

**MINUTES
BOARD OF EDUCATION
St. Cloud Area School District 742
St. Cloud, Minnesota
October 1, 2025**

A meeting of the Board of Education of St. Cloud Area School District 742 was held on Wednesday, October 1, 2025, at the District Administration Office, 1201 South 2nd Street, Waite Park, Minnesota.

The meeting was called to order at 6:32 p.m. by Chair Shannon Haws with the following Board Members present: Scott Andreasen, Natalie Copeland (Ringsmuth), Al Dahlgren, Zach Dorholt, Diana Fenton, Shannon Haws, Heather Weems.

I. APPROVAL OF BOARD MEETING AGENDA

Moved by Andreasen, seconded by Copeland to approve the Board Meeting and Work Session agenda.

On roll call, the following voted “aye”: Scott Andreasen, Natalie Copeland, Al Dahlgren, Zach Dorholt, Diana Fenton, Shannon Haws, Heather Weems.

II. CONSENT AGENDA

Moved by Andreasen, seconded by Copeland to:

Approve the following personnel changes pursuant to relevant laws and appropriate provisions of negotiated agreements between the Board of Education and exclusive representatives. For new hires, the indicated rates are consistent with current negotiated agreements and Board approved rates of pay. All rates/salaries listed do not include fringe benefits.

LICENSED STAFF

Rehire

Betty Makori, Tier 4 Long Call Substitute EL Teacher, Madison Elementary School, effective September 10, 2025 through October 15, 2025, Lane MA, Pay Level 2 (26 days of a full-time contract) with a salary of \$8,361.74.

Bjorn Snowberg, Tier 1 Elementary SPED Staffing Substitute Teacher, District Wide, effective September 15, 2025, for the 2025-2026 school year, Lane BA, Pay Level 2 (172 days of a full-time contract) with a salary of \$45,687.85.

Tara Kline, Assessment Specialist - Hourly Teacher, District Wide, effective September 2, 2025, at an hourly rate of \$40.00. Ms. Kline is returning for a one-year assignment after retirement.

Katelyn Dietrich, Hourly Teacher, Madison Elementary School, effective September 15, 2025, at an hourly rate of \$40.00.

Extended Contract

Lynn Wells, Early Childhood SPED Evaluation Team Teacher, Quarryview Education Center, effective for the 2025-2026 school year, Lane MA, Pay Level 11 (.1 FTE of a full-time contract). Ms. Well's salary for this assignment will be \$7,405.20

Nicole Zitzow, SPED Speech Language Pathologist, Westwood Elementary School, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (.1 FTE of a full-time contract). Ms. Zitzow's salary for this assignment will be \$9,036.20

Jessica Dauw, Early Childhood SPED Teacher, Quarryview Education Center, effective for the 2025-2026 school year, Lane MA, Pay Level 11 (.1 FTE of a full-time contract). Ms. Dauw's salary for this assignment will be \$7,405.20

Jaelyn Salisbury, SPED Psychologist, Oak Hill Community School, effective for the 2025-2026 school year, Lane MA+40, Pay Level 5 (.1 FTE of a full-time contract). Ms. Salisbury's salary for this assignment will be \$7,890.50.

Cira Hunstad, SPED Psychologist, Westwood Elementary School effective for the 2025-2026 school year, Lane MA+40, Pay Level 5 (.1 FTE of a full-time contract). Ms. Hunstad's salary for this assignment will be \$7,890.50.

Kimberly Bednarek, SPED Psychologist, Apollo High School, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (.1 FTE of a full-time contract). Ms. Bednarek's salary for this assignment will be \$9,036.20.

Trista Wochnick, SPED Psychologist, Tech High School, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (.1 FTE of a full-time contract). Ms. Wochnick's salary for this assignment will be \$9,036.20.

Krista Dillman, SPED Deaf and Hard of Hearing Teacher, District Wide, effective for the 2025-2026 school year, Lane MA+40, Pay Level 5 (.2 FTE of a full-time contract). Ms. Dillman's salary for this assignment will be \$15,781.

