

**MINUTES**  
**BOARD OF EDUCATION**  
**St. Cloud Area School District 742**  
**St. Cloud, Minnesota**  
**September 4, 2024**

A meeting of the Board of Education of St. Cloud Area School District 742 was held on Wednesday, September 4, 2024, at the District Administration Office, 1201 South 2nd Street, Waite Park, Minnesota.

The meeting was called to order at 6:35 p.m. by Chair Shannon Haws (*following Community Input*) with the following Board Members present: Scott Andreasen, Natalie Copeland (Ringsmuth), Al Dahlgren, Zach Dorholt, Heather Weems. Absent: Monica Segura-Schwartz.

**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”: Andreasen, Copeland, Dahlgren, Dorholt, Haws, Weems. Motion carried.

**II. CONSENT AGENDA**

Moved by Weems to remove Item II-A – Personnel Staff Changes from the Consent Agenda due to a conflict of interest.

Moved by Andreasen, seconded by Copeland to approve Consent Agenda Items B-F:

Approve the Monthly Financial Report for July 2024.

Approve the Monthly Treasurer’s Report for July 2024.

Approve Board Policy 704 – Development and Maintenance of an Inventory of Fixed Assets and a Fixed Asset Accounting System, as revised (*Third Reading*).

Approve the Apollo LTFM Improvements Change Order Totaling +\$59,592.00 with El-Jay Plumbing and Heating.

Approve the Apollo Theater Improvements Change Order Totaling +\$2,877.87 with Design Electric.

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

Moved by Andreasen, seconded by Copeland to approve Consent Agenda Item A – Personnel Staff Changes.

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**

### **New Hire**

Katherine Jacobson, Tier 4 SPED ABS/ASD Teacher, Westwood Elementary School, effective for the 2024-2025 school year, Lane MA, Pay Level 7 (185 days of a full-time contract) with a salary of \$68,742.

Anna Hinkemeyer, Tier 2 Elementary SPED Substitute Teacher, District Wide, effective for the 2024-2025 school year, Lane BA, Pay Level 2 (185 days of a full-time contract) with a salary of \$49,141.

Betty Makori, Tier 2 SPED DCD Teacher, Tech High School, effective for the 2024-2025 school year, Lane MA, Pay Level 6 (185 days of a full-time contract) with a salary of \$67,582.

Katherine Kruger, Tier 3 Licensed School Nurse, Westwood Elementary School, Katherine Johnson Education Center and St. John's Prep School, effective for the 2024-2025 school year, Lane MA, Pay Level 5 (185 days of a full-time contract) with a salary of \$66,427.

Michael Esty, Tier 4 RISE Science Teacher, McKinley-ALC, effective for the 2024-2025 school year, Lane BA+40, Pay Level 6 (185 days of a full-time contract) with a salary of \$66,427.

### **Rehire**

Barbara Husmann, Tier 4 Teacher on Special Assignment, District Wide, effective for the 2024-2025 school year, Lane MA+40, Pay Level 11 (.4 FTE of a full-time contract). Ms. Husmann's salary for this assignment will be \$36,144.80. Ms. Husmann is returning after retirement for this assignment.

William O'Donnell, Tier 1 EL Long Call Substitute Teacher, South Junior High School, effective August 26, 2024 through November 20, 2024, Lane BA, Pay Level 2 (61 days of a full-time contract) with a salary of \$16,203.25.

Carol Ramler, Tier 4 ADSIS Teacher, Kennedy Community School, effective for the 2024-2025 school year, Lane MA+40, Pay Level 11 (185 days of a full-time

contract). Ms. Ramler's salary for this assignment will be \$90,362. Ms. Ramler is returning after retirement for this assignment.

Katherine Opsahl, Tier 4 Media Specialist, Westwood Elementary School, effective for the 2024-2025 school year, Lane BA, Pay Level 2 (.8 FTE of a full-time contract) with a salary of \$39,312.80.

Jeremy Karnik, Tier 3 SPED ABS Teacher, District Wide, effective for the 2024-2025 school year, Lane BA+10, Pay Level 2 (185 days of a full-time contract) with a salary of \$51,729.

### **Extended Contract**

Jaclyn Salisbury, SPED Psychologist, Oak Hill Community School, effective September 3, 2024 through November 26, 2024, Lane MA+40, Pay Level 5 (.1 FTE of a full-time contract). Ms. Salisbury's salary for this assignment will be \$2,772.34.

Tyson Zitzow, SPED Psychologist, North Junior High School, effective September 3, 2024 through November 26, 2024, Lane MA+40, Pay Level 11 (.2 FTE of a full-time contract). Mr. Zitzow's salary for this assignment will be \$6,349.76.

