

Lisa M. Weninger  
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Buffalo, MN 55313  
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612-245-3827  
1/23/2026

Anna Reedy  
Maple Lake Elementary  
200 State Hwy 55 E  
Maple Lake, MN 55358

**Subject: Notice of Retirement**

Dear Anna Reedy,

I am writing to formally notify you of my intention to retire from my position as the School Social worker at Maple Lake Elementary School effective 6/8/2026.

After 20 years with the school district #881, I have decided that it is time to transition into the next chapter of my life. The decision was not made lightly, as my time with Maple Lake schools has been deeply rewarding and fulfilling! I am so grateful for the connections that I have made, professional growth, the supportive leadership, and the opportunities to work alongside such a dedicated team of teachers!

During the next four months, I will make every possible attempt to ensure that my time spent with students, parents and staff is top notch! I am committed to finishing up my final school year with 100% dedication! Please let me know if there are additional steps I can take as I finish up the 2025/26 school year.

Thank you for the experience and for making my time at Maple Lake schools worthwhile and unforgettable! I will stay in touch and value everything that I have learned here. The freedom you allowed me to build my social work job is priceless!

Warmly,



Lisa M. Weninger, School Social Worker

Cc: Mike Rowe, Christine Palmer, Dave Hansen



**Maple Lake Public Schools**  
**Independent School District No. 881**  
200 HWY 55 E, Maple Lake, MN 55358  
High School: 320-963-3171 Fax: 320-963-3170  
Elementary: 320-963-3024 Fax: 320-963-6584  
**www.maplelake.k12.mn.us**

Mike Rowe  
Superintendent  
Dave Hansen  
High School Principal  
Anna Reedy  
Elementary Principal  
Tana Fobbe  
Community Education  
Dan Krause  
Activities Director

### APPLICATION FOR EARLY RETIREMENT INCENTIVE

Teachers:

To help address the District's budgetary needs while reducing the impact on teaching staff, the School District is considering an offer of a one-time early retirement incentive for eligible teachers who choose to retire at the end of the 2025-2026 school year. The eligibility rules for an early retirement incentive program are established by Minnesota Statutes § 122A.48, a copy of which is enclosed. Specifically, teachers eligible under statute for the incentive are those who are currently employed by the Maple Lake School District and who either:

- A. ☒ Have at least 15 total years of full-time teaching service or allowable service as defined by statute, AND will be at least 55 years old but less than 65 years old as of June 30, 2026; **OR**
- B. ☐ Have at least 30 total years of full-time teaching service or allowable service as defined by statute.

"Retirement" for purposes of receiving this benefit means the termination of your services in the Maple Lake School District and withdrawal from active teaching service. A retired teacher may still be employed as a substitute teacher, behind-the-wheel instructor, or coach.

As an early retirement incentive, the School District is proposing, subject to Board approval, to make a one time contribution to a Health Care Savings Plan (HCSP) account of \$10,000, with payment beginning September 1, 2026. This program is voluntary, and this benefit would be in addition to any retirement benefits conferred pursuant to the Teachers' Master Agreement. It is expected that the incentive offer will be limited to a maximum of five (5) eligible teachers who submit timely applications, and will not be implemented unless a minimum of three (3) eligible teachers accept the incentive.

To be considered for this early retirement incentive, in accordance with Minn. Stat. § 122A.48, this application must be submitted no later than the end of the day on **February 1, 2026**. Please note that this is only an application; it is not a binding contract or promise, and does not automatically effectuate your retirement. I also understand that the Maple Lake School Board will take action on this application for early retirement no later than the February Board Meeting.

*By signing below, I attest that I meet the eligibility requirements stated above, and I hereby knowingly and voluntarily apply for an early retirement incentive from the Maple Lake School District.*

Name: Lisa M. Weninger

Signature: Lisa M. Weninger Date: 1/16/26

January 15, 2026

Dear Mr. Rowe, Mrs. Reedy, and School Board Members,

I am writing to formally announce my retirement from my teaching position, effective June 5th, 2026, following 31 years of service.

Teaching at Maple Lake Elementary for my entire career has been one of the greatest joys of my life! I am so proud of this accomplishment! Over the past three decades I have had the honor of working with so many amazing students and colleagues who have my job so rewarding! The sense of community within this district has made my time here truly special! I will always value the friendships I have built here.

Thank you for the support and kindness you have all shown to me throughout my career. I am so grateful for the opportunity to be here and am so proud to have been a part of this school district. Maple Lake Elementary will ALWAYS hold a very special place in my heart.

With sincere appreciation and gratitude,

A handwritten signature in black ink that reads "Kelly Seibert". The signature is written in a cursive, flowing style with a long horizontal stroke extending from the end of the name.

Kelly Seibert



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Name: Kelly Seibert

Signature: Kelly Seibert

Date: 1/15/26