

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

May 6, 2024

The School Board of Independent School District No. 77 met in regular session on Monday, May 6, in the Mankato Room - Intergovernmental Center. Vice Chair Schuck called the meeting to order at 5:30 p.m. Members present at roll call: Patrick Baker, Christopher Kind, Liz Ratcliff, Erin Roberts, and Kristi Schuck. Absent: Kari Pratt and Shannon Sinning.

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

Special Recognition: Consolidated Communications

MAPS Student Spotlight: Kiera Fischer, Emma Tuwei and Mackenzie Lewandowski - Dakota Meadows Middle School.

MAPS Staff Spotlight: Dor Scheetz-Hollar from Washington and Carrie Lonneman from Kennedy.

Open Forum: Elizabeth Hanke wished to speak.

Information Reports: 2024 Educare Grants presented by Jeff Grace; Out of School Programming presented by Samantha Schirmers and Melanie Schmidt; First Reading of Policies presented by John Lustig; Board Member Workshop/Committee Reports.

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

Approval of Minutes of the April 15, 2024, regular Board meeting.

Resolution Relating to the Termination/Non-Renewal of Teaching Contracts of Probationary Tier1, Tier 2, and/or Contract Substitute Teachers:

WHEREAS, are probationary, Tier 1, Tier 2, or contract substitute teachers in Independent School District No. 77, Dustin Wright.

BE IT RESOLVED by the School Board of Independent School District No. 77 that pursuant to Minnesota Statute 122A.40 Sub. division 5, and Minnesota Statute 122A.44 Subdivision 2 that the teaching contracts of Dustin Wright is hereby terminated and shall be non-renewed at the close of the 2023-24 school year effective June 7, 2024.

BE IT FURTHER RESOLVED that written notice be sent to said teachers regarding termination and non-renewal of their contracts and assignments as provided by law.

Personnel:

APPOINTMENTS (NON-AFFILIATED)

Scott Kaminski - Change in assignment from Facilities Operations Manager to Director of Facilities and Safety with the District beginning June 1, 2024. This is a full-time, 12-month Non-Affiliated position with an annual salary of \$112,000 (prorated to 8,615.40 for 20 days for 2023-24). He will be eligible for Category III benefits.

APPOINTMENTS (INSTRUCTIONAL)

Donovan Becker - Full-time (1.00 FTEs) Social Studies Teacher at West High School beginning August 26, 2024, for the 2024-25 school year. He will be placed at step 2 of the B lane on the Teachers Association salary schedule.

Kayla Campbell - Full-time (1.00 FTEs) 1st Grade Teacher at Rosa Parks Elementary School beginning August 19, 2024, for the 2024-25 school year. She will be placed at step 7 of the M lane on the Teachers Association salary schedule.

Bethany Dierks - Full-time (1.00 FTEs) Licensed School Nurse, site to be determined, beginning August 19, 2024, for the 2024-25 school year. She will be placed at step 10 of the B lane on the Teachers Association salary schedule, contingent upon obtaining licensure.

Carli Gasaway - Long-term Substitute Counselor for Shelby McKissick at Rosa Parks Elementary School beginning April 24 and ending May 31, 2024. She will be placed at step 1 of the B+30 lane on the Teachers Association salary schedule.

Alecia Hynes - Full-time (1.00 FTEs) 4th Grade Teacher at Rosa Parks Elementary School beginning August 19, 2024, for the 2024-25 school year. She will be placed at step 2 of the B+30 lane on the Teachers Association salary schedule, contingent upon obtaining licensure.

Madalyn Kilibarda - Full-time (1.00 FTEs) 3rd Grade Teacher at Kennedy Elementary School beginning August 19, 2024, for the 2024-25 school year. She will be placed at step 2 of the B lane on the Teachers Association salary schedule.

Tamala King - Part-time (0.583 FTEs) Family & Consumer Science (FACS) Teacher at West High School 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.

Mariah Krusemark - Full-time (1.00 FTEs) 3rd Grade Teacher at Washington Elementary School beginning August 19, 2024, for the 2024-25 school year. She will be placed at step 10 of the M+30 lane on the Teachers Association salary schedule.

Jordan Petersen - Full-time (1.00 FTEs) Mathematics Teacher at West High School beginning August 19, 2024, for the 2024-25 school year. He will be placed at step 1 of the B lane on the Teachers Association salary schedule.

Danielle Peterson - Full-time (1.00 FTEs) Special Education Teacher at Franklin Elementary School beginning August 26, 2024, for the 2024-25 school year. She will be placed at step 6 of the B+15 lane on the Teachers Association salary schedule.