Michael Bakken, SPED DAPE Teacher, Apollo High School, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (.1 FTE of a full-time contract). Mr. Bakken's salary for this assignment will be \$9,036.20.

Geri Swanson, SPED Speech Language Pathologist, Clearview Elementary School, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (.2 FTE of a full-time contract). Ms. Swanson's salary for this assignment will be \$18,072.40.

Merith Starren, SPED Speech Language Pathologist, Quarryview Education Center, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (.3 FTE of a full-time contract). Ms. Starren's salary for this assignment will be \$27,108.60.

Rachelle Friesen, SPED Speech Language Pathologist, District Wide, effective for the 2025-2026 school year, Lane MA+40, Pay Level 5 (.2 FTE of a full-time contract). Ms. Friesen's salary for this assignment will be \$15,781.

Kaycee Enyart, SPED Speech Language Pathologist, District Wide, effective for the 2025-2026 school year, Lane MA+40, Pay Level 5 (.2 FTE of a full-time contract). Ms. Enyart's salary for this assignment will be \$15,781.

Lajoy Fischer, SPED Speech Language Pathologist, Talahi Community School, effective for the 2025-2026 school year, Lane MA+40, Pay Level 5 (.1 FTE of a full-time contract). Ms. Fischer's salary for this assignment will be \$7,890.50.

Kay Guelfi, SPED Speech Language Pathologist, District Wide, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (.1 FTE of a full-time contract). Ms. Guelfi's salary for this assignment will be \$9,036.20.

Megan Taylor, Nurse, Oak Hill Community School effective August 25, 2025 through October 31, 2025, Lane MA+10, Pay Level 7 (.2 FTE of a full-time contract). Ms. Taylor's salary for this assignment will be \$3,660.46.

Megan Taylor, Nurse, Oak Hill Community School effective for the 2025-2026 school year, Lane MA+10, Pay Level 7 (5 additional days of a full-time contract). Ms. Taylor's salary for this assignment will be \$1,947.05.

Suzanne Trutwin, Nurse, Westwood Elementary School, effective for the 2025-2026 school year, Lane MA, Pay Level 4 (5 additional days of a full-time contract). Ms. Trutwin's salary for this assignment will be \$1,732.94.

Pamela Waage, Nurse, Cathedral High School, effective for the 2025-2026 school year, Lane MA, Pay Level 11 (5 additional days of a full-time contract). Ms. Waage's salary for this assignment will be \$2,001.40.

Felicia Noetzelman, Nurse, Tech High School, effective for the 2025-2026 school year, Lane MA, Pay Level 9 (5 additional days of a full-time contract). Ms. Noetzelman's salary for this assignment will be \$1,920.21.

Nadine Meyer, Nurse, Apollo High School, effective for the 2025-2026 school year, Lane MA, Pay Level 9 (5 additional days of a full-time contract). Ms. Meyer's salary for this assignment will be \$1,920.21.

Anna Lewer, Nurse, South Junior High School, effective for the 2025-2026 school year, Lane MA, Pay Level 9 (5 additional days of a full-time contract). Ms. Lewer's salary for this assignment will be \$1,920.21.

Katherine Kruger, Nurse, Talahi Community School, effective for the 2025-2026 school year, Lane MA, Pay Level 5 (5 additional days of a full-time contract). Ms. Kruger's salary for this assignment will be \$1,795.32.

Amy Hammond, Nurse, Kennedy Community School, effective August 25, 2025 through October 31, 2025, Lane MA, Pay Level 7 (.2 FTE of a full-time contract). Ms. Hammond's salary for this assignment will be \$3,492.84.

Amy Hammond, Nurse, Kennedy Community School, effective for the 2025-2026 school year, Lane MA, Pay Level 7 (5 additional days of a full-time contract). Ms. Hammond's salary for this assignment will be \$1,857.89.

