



Consent Agenda Item II-C: Personnel Staff Changes

Presented by: Tracy Flynn Bowe, Executive Director of Human Resources and General Counsel

Administration Recommendation:

The Administration recommends approval of 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

New Hire

Sofia Villalobos, Tier 2 Speech/Language Pathologist, Quarryview Education Center, effective December 1, 2025 through the 2025-2026 school year, Lane BA, Pay Level 2 (118 days of a full-time contract) with a salary of \$31,343.99.

Bradley Hagen, Tier 1 World Language, Ojibwe Teacher, Central Minnesota Virtual Academy, effective August 29 through December 5, 2025, at an hourly rate of \$40.00.

Rehire

Steven Kline, Tier 4 Long Call Substitute Media Specialist, Kennedy Community School, effective January 5, 2026 through April 10, 2026, Lane MA+40, Pay Level 8 (64 days of a .5 FTE contract) with a salary of \$14,433.21. Mr. Kline is returning for this assignment after retirement.

Daniel Schaefer, Tier 4 Long Call Substitute Elementary Teacher, Clearview Elementary School, effective September 3, 2025 through October 3, 2025, Lane MA+40, Pay Level 8 (23 days of a full-time contract) with a salary of \$10,373.87. Mr. Schaefer is returning for this assignment after retirement.

Extended Contract

Cathleen Bengtson, SPED Speech/Language Pathologist, District Wide, effective November 13, 2025 through December 23, 2025, Lane MA+40, Pay Level 11 (.2 FTE of a full-time contract). Ms. Bengtson's salary for this assignment will be \$2,881.81.

Carri Seelen, Art Teacher, North Junior High School, effective December 1, 2025 through February 27, 2026, Lane BA+10, Pay Level 9 (.2 FTE of a full-time contract). Ms. Seelen's salary for this assignment will be \$3,455.04.

Nicole Zapzalka, Art Teacher, Central Minnesota Virtual Academy, effective December 1, 2025 through February 27, 2026, Lane BA, Pay Level 4 (.2 FTE of a full-time contract). Ms. Zapzalka's salary for this assignment will be \$3,217.67.

Andrew Lehn, Social Studies Teacher, Central Minnesota Virtual Academy, effective December 1, 2025 through June 1, 2026, Lane MA+10, Pay Level 6 (.20 FTE of a full-time contract). Mr. Lehn's salary for this assignment will be \$8,992.50.

Heather Johnson, Science Teacher, Apollo High School, effective December 1, 2025 through June 1, 2026, Lane MA+40, Pay Level 11 (.20 FTE of a full-time contract). Ms. Johnson's salary for this assignment will be \$11,478.42.

Leave of Absence

Samantha Froelich, SPED EBD Teacher, Oak Hill Community School, effective December 19, 2025 through March 8, 2026.

NON-LICENSED STAFF

New Hire

Kevin Moko, SPED Instructional Paraeducator, Clearview Elementary School, effective December 17, 2025, at an hourly rate of \$18.50.

Naeomie Roberts, SPED Instructional Paraeducator, Lincoln Elementary School, effective January 5, 2026, at an hourly rate of \$18.50.

Daniell Vierzba, SPED Instructional Paraeducator, Clearview Elementary School, effective December 17, 2025, at an hourly rate of \$18.50.

Farhiyo Noor, Advanced Behavior Instruction Paraeducator, Tech High School, effective December 15, 2025, at an hourly rate of \$20.50.

Crisanta Kathrein, SPED Instructional Paraeducator, Oak Hill Community School, effective December 10, 2025, at an hourly rate of \$18.50.

Nakia Smith, SPED Instructional Paraeducator, Lincoln Elementary School, effective December 8, 2025, at an hourly rate of \$18.50.

Kaylee Wood, SPED Instructional Paraeducator, Kennedy Community School, effective December 11, 2025, at an hourly rate of \$18.50.

Nimo Mata, SPED Instructional Paraeducator, Oak Hill Community School, effective December 8, 2025, at an hourly rate of \$18.50.

Audrey Okonek, SPED Instructional Paraeducator, Clearview Elementary School, effective December 8, 2025, at an hourly rate of \$18.50.

Celenne Pinzon, Kitchen Helper, Tech High School, effective December 9, 2025, at an hourly rate of \$16.49.

Nancy Dyson, Transitional Services/Homelessness Coordinator, District Administration Office, effective December 15, 2025, for 133 days, with an annual salary of \$44,332.

Stephanie Doll, SPED Instructional Paraeducator, Westwood Elementary School, effective December 8, 2025, at an hourly rate of \$18.50.

Asmaa Ahmed, SPED Instructional Paraeducator, Madison Elementary School, effective November 20, 2025, at an hourly rate of \$18.50.

Misra Jama, SPED Instructional Paraeducator, Discovery Community School, effective November 10, 2025, at an hourly rate of \$18.50.

Rehire

Danielle Maybury, SPED Instructional Paraeducator, Katherine Johnson Education Center, effective December 18, 2025, at an hourly rate of \$18.50.

Leave of Absence

Alice Goebel, First Cook, Clearview Elementary School, effective January 29, 2026 through March 13, 2026.

Fahima Mohamud, SPED Instructional Paraeducator, Quarryview Education Center, effective November 26, 2025 through March 31, 2026.

Travis Abe, LPN, Katherine Johnson Education Center, effective January 7, 2026 through March 8, 2026.

Resignation

Theresa Kolbinger, SPED Instructional Paraeducator, Quarryview Education Center, effective December 18, 2025.

Fadumolaki Adan, Student Support Paraeducator, Oak Hill Community School, effective January 5, 2026. Ms. Adan was previously on a leave of absence.

McKenzie Cook, SPED Instructional Paraeducator, Discovery Community School, effective November 14, 2025.

Lavayah Oden, SPED Instructional Paraeducator, Lincoln Elementary School, effective November 25, 2025.

Termination

Nature Hollins, SPED Instructional Paraeducator, Oak Hill Community School, effective November 21, 2025.

Kari Macho, Student Support Paraeducator, South Junior High School, effective December 1, 2025.

Cailyn Fleck, SPED Instructional Paraeducator, Apollo High School, effective November 21, 2025.

Miles Carlton, Kitchen Helper, South Junior High School, effective December 4, 2025.