Cara Samuelson - Full-time (1.00 FTEs) Special Education Teacher at Kennedy Elementary School beginning August 26, 2024, for the 2024-25 school year. She will be placed at step 10 of the SPEC lane on the Teachers Association salary schedule.

Kristen Sonju - Long-term Substitute Counselor for Jade Achman at Prairie Winds Middle School beginning April 16 and ending June 6, 2024. She will be placed at step 1 of the M lane on the Teachers Association salary schedule.

Martha Stelter - Full-time (1.00 FTEs) Kindergarten Teacher at Rosa Parks Elementary School beginning August 19, 2024, for the 2024-25 school year. She will be placed at step 5 of the B lane on the Teachers Association salary schedule.

Mallory Stiff - Full-time (1.00 FTEs) Special Education K-12 DAPE Teacher with the District 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.

#### APPOINTMENTS (NON-INSTRUCTIONAL)

Nicole Dwinell - Temporary assignment as Health & Wellness Paraeducator at Washington Elementary School for 7 hours per day/5 days per week beginning May 13 and ending June 6, 2024. She will be placed at classification B22.5, step 3, in accordance with the agreement between the District and the Minnesota School Employee Association. This is in addition to her Special Education Teacher assignment beginning August 19, 2024.

Kenneth Kopp - 8-hour, 12-month, Evening Custodian at Hoover Elementary School beginning April 29, 2024. He will be placed at classification A13, step 2 in accordance with the agreement between the District and the Minnesota School Employee Association.

Germaine Nowacki - Temporary assignment as Early Learning Special Education Paraeducator, classification B21, at MAPS Center for Learning for 1.5 hours per day/1 day per week (M) beginning April 29, and ending May 14, 2024. She will be compensated according to her placement on the Minnesota School Employees Association salary schedule. This is in addition to her Early Learning Paraeducator assignment at MAPS Center for Learning.

Deondre Thomas - Non-classroom (Lunchroom) Paraeducator at Rosa Parks Elementary School for 1.75 hours per day/5 days per week beginning April 29, 2024. He will be

placed at classification B21, step 1, in accordance with the agreement between the District and the Minnesota School Employee Association.

#### CONTRACT ADJUSTMENTS (INSTRUCTIONAL)

Kristine Barnes - Increase in assignment as German Teacher at West High School from 0.83 FTEs to 1.00 FTEs beginning August 26, 2024.

Tricia Conetta - Change in assignment from Full-time (1.00 FTEs) Mentor Coach (TOSA) at Hoover Elementary School to Full-time (1.00 FTEs) 3rd Grade Teacher at Bridges Community School beginning August 26, 2024.

Toni Hames - Continue as part-time (0.50 FTEs) Secondary Mentor Coach (TOSA) and part-time (0.50 FTEs) AVID Teacher at East High School through June 30, 2026.

Patti Johnson - Adjust start date to May 6, 2024, as Long-term Substitute Teacher for Kelsey Wolner.

Clare Sallstrom - Adjust end date to May 31, 2024, as part-time (0.50 FTEs), Long-term Substitute Teacher for Elizabeth Freeberg at Prairie Winds Middle School.

Darius Westrich - Increase in assignment as Health & Physical Education Teacher at Dakota Meadows Middle School from 1.00 FTEs to 1.042 FTEs beginning January 22, and ending June 7, 2024.

#### CONTRACT ADJUSTMENTS (NON-INSTRUCTIONAL)

Kennedi Carstensen - Increase in assignment as Health & Wellness Paraeducator at INSITE from 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) to 3 hours per day/4 days per week (M-TH) and 7.583 hours per day/1 day per week (F) beginning April 23, 2024.

Shipra Chowdhury - Temporary increase in assignment as Early Learning Paraeducator at MAPS Center for Learning from 14.5 hours per week (5.5 M, 2 T, 3.5 W/TH) to 17.5 hours per week (7 M, 2 T, 5 W, 3.5 TH) beginning May 6 and ending May 24, 2024.

Dakota Kamm - Increase in assignments as Special Education Paraeducator at Rosa Parks Elementary School from 5.75 hours per day/2 days per week (M/W) and 4.5 hours per day/2 days per week (T/TH) to 6.25 hours per day/5 days per week beginning April 29, 2024.

Heidi Libby - Increase in assignment as Title I Intervention Paraeducator at Monroe Elementary School from 6.25 hours per day/4 days per week with a work year of 102 days to 6.25 hours per day/4 days per week with a work year of 121 days beginning October 2, 2023, and ending June 6, 2024.