Derek Miller, Work Experience Coordinator, Tech High School, effective for the 2025-2026 school year, Lane MA, Pay Level 11 (.2 FTE of a full-time contract). Mr. Miller's salary for this assignment will be \$14,810.40.

Lisa Doucet, School Nurse, Madison Elementary School, effective for the 2025-2026 school year, Lane MA, Pay Level 4 (5 additional days of a full-time contract). Ms. Doucet's salary for this assignment will be \$1,732.95.

Sarah Davis, Nurse, North Junior High School, effective for the 2025-2026 school year, Lane MA, Pay Level 5 (5 additional days of a full-time contract). Ms. Davis's salary for this assignment will be \$1,795.32.

Kristopher Hagen, Activities Coordinator, Kennedy Community School, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (.2 FTE of a full-time contract). Mr. Hagen's salary for this assignment will be \$18,072.40.

Jason Marcelo, ASL K-12 Teacher, Apollo High School, effective for the 2025-2026 school year, Lane BA+10, Pay Level 6 (.2 FTE of a full-time contract). Mr. Marcelo's salary for this assignment will be \$11,414.

Andrea Telega, Media Specialist, Apollo High School, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (10 additional days of a full-time contract). Ms. Telega's salary for this assignment will be \$4,884.43.

Meriah Chamberlain, Music Teacher, Lincoln Elementary School, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (1 additional day of a full-time contract). Ms. Chamberlain's salary for this assignment will be \$488.44.

Jolene Kiffmeyer, SPED DCD Teacher, Roosevelt Education Center, effective for the 2025-2026 school year, Lane BA+30, Pay Level 11 (.15 FTE of a full-time contract). Ms. Kiffmeyer's salary for this assignment will be \$10,135.65.

Todd Theisen, Mathematics Teacher, Apollo High School, effective for the 2025-2026 school year, Lane MA+10, Pay Level 11 (.2 FTE of a full-time contract). Mr. Theisen's salary for this assignment will be \$15,541.60.

Leave of Absence

Emily Kim, EL Teacher, Westwood Elementary School, effective February 23, 2026 through June 1, 2026.

Resignation

David Masters, Hourly ABE Teacher, Quarryview Education Center, effective May 29, 2025.

Emily Schneider, Intervention Teacher, Oak Hill Community School, effective June 2, 2025. Ms. Schneider was previously on a leave of absence.

NON-LICENSED STAFF

New Hire

Zane Murphy, Girls' Soccer Coach, South Junior High School, effective September 3, 2025, with an annual stipend of \$2,399.

Katherine Gasperlin, Behavior Resource Specialist, Oak Hill Community School, effective September 23, 2025, at an hourly rate of \$26.00.

Synica Celestin, Student Support Paraeducator, Madison Elementary School, effective September 22, 2025, at an hourly rate of \$16.50.

Brigitte Baird, Clerical Class III (12-Month), North Junior High School, effective September 11, 2025 at an hourly rate of \$21.24.

Stephanie Carlisle, Level 4 Advanced SPED Instructional Paraeducator, Roosevelt Education Center, effective September 2, 2025, at an hourly rate of \$20.50.

Nature Hollins, SPED Instructional Paraeducator, Oak Hill Community School, effective September 15, 2025, at an hourly rate of \$18.50.

Mukhtar Hussein, Van Driver, District Services Building, effective September 8, 2025, at an hourly rate of \$17.37.

Chelsea Demars, Level 4 Advanced SPED Instructional Paraeducator, InStep, effective September 15, 2025, at an hourly rate of \$20.50.

Kaitlyn Clement, SPED Instructional Paraeducator, McKinley-ALC, effective September 15, 2025, at an hourly rate of \$18.50.

Hayden Turnbough, SPED Instructional Paraeducator, Quarryview Education Center, effective September 15, 2025, at an hourly rate of \$18.50.

Airanna Beitler, SPED Instructional Paraeducator, Quarryview Education Center, effective September 11, 2025, at an hourly rate of \$18.50.

