 1.75 hours per day/5 days per week beginning March 11, 2024. She will be compensated at the rate of \$13.50 per hour.

Amanda Krone - Cook Helper at East High School for 6.5 hours per day/5 days per week beginning March 6, 2024. She will be placed at classification A11, step 3, in accordance with the agreement between the District and the Minnesota School Employee Association.

Moriah Kurkowski - Second Cook at Rosa Parks Elementary School for 8 hours per day/5 days per week beginning March 13, 2024. She will be placed at classification A13, step

1, in accordance with the agreement between the District and the Minnesota School Employee Association.

Polly Olthoff - Adult Basic Education Program Secretary at Lincoln Community Center beginning April 1, 2024. This is a 12-month, 7 hours per day/5 days per week position with a work year of 240 days plus 10 paid holidays. She will be placed at step 1, classification B22, in accordance with the Educational Secretaries Association salary schedule.

Gertie Peterson - ACES Child Care Assistant at Washington Elementary and Roosevelt Elementary Schools for 3-4 hours per day/4 days per week beginning March 6, 2024. She will be compensated at the rate of \$13.25 per hour.

Lexi Reid - Health & Wellness Paraeducator at SUN for 6.75 hours per day/5 days per week beginning March 18, 2024. She will be placed at classification B22.5, step 4, in accordance with the agreement between the District and the Minnesota School Employee Association.

#### CONTRACT ADJUSTMENTS (INSTRUCTIONAL)

Theresa Calsbeek - Temporary increase in assignment as Title I Intervention Teacher at Jefferson Elementary School from 0.70 FTEs to 1.00 FTEs beginning March 4, and ending June 6, 2024.

Emily Wang - Adjust dates as Long-term Substitute Teacher for Danielle Campbell at Jefferson Elementary and Roosevelt Elementary Schools beginning February 29 and ending May 17, 2024.

#### CONTRACT ADJUSTMENTS (NON-INSTRUCTIONAL)

Courtney Allen - Increase in assignment as Special Education Paraeducator at Rosa Parks Elementary School from 5.25 hours per day/5 days per week to 6.5 hours per day/5 days per week beginning November 20, 2023.

#### REQUESTS FOR LEAVE (INSTRUCTIONAL)

Matthew Kolb - Adjust return date to March 12, 2024, for Board-approved leave.

Christine Seeman - Extend Board-approved leave, returning to work on April 1, 2024.

#### REQUESTS FOR LEAVE (NON-INSTRUCTIONAL)

Margaret Beaty - Media Assistant at Jefferson Elementary School, has requested intermittent leave under the provisions of the Family Medical Leave Act beginning February 15, 2024, and continuing through the end of the 2023-24 school year.

Robert Billups - Evening Custodian at Hoover Elementary School, has requested leave under the provisions of the Family Medical Leave Act beginning February 21 and returning to work on March 14, 2024.

Ingrid Ramirez Mazariegos - Adjust return date to July 15, 2024, for Board-approved leave.

#### RESIGNATIONS (INSTRUCTIONAL)

Polly Olthoff - Contract Substitute Teacher for Jessica Kingston at Rosa Parks Elementary School, has submitted a resignation. The last day for this assignment will be March 15, 2024. She will continue as Adult Basic Education Program Secretary.

Jennifer Pearson - 3rd Grade Teacher at Washington Elementary School, has submitted a resignation. The last day of employment will be June 7, 2024.

#### RESIGNATIONS (NON-INSTRUCTIONAL)

Emma Portner - ACES Child Care Assistant and ACES Site Lead Substitute at Jefferson Elementary School, has submitted a resignation. The last day of employment will be May 3, 2024.

Maxwell Sernett - ACES Child Care Assistant at Monroe Elementary School, has submitted a resignation. The last day of employment will be March 22, 2024.

#### Addendum

#### APPOINTMENTS (INSTRUCTIONAL)

Sabina Alhag - Full-time (1.00 FTEs) Social Emotional Learning Interventionist at Dakota Meadows Middle School beginning April 1, 2024. She will be placed at step 1, of the B+30 lane on the Teachers Association salary schedule.