Krystal Olson - Correction - Special Education Paraeducator at Dakota Meadows Middle School for 3.42 hours per day/5 days per week beginning April 8, 2024.

Laycon Robinson - Voluntary decrease in assignment as Early Learning Special Education Paraeducator at MAPS Center for Learning from 6.25 hours per day/4 days per week (M-TH) to 6 hours per day 4/days per week (M-TH) beginning April 25, 2024.

Cassandra Schmit - Adjust start date to February 20, 2024, for voluntary decrease in assignment as Health & Wellness Paraeducator at West High School from 7 hours per day/5 days per week to 7 hours per day/2 days per week (T/F).

Michelle Stevens - Change in assignment from Special Education Paraeducator and Non-classroom (Lunchroom) Paraeducator to Special Education Paraeducator at Rosa Parks Elementary for 4 hours per day/5 days per week beginning May 2, 2024.

#### REQUESTS FOR LEAVE (INSTRUCTIONAL)

Shelby McKissick - Adjust start date to April 18, 2024, for Board-approved leave.

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

Wendy Allen - Health Care (RN) Paraeducator at Kennedy Elementary School, has requested intermittent leave under the provisions of the Family Medical Leave Act beginning September 3, 2024, for the 2024-25 school year.

Katie Gardner - Health Care (RN) Paraeducator at West High School, has requested unpaid leave beginning April 29 and returning to work on May 10, 2024. She is eligible to use any applicable fringe benefits.

Fardowsa Mohamed - 8-hour Evening Custodian at East High School, has requested unpaid leave beginning April 26 and returning to work on July 1, 2024.

#### RESIGNATIONS (INSTRUCTIONAL)

Karen Barnett - Long-term Substitute Teacher for Jessica Kingston at Rosa Parks Elementary School, has submitted a resignation. The last day of this assignment will be April 26, 2024. She will continue as a Substitute Teacher with the District.

Jessica Mack - Special Education Teacher at Franklin Elementary School, has submitted a resignation. The last day of employment will be June 7, 2024.

#### RESIGNATIONS (NON-INSTRUCTIONAL)

Fosiya Abdurahman - 8-hour Evening Custodian at Prairie Winds Middle School, has submitted a resignation. The last day of employment will be April 26, 2024.

De'Vonte Bradley - Youth Program Assistant Specialist with Community Education at Lincoln Community Center, has submitted a resignation. The last day of employment will be May 21, 2024.

Zoe Cronin - ACES Child Care Assistant at Bridges Community School, has submitted a resignation. The last day of employment will be May 3, 2024.

Bethany Dierks - Healthcare (RN) Paraeducator at Hoover Elementary School, has submitted a resignation in order to accept the School Nurse assignment. Her last day for this assignment will be June 6, 2024.

Norma Gonzalez - ACES Site Lead at Rosa Parks Elementary School, has submitted a resignation. The last day of employment will be June 6, 2024.

Olivia Kuhlman - Special Education Paraeducator at Prairie Winds Middle School, has submitted a resignation. The last day of employment will be April 25, 2024.

Isabelle Olson - ACES Site Lead at Roosevelt Elementary School, has submitted a resignation. The last day of employment will be May 2, 2024.

Melissa Schneider - ACES Student Support Assistant Substitute and ACES Site Lead Substitute, has submitted a resignation. The last day of employment will be April 29, 2024.

Starlyn Spoden - Early Learning Special Education Paraeducator at MAPS Center for Learning, has submitted a resignation. The last day of employment will be April 29, 2024.

Hannah Steele - Special Education Paraeducator at Roosevelt Elementary School, has submitted a resignation. The last day of employment will be April 25, 2024.

#### Personnel - Addendum

##### APPOINTMENTS (NON-INSTRUCTIONAL)

Helen Adetunji - ACES Child Care Assistant Substitute on an on-call basis beginning May 3, 2024. She will be compensated at the rate of \$13.25 per hour.

Megan Geraets - ACES Child Care Assistant at Franklin Elementary School for 5-8 hours per day/5 days per week beginning June 3, 2024. She will be compensated at the rate of \$13.00 per hour.

Saarah Hassan - ACES Student Support Assistant at Franklin Elementary School for 5-8 hours per day/5 days per week beginning June 3, 2024. She will be compensated at the rate of \$14.00 per hour.

Caspar Olseth - ACES Student Support Assistant at Franklin Elementary School for 5-8 hours per day/5 days per week beginning June 3, 2024. He will be compensated at the rate of \$14.00 per hour.