Joseph Bride, Kitchen Helper, Tech High School, effective September 9, 2025, at an hourly rate of \$16.49.

Fartun Abdirahman, Student Support Paraeducator, Oak Hill Community School, effective September 9, 2025, at an hourly rate of \$16.50.

Jilani Morris, Level 4 Advanced SPED Instructional Paraeducator, Journey, effective September 2, 2025, at an hourly rate of \$20.50.

Devin Lane, Level 4 Advanced SPED Instructional Paraeducator, InStep, effective September 9, 2025, at an hourly rate of \$20.50.

Kari Reittig, Level 4 Advanced SPED Instructional Paraeducator, InStep, effective September 15, 2025, at an hourly rate of \$20.50.

Ikran Ahmed, SPED Instructional Paraeducator, Clearview Elementary School, effective September 4, 2025, at an hourly rate of \$18.50.

Sina Saad, Early Childhood Instructional Paraeducator, Madison Elementary School, effective September 8, 2025, at an hourly rate of \$18.50.

Lisa Daiker, Substitute Kitchen Helper, District Wide, effective September 11, 2025, at an hourly rate of \$16.49.

Pierre Walker, SPED Instructional Paraeducator, Talahi Community School, effective September 2, 2025, at an hourly rate of \$18.50.

John Thompson, Custodian, Kennedy Community School, effective September 5, 2025, at an hourly rate of \$16.85.

Joseph Forbregd, SPED Instructional Paraeducator, Discovery Community School, effective September 15, 2025, at an hourly rate of \$18.50.

Furtu Ibrahim, SPED Instructional Paraeducator, Talahi Community School, effective September 12, 2025, at an hourly rate of \$18.50.

Melissa Nesgoda, SPED Instructional Paraeducator, Oak Hill Community School, effective September 2, 2025, at an hourly rate of \$18.50.

Garielle Zeon, SPED Instructional Paraeducator, North Junior High School, effective September 2, 2025, at an hourly rate of \$18.50.

Matthew Burnett, SPED Instructional Paraeducator, Talahi Community School, effective September 2, 2025, at an hourly rate of \$18.50.

Rehire

Carl Jansen, Head Engineer, District Wide, effective September 25, 2025, at an hourly rate of \$23.97.

Lakesha Taylor, SPED Instructional Paraeducator, Discovery Community School, effective September 18, 2025, at an hourly rate of \$18.50.

Julie Schroeder, Substitute Kitchen Helper, District Wide, effective September 15, 2025, at an hourly rate of \$16.49. Ms. Schroeder is returning for this assignment after retirement.

Rescind Position

Denise Grant, Second Cook, Apollo High School, effective September 2, 2025, at an hourly rate of \$19.62. Rescind Board action of September 3, 2025. Ms. Grant declined the position.

Leave of Absence

Mohamed Omar, Bilingual Communications Support Specialist, District Wide, effective December 1, 2025 through January 5, 2026.

Resignation

Katrinna Deters, SPED Instructional Paraeducator, Madison Elementary School, effective May 30, 2025.

Synica Celestin, Student Support Paraeducator, Madison Elementary School, effective September 22, 2025.

Audrey Dawson, Kitchen Helper, South Junior High School, effective May 30, 2025.

Kaitlin Freese-Jones, SPED Instructional Paraeducator, Talahi Community School, effective October 15, 2025.

Alexia Engels, Speech/Language Pathology Assistant, Discovery Community School, effective May 30, 2025.

Rosemary Gallagher, LPN, Quarryview Education Center, effective October 1, 2025.

Yussuf Ahmed, SPED Instructional Paraeducator, Talahi Community School, effective September 16, 2025.

Hanan Abdullah, SPED Instructional Paraeducator, Madison Elementary School, effective September 29, 2025.

Vaneisi Henriquez, SPED Instructional Paraeducator, Talahi Community School, effective September 10, 2025.

Rhonda Danhouser, Clerical Class I (10-Month), Katherine Johnson Education Center, effective September 9, 2025.