#### APPOINTMENTS (NON-INSTRUCTIONAL)

Meymuna Abdi - Student Success Coach at Jefferson Elementary School for 6.75 hours per day/5 days per week beginning March 18, 2024. She will be placed at classification B22.5, step 1, in accordance with the agreement between the District and the Minnesota School Employee Association.

Kennedi Carstensen - Health & Wellness Paraeducator at INSITE for 7 hours per day/1 days per week (M), 4 hours per day/1 day per week (W), and 7.583 hours per day/1 day per week (F) beginning March 18, 2024. She will be placed at classification B22.5, step 1, in accordance with the agreement between the District and the Minnesota School Employee Association.

Allison Kolling - ACES Child Care Assistant at Washington Elementary School for 1.75 hours per day/5 days per week beginning March 15, 2024. She will be compensated at the rate of \$13.50 per hour.

Molly Miller - ACES Child Care Assistant at Hoover Elementary School for 3-4 hours per day/2 days per week beginning March 18, 2024. She will be compensated at the rate of \$11.50 per hour.

Sarah T Peterson - ACES Child Care Assistant at Roosevelt Elementary School for 3-4 hours per day/3 days per week beginning March 18, 2024. She will be compensated at the rate of \$13.00 per hour.

#### CONTRACT ADJUSTMENTS (INSTRUCTIONAL)

Carole Chapman - Temporary increase in assignment as Title I Intervention Teacher at Rosa Parks Elementary School from 0.80 FTEs to 0.90 FTEs beginning April 1 and ending June 7, 2024.

Linda Meixl - Temporary increase in assignment as Title I Intervention Teacher at Rosa Parks Elementary School from 0.50 FTEs to 0.80 FTEs beginning March 18 and ending June 7, 2024.

Piper Otto - Adjust end date to May 28, 2024, as Long-term Substitute Teacher for Summer Gerber at Bridges Community School.

Joyce Petersen - Temporary increase in assignment as Title I Intervention Teacher at Rosa Parks Elementary School from 0.80 FTEs to 1.00 FTEs beginning March 19 and ending June 7, 2024.

#### CONTRACT ADJUSTMENTS (NON-INSTRUCTIONAL)

Shirlee Erb - Change in assignment from Special Education Paraeducator, classification B21, for 6.25 hours per day/5 days per week to Special Education Paraeducator, classification B21, for 5 hours per day/5 days per week and Special Education Paraeducator, classification B21.5, for 1.25 hours per day/5 days per week at Eagle Lake Elementary School beginning January 8, 2024. She will be compensated according to her placement on the Minnesota School Employees Association salary schedule.

Rita Jones - Increase in assignment Early Learning Paraeducator at MAPS Center for Learning from 2 hours per day/1 day per week (M), 1.5 hours per day/1 day per week (T), and 3 hours per day/2 days per week (W/TH) to 2 hours per day/2 days per week (M/F) and 2.5 hours per day/3 days per week (T-TH) beginning March 11, 2024.

Cordena Maurer - Increase in assignment as Early Learning Paraeducator at MAPS Center for Learning from 2 hours per day/2 days per week and 3.5 hours per day/2 days per week to 2 hours per day/2 days per week (M/T), 4 hours per day/1 day per week (W), and 3.5 hours per day/1 day per week (F) beginning March 11, 2024.

#### REQUESTS FOR LEAVE (NON-AFFILIATED)

Pierre Ellis - Student Success Specialist at Prairie Winds Middle School, has requested intermittent leave under the provisions of the Family Medical Leave Act beginning January 17, 2024, and continuing through the end of the 2023-24 school year.

#### REQUESTS FOR LEAVE (INSTRUCTIONAL)

Jade Achman - Adjust start date to March 15, 2024, for Board-approved leave.

Samantha Burrs - Special Education Teacher at Roosevelt Elementary School, has requested leave under the provisions of the Family Medical Leave Act beginning May 23, 2024, and continuing for a period of 12 work weeks, then continuing leave through the end of the 2024-25 school year. She is eligible to use any applicable fringe benefits.

Elizabeth Freeberg - Special Education Teacher at Prairie Winds Middle School, has requested leave under the provisions of the Family Medical Leave Act beginning March 11 and returning to work on May 13, 2024, and then continuing intermittent leave through the end of the 2023-24 school year.