Victoria Balfany, SPED Psychologist, South Junior High School, effective September 3, 2024 through November 26, 2024, Lane MA+40, Pay Level 9 (.1 FTE of a full-time contract). Ms. Balfany's salary for this assignment will be \$2,984.80.

Nicole Zitzow, SPED Speech Language Pathologist, Westwood Elementary School, effective for the 2024-2025 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.

Lynn Wells, SPED Early Childhood Teacher, Quarryview Education Center, effective August 26, 2024 through November 26, 2024, Lane MA, Pay Level 11 (.2 FTE of a full-time contract). Ms. Well's salary for this assignment will be \$5,203.65.

Geri Swanson, SPED Speech Language Pathologist, Clearview Elementary School, effective August 26, 2024 through November 26, 2024, Lane MA+40, Pay Level 11 (.2 FTE of a full-time contract). Ms. Swanson's salary for this assignment will be \$6,349.76.

Derek Miller, Work Experience Coordinator, Tech High School, effective for the 2024-2025 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.

Rachelle Friesen, SPED Speech Language Pathologist, District Wide, effective August 26, 2024 through November 26, 2024, Lane MA, Pay Level 11 (.2 FTE of a full-time contract). Ms. Friesen's salary for this assignment will be \$5,203.65.

Kaycee Enyart, SPED Speech/Language Pathologist, District Wide, effective August 26, 2024 through November 26, 2024, Lane MA, Pay Level 11 (.2 FTE of a full-time contract). Ms. Enyart's salary for this assignment will be \$5,203.65.

Katelyn Dietrich, SPED Speech/Language Pathologist, District Wide, effective August 26, 2024 through November 26, 2024, Lane MA, Pay Level 6 (.2 FTE of a full-time contract). Ms. Dietrich's salary for this assignment will be \$4,749.01.

Abigail DeMars, SPED Speech/Language Pathologist, North Junior High School, effective August 26, 2024 through November 26, 2024, Lane MA+20, Pay Level 7 (.1 FTE of a full-time contract). Ms. DeMars' salary for this assignment will be \$2,646.52.

David Ruhlman, Art Teacher, South Junior High School, effective for the 2024-2025 school year, Lane BA+40, Pay Level 6 (.2 FTE of a full-time contract). Mr. Ruhlman's salary for this assignment will be \$13,285.40.

Jourdan LaBeau, Social Studies Teacher, North Junior High School, effective August 26, 2024 through November 26, 2024, Lane BA+10, Pay Level 8 (.2 FTE of a full-time contract). Mr. LaBeau's salary for this assignment will be \$4,010.32.

Cathleen Bengtson, SPED Speech/Language Pathologist, District Wide, effective August 26, 2024 through November 26, 2024, Lane MA+40, Pay Level 11 (.2 FTE of a full-time contract). Ms. Bengtson's salary for this assignment will be \$6,349.76.

David Shelstad, Counselor, North High School, effective for the 2024-2025 school year, Lane MA+40, Pay Level 11 (10 days of a full-time contract). Mr. Shelstad's salary for this assignment will be \$4,884.43.

Marlene Miller, Media Specialist, Kennedy Community School, effective for the 2024-2025 school year, Lane MA+40, Pay Level 11 (5 days of a full-time contract). Ms. Miller's salary for this assignment will be \$2,442.22.

Mary Shaddrick, Media Specialist, North Junior High School, effective for the 2024-2025 school year, Lane BA+40, Pay Level 9 (10 days of a full-time contract). Ms. Shaddrick's salary for this assignment will be \$3,715.78.

Ricky Rud, Counselor, North Junior High School, effective for the 2024-2025 school year, Lane MA+40, Pay Level 10 (10 days of a full-time contract). Mr. Rud's salary for this assignment will be \$4,738.27.

Diane Olson, Counselor, North Junior High School, effective for the 2024-2025 school year, Lane MA+20, Pay Level 11 (10 days of a full-time contract). Ms. Olson's salary for this assignment will be \$4,397.03.

Samuel Nordby, Counselor, McKinley-ALC, effective for the 2024-2025 school year, Lane MA+40, Pay Level 11 (10 days of a full-time contract). Mr. Nordby's salary for this assignment will be \$4,884.43.

Kara Lund, Counselor, McKinley-ALC, effective for the 2024-2025 school year, Lane MA+20, Pay Level 10 (10 days of a full-time contract). Ms. Lund's salary for this assignment will be \$4,306.32.

Megan Kothrade, Counselor, South Junior High School, effective for the 2024-2025 school year, Lane MA+30, Pay Level 11 (10 days of a full-time contract). Ms. Kothrade's salary for this assignment will be \$4,594.76.

Steve Kline, Media Specialist, South Junior High School, effective for the 2024-2025 school year, Lane MA+40, Pay Level 11 (10 days of a full-time contract). Mr. Kline's salary for this assignment will be \$4,884.43.