Madeline Kulus, SPED Instructional Paraeducator, North Junior High School, effective May 30, 2025.

Termination

Chelsea Demars, Level 4 Advanced SPED Instructional Paraeducator, InStep, effective September 18, 2025.

Leo Anderson, SPED Behavior Resource Specialist, Madison Elementary School, effective September 12, 2025.

Approve the Monthly Financial Report for August 2025.

Approve the Monthly Treasurer's Report for August 2025.

Approve Proposed Revised Board Policy 421 - Gifts to District Personnel (*Third Reading*).

Approve the Resolution Appointing Election Judges.

Approve the North Long Term Facilities Maintenance Change Orders with Precise Refrigeration and Heating in the amount of +\$2,890.00, Precise Refrigeration and

Heating in the amount of +\$7,864.00, JT Electric in the amount of +\$3,851.87, and MCI, Inc. in the amount of +\$5,063.46, for a grand total of +\$19,669.33.

Approve the South Long Term Facilities Maintenance Change Orders with MCI, Inc. in the amount of +\$2,174.56, and SCR, Inc. in the amount of +\$12,141.17, for a grand total of +\$14,315.73.

On roll call, the following voted “aye”: Andreasen, Copeland, Dahlgren, Dorholt, Fenton, Haws, Weems. Motion carried.

III. INFORMATION ITEMS

A. Apollo Building Project

David Leapaldt and Whitney Loughheed with JLG Architects, along with Apollo High School Principal Justin Skaalerud, provided an overview of the Apollo Building Project additions and remodeling. The Apollo High School Design Process has included 10 meetings with the Design Committee since April 30, 2025, and held 43 User Group meetings between May and September 2025, with representatives from many areas. They also presented 3 times to the Board Finance Committee.

Principal Skaalerud noted that the goal behind this building project always remains in context with Future Ready Learning. Our Instructional Vision:

- Student-Centered Learning – Focusing on individual student strengths, needs, and interests with an emphasis on rigorous academics learned through flexible time and space opportunities.
- Future-Ready Learners – Preparing students with the knowledge, skills, and character needed for a complex, ever-changing world.
- Authentic Assessment – Shifting towards competency-based and performance-based evaluations to measure progress and academic outcomes.

IV. DISCUSSION AND/OR ACTION ITEMS

A. (ACTION ITEM) – Review and Approval of Tentative Contract Agreements

1. Amy Skaalerud, Executive Director of Finance and Business Services, on behalf of Tracy Flynn Bowe, Executive Director of Human Resources and General Counsel, reviewed the details of the tentative agreement with the Licensed Practical Nurses Unit of School District 742 for 2025-2027. The total two-year cost is 11.08%, which is within the budgeting parameters established by the School Board for settlement with this employee group.

Moved by Dahlgren, seconded by Dorholt to approve the agreement between the Licensed Practical Nurses Unit and St. Cloud Area School District 742 for 2025-2027.

On roll call, the following voted “aye”: Andreasen, Copeland, Dahlgren, Dorholt, Fenton, Haws, Weems. Motion carried.

2. Amy Skaalerud, Executive Director of Finance and Business Services, on behalf of Tracy Flynn Bowe, Executive Director of Human Resources and General Counsel, reviewed the details of the tentative agreement with the Sign Language Interpreter Unit of School District 742 for 2025-2027. The total two-year cost is 4.75%, which is within the budgeting parameters established by the School Board for settlement with this employee group.

Moved by Andreasen, seconded by Fenton to approve the agreement between the Sign Language Interpreter Unit and St. Cloud Area School District 742 for 2025-2027.

On roll call, the following voted “aye”: Andreasen, Copeland, Dahlgren, Dorholt, Fenton, Haws, Weems. Motion carried.