Kellie French - Gateway to Technology Teacher at Prairie Winds Middle School, has requested leave under the provisions of the Family Medical Leave Act beginning September 3 and returning November 27, 2024.

Shelby McKissick - School Counselor at Rosa Parks Elementary School, has requested leave under the provisions of the Family Medical Leave Act beginning April 29 and returning to work on June 3, 2024.

Cinthia Ochoa - Adjust start date to March 20, 2024, for Board-approved leave.

#### REQUESTS FOR LEAVE (NON-INSTRUCTIONAL)

Shipra Chowdhury - Early Learning Paraeducator at MAPS Center for Learning, has requested unpaid leave beginning March 25 and returning to work on May 5, 2024.

#### RESIGNATIONS (INSTRUCTIONAL)

Kristina Guth - Early Learning Social Worker at MAPS Center for Learning has submitted a resignation. The last day of employment will be March 25, 2024.

#### RESIGNATIONS (NON-INSTRUCTIONAL)

Elizabeth Frey - ACES Child Care Assistant and ACES Site Lead Substitute at Washington Elementary School has submitted a resignation. The last day of employment will be March 13, 2024.

Grace Witte - 8-Hour Evening Custodian at Franklin Elementary School, has submitted a resignation. The last day of employment will be March 13, 2024.

#### TERMINATIONS (NON-INSTRUCTIONAL)

Mary Gach - Health & Wellness Paraeducator at Futures, effective March 15, 2024.

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

The following donations were donated for the the East High School DECA Academic Program:

- \$250 from Scheels
- \$250 from Rickway, Inc.
- \$525 from Optimist Club of Minnesota Valley

The following donations were donated for the the West High School DECA Academic Program:

- \$100 from Lime Valley Advertising, Inc.
- \$100 from I & S Group, Inc.
- \$200 from Jones Law Office
- \$1,000 from Kato Engineering

Compeer Financial donated \$150 for Prairie Winds Middle School Student Activity Program

Mr. Kind made a motion to accept the gifts. The motion was seconded by Mrs. Ratcliff and carried on a 7-0 voice vote.

Amanda Heilman reviewed the recommended revised 2022-2023 budget for Mankato Area Public Schools programs. Ms. Schuck made a motion to approve the revised budgets as presented. The motion was seconded by Mrs. Pratt and carried on a 7-0 roll call vote. Approval of the revised 2023-2024 budgets will change the individual fund totals as follows, as compared to the FY 24 Preliminary Budget which was board approved in June 2023:

1. General Fund Revenues from \$122,163,609 to \$126,737,352.
2. General Fund Expenditures from \$117,333,412 to \$120,445,183.
3. Food Service Revenues from \$5,933,350 to \$6,140,431.
4. Food Service Expenditures from \$5,963,286 to \$6,137,986.
5. Community Service Fund Revenues from \$6,939,860 to \$7,017,381.
6. Community Service Fund Expenditures from \$5,999,761 to \$7,581,954.
7. Construction Fund Revenues from \$150,000 to \$115,380,643.
8. Construction Fund Expenditures from \$9,398,844 to \$17,860,408.
9. Debt Service Revenue from \$9,707,684 to \$9,936,044.
10. OPEB Debt Service Revenues from 812,815 to \$812,816.

There being no further business to consider, Mrs. Ratcliff moved and Ms. Schuck seconded, that the meeting be adjourned. The meeting was declared adjourned at 6:18 p.m., on a 7-0 voice vote.

Clerk \_\_\_\_\_

Attest:

Chairperson \_\_\_\_\_

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

March 18, 2024

The School Board of Independent School District No. 77 met in regular session on Monday, March 18, in the Mankato Room at the Intergovernmental Center. Chair Sinning called the meeting to order at 5:30 p.m. Members present at roll call: Christopher Kind, Kari Pratt, Liz Ratcliff, Erin Roberts, Kristi Schuck, and Shannon Sinning. Members absent: Patrick Baker (arriving at 5:31 p.m.).