Nicole James, Counselor, South Junior High School, effective for the 2024-2025 school year, Lane MA+20, Pay Level 8 (10 days of a full-time contract). Ms. James' salary for this assignment will be \$3,961.30.

Eric Dylla, Counselor, South Junior High School, effective for the 2024-2025 school year, Lane MA+30, Pay Level 9 (10 days of a full-time contract). Mr. Dylla's salary for this assignment will be \$4,403.78.

### **Resignation**

Stefani Burns, SPED DCD Teacher, Instep, Katherine Johnson Education Center, effective June 3, 2024.

### **NON-LICENSED STAFF**

#### **New Hire**

William Warner, SPED Instructional Paraeducator, Talahi Community School, effective September 2, 2024, at an hourly rate of \$18.50.

Jolynn Larson, SPED Behavior Resource Specialist, InStep, Katherine Johnson Education Center, effective September 2, 2024, at an hourly rate of \$30.50.

Christina Krueger, SPED Behavior Instructional Paraeducator, South Junior High School, effective September 2, 2024, at an hourly rate of \$18.50.

Eve Richards, SPED Instructional Paraeducator, Clearview Elementary School, effective September 2, 2024, at an hourly rate of \$18.50.

Mueirein Knutson, Girls' Volleyball Coach, North Junior High School, effective September 3, 2024, with an annual stipend of \$2,399.

Anna Cleveland, Girls' Volleyball Coach, North Junior High School, effective September 3, 2024, with an annual stipend of \$1,919.20.

Johanna Haeg, Media Paraeducator, Kennedy Community School, effective September 2, 2024, at an hourly rate of \$18.50.

Mahatho Dekow, Bilingual Communications Support Specialist, Talahi Community School, effective September 2, 2024, at an hourly rate of \$25.50.

Taruss McCullar, SPED Behavior Instructional Paraeducator, Tech High School, effective September 2, 2024, at an hourly rate of \$18.50.

Alta Jonessian, SPED Instructional Paraeducator, Talahi Community School, effective September 2, 2024, at an hourly rate of \$18.50.

Umulkeyr Hassan, SPED Instructional Paraeducator, Oak Hill Community School, effective September 2, 2024, at an hourly rate of \$18.50.

Kari McDermid, LPN, Madison Elementary School, effective September 2, 2024, at an hourly rate of \$24.60.

Jennifer Crescencio Mendoza, SPED Behavior Instructional Paraeducator, Lincoln Elementary School, effective September 2, 2024, at an hourly rate of \$20.50.

Georgianna Kjono, SPED Instructional Paraeducator, Clearview Elementary School, effective September 2, 2024, at an hourly rate of \$18.50.

Masayuki Yagi, Student Support Paraeducator, Clearwater Elementary School, effective September 2, 2024, at an hourly rate of \$16.50.

Nathan Powers, SPED Early Childhood Instructional Paraeducator, Quarryview Education Center, effective September 2, 2024, at an hourly rate of \$18.50.

Fanny Escobar, SPED Instructional Paraeducator, Discovery Community School, effective September 2, 2024, at an hourly rate of \$18.50.

Awale Dirie, Van Driver, District Services Building, effective September 2, 2024, at an hourly rate of \$17.37.

Francine Ausley, Human Resources Benefits Coordinator, District Administration Office, effective August 26, 2024, at an hourly rate of \$30.50.

Anisa Abdi, Literacy Accountability Assistant, Quarryview Education Center, effective September 2, 2024, at an hourly rate of \$17.00.

Austin Kirschenmann, Custodian, Madison Elementary School, effective August 19, 2024, at an hourly rate of \$16.85.

Ashley Roberts, Custodian, Tech High School, effective August 19, 2024, at an hourly rate of \$16.85.

Abe Abbott, Custodian Substitute, District Wide, effective August 19, 2024, at an hourly rate of \$16.25.

Mahammed Ahmed, Custodian, Madison Elementary School, effective August 19, 2024, at an hourly rate of \$16.85.

### **Rehire**

Amber Yordt, SPED Instructional Paraeducator, Apollo High School, effective September 2, 2024, at an hourly rate of \$18.50.

Denise Bauer, Clerical Substitute, District Services Building, effective August 26, 2024, at an hourly rate of \$19.31. Ms. Bauer is returning for this assignment after retirement.

Michelle Bestgen, Clerical Substitute, District Services Building, effective August 26, 2024, at an hourly rate of \$19.31. Ms. Bestgen is returning for this assignment after retirement.

Dahabo Gure, Student Support Paraeducator, Lincoln Elementary School, effective September 2, 2024, at an hourly rate of \$16.50.

Megan Asperheim, SPED Instructional Paraeducator, Westwood Elementary School, effective September 2, 2024, at an hourly rate of \$18.50.