Brynn Rogers - ACES Child Care Assistant at Bridges Community School for 3-4 hours per day/5 days per week beginning May 6, 2024. She will be compensated at the rate of \$13.00 per hour.

Oliver Schweim - ACES Child Care Assistant at Washington Elementary School for 5-8 hours per day/5 days per week beginning June 3, 2024. He will be compensated at the rate of \$13.00 per hour.

#### CONTRACT ADJUSTMENTS (INSTRUCTIONAL)

Lorrie Schroeder - Increase in assignment as Art Teacher at East High School from 1.00 FTEs to 1.083 FTEs for the second semester of the 2023-24 school year.

Emma Sill - Decrease in assignment as Health Science Teacher at West High School from 1.00 FTEs to 0.75 FTEs beginning August 26, 2024.

#### CONTRACT ADJUSTMENTS (NON-INSTRUCTIONAL)

Fransesisko Alhag - Increase in assignment as Student Success Coach at Prairie Winds Middle School from 6 hours per day/4 days per week (M-TH) to 6.5 hours per day/5 days per week beginning April 19, 2024.

Nowrin Koly - Increase in assignments as Multilingual Learner (MLL) Paraeducator at Washington Elementary School from 6.5 hours per day/3 days per week (M/W/F) and 2 hours per day/2 days per week (T/TH) to 6.5 hours per day/5 days per week beginning May 6, 2024.

Jinda Seeharat - Voluntary decrease in assignment as Special Education Paraeducator at Dakota Meadows Middle School from 6.75 hours per day/5 days per week to 6.75 hours per day/4 days per week (M-TH) beginning May 10, 2024.

#### REQUESTS FOR LEAVE (INSTRUCTIONAL)

Elizabeth Freeberg - Special Education Teacher at Prairie Winds Middle School, has requested unpaid leave beginning May 13 and continuing through the end of the 2023-24 school year. She is eligible to use any applicable fringe benefits.

Logan Kohlmeyer - Assessments Specialist with the Early Learning Program, has requested leave under the provisions of the Family Medical Leave Act beginning April 24, 2024, and continuing through the 2023-24 school year.

Christine Seeman - Extend Board-approved leave through the end of the 2023-24 school year.

#### RESIGNATIONS (INSTRUCTIONAL)

Justina Bisch - High School Counselor at West High School, has submitted a resignation. The last day of employment will be June 21, 2024.

#### RESIGNATIONS (NON-INSTRUCTIONAL)

Anna Downs - Non-classroom (Lunchroom) Paraeducator at Monroe Elementary, has submitted a resignation. The last day of employment will be May 1, 2024.

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

FUN.COM donated \$100 for Adult Basic Education GED Boot Camps

Robert & Stacie Bosse donated \$100 for East High Baseball Program

NEXTGRAD donated \$500 for West High NEXTGRAD Scholarship

Mid-States Mechanical Services Inc. donated Welding Rods (\$472.69 value) for East High Welding Program

The following donations were donated for Dakota Meadows VEX Robotics Program - VEX World's Trip:

- \$50 from Crysteel Truck Equipment, Inc.
- \$100 from Otis A. Keller
- \$100 from Patrick J. Greenwood, M.D. & Sandra E. Greenwood
- \$100 from Home Sellers of Minnesota
- \$250 from McGowan Water Conditioning, Inc.
- \$300 from Orion Machining, Inc.
- \$500 from MEI - Total Elevator Solutions
- \$1,000 from Blue Star Power Systems Inc
- \$1,000 from Kato Engineering

The following donations were donated for West High VEX Robotics Program - VEX World's Trip:

- \$250 from Johnson Outdoors Marine Electronic, Inc.
- \$250 from Cinch Connectivity
- \$250 from Guaranteed Electric Service, Inc
- \$250 from TBEI
- \$250 from Austin's Auto Repair
- \$250 from Condux International, Inc.
- \$300 from Easy Automation, Inc.
- \$500 from Lloyd Management, Inc.
- \$500 from Jeffrey & Cassandra Spriggs
- \$500 from WEB Construction
- \$500 from WW Communications & Security Specialist

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 following grants were presented for Board approval:

Making STEM Strong, All MAPS Elementary Schools, Grades K-5  
Amount Requested: \$48,211.19 Amount recommended: \$48,211.19

Cross-Country Skis for Elementary Physical Ed, All MAPS Elementary Schools, Grades K-5

Amount Requested: \$9,075.00 Amount Recommended: \$9,075.00

Yearbooks for All, Central High School, Freedom, & PEEK Middle School, Grades K-12  
Amount Requested: \$5,115.87 Amount Recommended: \$15,115.87

Mrs. Ratcliff made a motion to accept the grants as presented. The motion was seconded by Ms. Roberts and carried on a 5-0 voice vote.