1. Pratt/Schuck approval of agenda with personnel addendum. 6-0
2. Staff Spotlight: Kevin Haggerty
3. Open Forum - No one wished to speak.
4. Information: Monroe Elementary School Report; Board Member Reports.
5. Ratcliff/Roberts approval of Consent Agenda Items: Approval of Minutes of the March 4, 2024, regular meeting; Approval of March Bills; Personnel. 7-0
6. Kind/Ratcliff acceptance of gifts. 7-0
7. Schuck/Pratt approval of 2023-24 revised budgets. 7-0
8. Ratcliff/Schuck adjournment at 6:18 p.m. 7-0

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

The complete minutes and all documents relating to this meeting are on file and available for review in the Superintendent's Office, 10 Civic Center Plaza, Suite 2 and on-line at [www.isd77.org](http://www.isd77.org).

## School Board Regular Meeting

6. B.

**Meeting Date:** 04/01/2024

**Prepared By:** John Lustig, Director of Administrative Services

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### **Subject:**

Personnel

### **Background:**

#### APPOINTMENTS (NON-AFFILIATED)

Sarah Brooks - Assistant Director of Nutrition Services at Northport beginning May 6, 2024. This is a full-time, Non-Affiliated position with an annual salary of \$80,000.00 (prorated to \$12,308.00 for 40 days). She will be eligible for Category III Benefits.

Tamara Engel - Student Support Services Supervisor with the District beginning July 1, 2024. This is a full-time, Non-Affiliated position with an annual salary of \$96,825.00. She will be eligible for Category III Benefits.

Christina Makela - Career Development Specialist for the District beginning July 1, 2024. This is a full-time, 12-month Non-affiliated position with an annual salary of \$85,825.00. She will be eligible for Category III Benefits.

Garrison Spangler - Building Technology Assistant at East High School for 6.5 hours per day/5 days per week, with a work year of 170 days beginning April 1, 2024. This is a Non-affiliated assignment, with an hourly rate of \$18.00. He will be eligible for Category I Benefits.

#### APPOINTMENTS (INSTRUCTIONAL)

Kay Dedinsky - Long-term Substitute Teacher for Michelle Krahling at Franklin Elementary School beginning April 3 and ending May 24, 2024. She will be placed at step 10 of the B+30 lane on the Teachers Association salary schedule.

Kathryn Johnson - Long-term Substitute Social Worker for Rebecca Sharpsteen at East High School beginning April 1 and ending May 24, 2024. She will be placed at step 10 of the M lane on the Teachers Association salary schedule.

Jessica Larsen - Special Education Teacher with the Central High Night School Program for 2 hours per day/ 2 evenings per week (M/W) beginning March 7 and ending May 2, 2024. She will be compensated according to her placement on the Teachers Association salary schedule.

Clare Sallstrom - Part-time (0.50 FTEs), Long-term Substitute Teacher for Elizabeth Freeberg at Prairie Winds Middle School beginning April 15 and ending May 10, 2024. She will be placed at step 10 of the M lane on the Teachers Association salary schedule.

Zoey Weller - Full-time (1.00 FTEs) Special Education Teacher, site to be determined, beginning August 19, 2024, for the 2024-25 school year. She will be placed at step 1 of the B lane on the Teachers Association salary schedule, contingent upon obtaining licensure.

Caleb Wundermachen - Full-time (1.00 FTEs) Special Education Teacher, site to be determined, beginning August 19, 2024, for the 2024-25 school year. He will be placed at step 3 of the B+30 lane on the Teachers Association salary schedule, contingent upon obtaining licensure.

#### APPOINTMENTS (NON-INSTRUCTIONAL)

Trey Billmeier - ACES Child Care Assistant at Hoover Elementary School for 3-4 hours per day/5 days per week beginning March 22, 2024. He will be compensated at the rate of \$13.75 per hour.

Gabrielle Kaiser - ACES Child Care Assistant at Washington Elementary School for 3-4 hours per day/1 day per week beginning March 18, 2024. She will be compensated at the rate of \$13.00 per hour.

Kenna Reid - Health & Wellness Paraeducator at SUN for 7 hours per day/5 days per week beginning March 21, 2024. She will be placed at classification B22.5, step 4, in accordance with the agreement between the District and the Minnesota School Employee Association.

Cadence Wasylik - ACES Child Care Aide Substitute at MAPS Center for Learning on an on-call basis beginning March 27, 2024. She will be compensated at the rate of \$15.00 per hour.