V. REPORTS

A. Board of Education Standing Committee Reports

1. Zach Dorholt, Chair of the Board Development, Policy, and Governance Committee, noted the committee met on September 24, 2025, and reviewed Policy 611 which will come forward for three readings beginning October 1, 2025, and Policy 902 will come forward for three readings beginning October 15, 2025.
2. Heather Weems, Chair of the Board Finance Committee, noted the committee met on September 15, 2025, and reviewed the following items: (1) Board Policy 421, (2) Proposed Facility Rental Fees, and (3) Preliminary Levy. The committee also met on September 24, 2025, and reviewed the Apollo Building Update on tonight’s agenda.
3. Natalie Copeland, Chair of the Board Personnel Committee, noted the Committee met on September 23, 2025, and discussed three items: (1) Administration reviewed the district staff and emergency medical services response to a student medical emergency at Westwood, (2) Administration reviewed the impact of enrollment increases and potential needs for additional staffing, and (3) Administration provided an update on negotiations meetings that are underway with our collective bargaining groups.

VI. FUTURE AGENDA ITEMS

Board Chair Haws noted October 15, 2025 Regular Board Meeting topics will include:

- Graduation Plan Update
- Approval of Tentative Agreements (if any)
- 2025-2028 Strategic Plan Draft
- Approval of Community Education Rental Fees
- Policy Readings

VII. ADJOURNMENT OF BOARD MEETING

Moved by Copeland, seconded by Weems to adjourn the Board meeting. All Board members stated “aye”. The Board meeting concluded at 7:58 p.m.

The Board then moved to the Work Session, which included discussion of the following items:

VIII. BOARD OF EDUCATION WORK SESSION

A. Proposed Revised Board Policy 611 - Homeschooling (*First Reading*)

Shannon Avenson, Executive Director of Community Education and Community Partnerships reviewed Proposed Revised Board Policy 611 - Homeschooling. There were no suggested changes. This proposed revised policy will be on October 15, 2025 Board Meeting agenda for a second reading.

B. Schools Update

Nikki Hansen, Assistant Superintendent of E-5 Learning, Dani Mehr, Executive Director of Special Education, and Dr. Jason Harris, Assistant Superintendent of Secondary Education, provided an overview of the new format for Schools Updates that will highlight our four pillars of Safety, Belonging, Collaboration, and Excellence by seeing an array of Fall highlights across sites.

Safety includes CSTAG (Comprehensive School Threat Assessment Guidelines) which is a framework that helps us to identify threat assessments and provides a systematic way to address them as teams within our sites. We had a group of our Administrative Team attend a session in June and on September 23 and now an internal team that is working through what this process will mean for our teams as we create that system of alignment. We also re-launched our See Something, Say Something Anonymous Reporting System to work in collaboration to meet the needs of our students. We are also reviewing safe entry and exit from our school buildings for our students.

Belonging includes Apollo and Tech Homecoming football games and activities. Talahi rolled out the Red Carpet to welcome students and families back. McKinley hosted their annual BBQ for students, families, and community and Madison also

hosted a Fall Picnic that was well attended. Quarryview launched a new theme of You Beelong that includes Bee Grateful slips. Kennedy hosted a Walk-A-Thon today and Westwood's is coming up next week. Our Human Resources Department onboarded 99 new employees in August and September as we welcome them to the District 742 team.

Collaboration includes North and South receiving \$3,000 from Kellogg's and Coborn's for our Athletic Teams to purchase new uniforms. We are thankful for how our community shows up for us in many ways. The Tech Tiger Volleyball Team raised \$1,200 for Breast Cancer Awareness month and our District Leadership Team met in early August to learn together and prepare for the new school year.

Excellence includes Grace Weitz being named Coach of the Year for Speech. All district staff were involved in Professional Development Day on September 23. A huge shout out to our Leadership Team for coordinating this event. We held an Early Childhood Expo kick off and received good feedback and Tech held an Alumni Activities Awards Ceremony.

IX. ADJOURNMENT OF THE WORK SESSION

Moved by Andreasen, seconded by Fenton to adjourn the Work Session at 8:12 p.m. All Board members stated "aye".

Heather Weems, Clerk

These minutes are not official until reviewed and approved by the Board of Education.