For over a year, Mankato Area Public Schools has been involved in a process to revise the school district's strategic roadmap. The vision, mission, core values and strategic priorities included in the roadmap provides students, staff, families and the greater community a clear sense of the school district's identity and aspirations. Feedback was gathered from students, staff, and families through interviews, focus groups, surveys and work sessions. The District Leadership Team, in collaboration with the School Board, collected and analyzed the desired daily experiences articulated by stakeholders in the school community. The MAPS Strategic Roadmap will be the guide from which operational plans and vision card metrics will be developed by district leaders. The School Board can anticipate reports from school and district leaders that directly align to the strategic priorities outlined in the roadmap. Mr. Baker made a motion to approve the Strategic Roadmap as presented (page \_\_\_\_). The motion was seconded by Mr. Kind and carried on a 5-0 voice vote.

There being no further business to consider, Mr. Kind moved and Mrs. Ratcliff seconded, that the meeting be adjourned. The meeting was declared adjourned at 7:21 p.m., on a 5-0 voice vote.

Clerk \_\_\_\_\_

Attest:

Chairperson \_\_\_\_\_

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

May 6, 2024

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1. Baker/Ratcliff approval of agenda with personnel addendum. 5-0
2. Special Recognition: Consolidated Communications
3. MAPS Student Spotlight: Kiera Fischer, Emma Tuwei, Mackenzie Lewandowski
4. MAPS Staff Spotlight: Dor Scheetz-Hollar & Carrie Lonneman
5. Open Forum - Elizabeth Hanke wished to speak.
6. Information: 2024 Educare Grants, Out of School Programming, First Reading of Policies, Board Member Reports.
7. Ratcliff/Kind approval of Consent Agenda Items: Approval of Minutes: April 15, 2024. Resolution relating to termination/non-renewal of teaching contracts of probationary, tier 1, tier 2 and/or contract substitute teachers. Approval of Personnel. 5-0
8. Kind/Ratcliff acceptance of gifts. 5-0
9. Ratcliff/Roberts approval of Educare Grants. 5-0
10. Baker/Kind approval of strategic roadmap. 5-0
11. Kind/Ratcliff adjournment at 7:21 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](http://www.isd77.org).

## MAPS Strategic Roadmap

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| <p><b>Mission:</b> <i>Our Core Purpose</i></p> <p><i>Excellence, Equity, Empowerment. Every student, Every day.</i></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <p><b>Core Values:</b> <i>Drivers of Our Words and Actions</i></p> <ul style="list-style-type: none"> <li>● <b>Courage:</b> We do and say what is needed to develop strength, resilience and character.</li> <li>● <b>Student Centered:</b> Student success drives our decisions and actions, and we strive to provide each learner with what they need, when they need it.</li> <li>● <b>Integrity:</b> We are honest, authentic and respectful in every interaction.</li> <li>● <b>Accountable:</b> We know our desired outcomes, understand our individual responsibility for them, and collectively take accountability for results and continuous improvement.</li> <li>● <b>Inclusive Practices:</b> We ensure ALL learners are welcomed and valued, have a sense of belonging and see themselves in their learning.</li> </ul> |
| <p><b>Vision:</b> <i>What We Intend to Create</i></p> <p><i>MAPS inspires students to thrive through future focused learning experiences by:</i></p> <ul style="list-style-type: none"> <li>● <i>Pursuing their individual pathway</i></li> <li>● <i>Ensuring safe and secure schools</i></li> <li>● <i>Fostering inclusivity by understanding and appreciating diversity</i></li> <li>● <i>Engaging with families and caregivers</i></li> <li>● <i>Partnering with and contributing to our community with high quality, dedicated and exceptionally trained staff.</i></li> </ul> | <p><b>Strategic Directions:</b> <i>Focus of Our Improvement Efforts</i></p> <ul style="list-style-type: none"> <li>A. <i>Improving our professional practices so that each learner achieves at high levels in an inclusive educational model that is relevant and flexible</i></li> <li>B. <i>Enhancing our student support structures to meet academic, social, behavioral, and mental health needs</i></li> <li>C. <i>Recruiting, developing, and retaining staff to ensure positive learning experiences for students</i></li> <li>D. <i>Strengthening our parent/caregiver partnerships and connections</i></li> <li>E. <i>Ensuring safe, efficient and effective operations</i></li> </ul>                                                                                                                                       |