#### CONTRACT ADJUSTMENTS (INSTRUCTIONAL)

Theresa Calsbeek - Adjust end date to June 7, 2024, for temporary increase in assignment as Title I Intervention Teacher at Jefferson Elementary School from 0.70 FTEs to 1.00 FTEs.

Mary Mccuskey Simpson - Voluntary decrease in assignment as Parent Educator at MAPS Center for Learning from 754.4 annual hours (0.52 FTEs) to 729.5 annual hours (0.50 FTEs) beginning March 11, 2024.

#### CONTRACT ADJUSTMENTS (NON-INSTRUCTIONAL)

Shipra Chowdhury - Temporary decrease in assignment as Early Learning Paraeducator at MAPS Center for Learning from 16 hours per week (7M, 2 T, 3.5 W/TH) to 14.5 hours per week (5.5 M, 2 T, 3.5 W/TH) beginning March 11, 2024.

Kaleb Kirsch - Increase hourly rate to \$13.25 as ACES Child Care Assistant at Washington Elementary School beginning April 16, 2024. This is in addition to his ACES Early Learning Assistant Teacher assignment at MAPS Center for Learning and ACES Site Lead Substitute assignment at Washington Elementary School.

Lexi Reid - Increase in assignment as Health & Wellness Paraeducator at SUN from 6.75 hours per day/5 days per week to 7 hours per day/5 days per week beginning March 18, 2024.

Madeline Saye - Increase hourly rate to \$13.75 as ACES Child Care Assistant at Kennedy Elementary School beginning April 1, 2024.

Brinly Simmons - Increase hourly rate to \$15.00 as ACES Student Support Assistant Substitute beginning April 16, 2024. This is in addition to her Special Education Paraeducator assignment at Roosevelt Elementary School.

#### REQUESTS FOR LEAVE (INSTRUCTIONAL)

Rebekah Elledge - Adjust return date to April 15, 2024, for Board-approved leave.

Christina Makela - Mathematics Teacher at West High School, has requested a leave of absence beginning with the 2024-25 school year for the purpose of accepting the Career Development Specialist assignment.

Rebecca Sharpsteen - Adjust return date to May 28, 2024, for Board-approved leave.

#### REQUESTS FOR LEAVE (NON-INSTRUCTIONAL)

Olivia Kuhlman - Special Education Paraeducator at Prairie Winds Middle School, has requested medical leave beginning March 19 and returning to work on April 15, 2024. She is eligible to use any applicable fringe benefits available.

Darlene Walters - Cook Helper at Dakota Meadows Middle School has requested leave under the provisions of the Family Medical Leave Act beginning March 14 and returning to work on May 1, 2024.

#### RESIGNATIONS (INSTRUCTIONAL)

Summer Gerber - 3rd Grade Teacher at Bridges Community School, has submitted a resignation. The last day of employment will be June 7, 2024.

Elizabeth Holmgren - Multi-Language Learner (MLL) Teacher at Bridges Community School and Hoover Elementary School, has submitted a resignation. The last day of employment will be June 7, 2024.

Amber Leonhardi - Teacher currently on leave, has submitted a resignation. The last day of employment will be June 7, 2024.

#### RESIGNATIONS (NON-INSTRUCTIONAL)

Farhan Ahmed - 4-hour Evening Custodian at Kennedy Elementary School, has submitted a resignation. The last day of employment will be March 18, 2024.

Morgan Murphy - ACES Child Care Assistant and ACES Site Lead Substitute at Franklin Elementary School, has submitted a resignation. The last day of employment will be March 28, 2024.

Taryn Orser - Special Education Paraeducator at Prairie Winds Middle School, has submitted a resignation. The last day of employment will be May 2, 2024.

Jordyn Salzsiedler - ACES Child Care Assistant at Eagle Lake Elementary School, has submitted a resignation. The last day of employment will be March 26, 2024.

Joelle Weber - Special Education Paraeducator at Prairie Winds Middle School, has submitted a resignation. The last day of employment will be May 15, 2024.

#### TERMINATIONS (NON-INSTRUCTIONAL)

Avery Mersch - Early Learning Special Education Paraeducator at Franklin Elementary School, effective May 25, 2023.

#### **Recommended Action:**

The Administration recommends the approval of the personnel items.

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## **School Board Regular Meeting**

**7. A.**

**Meeting Date:** 04/01/2024

**Prepared By:** Paul Peterson, Superintendent

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### **Subject:**

Acceptance of Gifts and Grants

### **Background:**

Mankato Area Hockey Association - Anthony Ford donated the following:

- \$500 for MAPS Adapted Floor Hockey Programs
- \$500 for West High Girls Hockey Program

Rex and Karen Sparks donated \$100 for MAPS Futures Program - Parent Night

BENCO donated \$250 for Mankato Area Public Schools FFA Program

SPX donated the following:

- Graphic Design Contribution (\$100 value) for East High Athletics Program
- State Tournament Autograph Posters (\$257.50 value) for Mankato East Boys Basketball Program

Mankato Ballet Company donated \$950.50 for Bussing 2nd graders Art Field Trip to West High School

The following donations were donated for East High School VEX Robotics Program:

- \$50 from Kathy Thielges
- \$100 from Matthew and Brandy Crawford
- \$1,000 from Peggy and Melisa Walters

The following donations were donated for Community Education Mankato Matchup - VEX IQ Tournament:

- \$50 from Scheels
- \$100 from Dr. Scott Allen
- \$200 from Family of Wayne Wollmuth
- \$250 from OFC
- \$250 from MVTL
- \$250 from Mankato Rockers
- \$250 from Snell Motors
- \$250 from WS3
- \$250 from Big Dog
- \$1,000 from MEI
- \$1,000 from Arnolds and Case IH

### **Recommended Action:**

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

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**School Board Regular Meeting****7. B.****Meeting Date:** 04/01/2024**Prepared By:** Amanda Heilman, Director of Business Services

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**Subject:**

Approval of 2024-2025 Employee Health Insurance Plan and Renewal Rates

**Background:**

On February 15, 2024, the District received four bids for Employee Group Health Insurance. In accordance with the Health Insurance Transparency Act (HITA), the bids were opened with one member of the largest bargaining group. On February 29, 2024, the District employee insurance committee met and reviewed the bids and discussed the merits of each. The District and its employee insurance committee have been evaluating a transition to self-insurance for several years. This transition would mean that instead of paying fixed premiums to an insurance company, the school district would directly fund its employees' healthcare costs. This shift would provide the district with more control over healthcare expenses, potentially leading to cost savings and the ability to customize benefits to better suit our employees' needs.

Attached is the tabulation of all the bids. With the large bid rate proposals received, the insurance committee and administration are recommending to the school board to transition to self-insurance through Blue Cross Blue Shield effective July 1, 2024. The monthly rates will be as follows:

| PLAN        | SINGLE    | FAMILY    |
|-------------|-----------|-----------|
| Basic +     | \$1508.00 | \$4062.50 |
| \$750 CMM   | \$1212.80 | \$3199.30 |
| \$3250 CDHP | \$1025.70 | \$2709.85 |
| \$6350 CDHP | \$816.40  | \$2156.05 |

**Recommended Action:**

The administration recommends approval of Blue Cross Blue Shield Employee self-insurance Health Insurance bid, as described.

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**Attachments**Health Insurance Tabulation

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### 2024 – 2025 Employee Health Insurance Results

| Company                                                | Rate Increase/Decrease | Cap for Year 2                                                       | Plan Design             | Other Comments                                                                                                                                                              |
|--------------------------------------------------------|------------------------|----------------------------------------------------------------------|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| MHC – South Central Service Cooperative – Pool         | 38% Increase           | None                                                                 | Stay the same           |                                                                                                                                                                             |
| MHC – South Central Service Cooperative – Self-Insured |                        |                                                                      | Stay the same           | Administrative costs Per Contract Per Month is \$6.00. This does not include any taxes, assessment, wellness program costs and does not include offset for pharmacy rebates |
| Blue Cross Blue Shield – Self-Insured                  |                        |                                                                      | Stay the same           | Would receive the rebates                                                                                                                                                   |
| PEIP                                                   | 23% Increase           | Would require a 2-year commitment without a rate cap for second year | Many changes; HMO Model | Network structure changes and requires a 24-month commitment                                                                                                                |