Lynsey Baggenstoss, Level 4 Advanced SPED Instructional Paraeducator, Roosevelt Education Center and Journey, effective September 2, 2024, at an hourly rate of \$20.50.

Melissa Wiechmann, Clerical Paraeducator, Discovery Community School, effective September 2, 2024, at an hourly rate of \$16.50.

### **Leave of Absence**

Patricia Gunderson, SPED Instructional Paraeducator, SCSU C02 Program, effective September 3, 2024 through October 7, 2024.

Chelsea Anderson, SPED Instructional Paraeducator, Apollo High School, effective September 25, 2024 through January 2, 2025.

### **Resignation**

Brianna Walz, Behavior Instructional Paraeducator, Madison Elementary School, effective May 31, 2024.

Linda Haydous, Clerical Class III (12-Month), Quarryview Education Center, effective August 28, 2024

Michelle Scott, Accounting Coordinator, District Administration Office, effective September 10, 2024.

Cullen McAnally, Behavior Resource Specialist, Madison Elementary School, effective May 31, 2024.

Jessica Tomczik, SPED Instructional Paraeducator, Oak Hill Community School, effective June 27, 2024.

Keshia Anderson-King, Family Advocate Specialist, South Junior High School, effective August 22, 2024.

Brittany Ethen, SPED Instructional Paraeducator, Quarryview Education Center, effective May 31, 2024.

Laura Graven, SPED Instructional Paraeducator, Westwood Elementary School, effective May 31, 2024.

Christine Poganski, SPED Instructional Paraeducator, Lincoln Elementary School, effective June 28, 2024.

Allyson Franz, SPED Instructional Paraeducator, Apollo High School, effective May 31, 2024.

Jessie Ramirez, SPED Instructional Paraeducator, Kennedy Community School, effective May 31, 2024.

Amanda Gunderson, SPED Instructional Paraeducator, Kennedy Community School, effective May 31, 2024.

### **Retirement**

Jeffrey Oldakowski, Custodian, South Junior High School, effective October 31, 2024, after 7 years of service in District 742.



### **Correction**

Cheryl Cathey, Clerical Paraeducator, Discovery Community School, effective September 16, 2024, after 14 years of service in District 742. This is a correction to the July 17, 2024 Board action on the consent agenda where this item was listed with a last day of service of September 13, 2024.

On roll call, the following voted “aye”: Andreasen, Copeland, Dahlgren, Dorholt, Haws, Motion carried 5-0. Board member Weems recused herself due to a conflict of interest.

### **III. INFORMATION ITEMS**

#### **A. Summer Programming Review**

Nikki Hansen, Assistant Superintendent of PK-5 Education and Krysta Potter, Director of Title Programs and Multilingual Student Services, presented an overview of the 2024 Summer Programming which included:

- Credit Recovery
- Extended School Year (ESY) for Pre-K, Elementary, Secondary, Journey
- K-5 Targeted Services and K-5 Newcomer
- 6-12 Newcomer
- Lincoln Summer Camp
- Partnership Program Boys and Girls Club and Talahi Kidstop

Staff feedback included: (1) Best program element was having small class size, (2) Teachers loved being able to provide hands on experiences, (3) 100% of teachers in the K-5 Targeted Services Program felt they made a positive impact in the lives of students, (4) Students were highly engaged in the Huddle Up! Social Emotional Learning experience provided by the Yes! Network, and (5) Being able to provide meals was huge for student’s success.

Partnerships include: United Way, Yes! Network, Grow Your Own Student (Grant), Reading Corp, Boys and Girls Club, Promise Neighborhood, and TeachMN.

The Board was appreciative of the hard work that occurs over the summer months to keep our students engaged.

#### **B. Summer Projects Status Report**

Joel Heitkamp, Executive Director of Operations provided an update on Summer Projects around the district.

- Lincoln playground and fence, all cabinet refacing throughout the building,

- McKinley Building Renovations and Addition includes four additional classrooms, two additional small group areas, additional restrooms, and a separate entrance for RISE. The timeline for completion – permitting delay – estimated occupancy for new addition October 2024.
- Apollo Interior and Exterior Renovations

**IV. DISCUSSION AND/OR ACTION ITEMS**

A. (DISCUSSION/ACTION ITEM) – Proposed Resolution for MSBA Delegate Conference

Board member Al Dahlgren presented the revised version of Resolution 2024-3: Legislative Action Requiring the Legislature to Fund a Study into Charter School Purpose and Outcomes. Per the Board’s approval, this resolution will be sent to the MSBA for the Delegate Conference in early December. The first two resolutions were already submitted to MSBA.

Moved by Andreasen, seconded by Dorholt to approve Resolution 2024-3: Legislative Action Requiring the Legislature to Fund a Study into Charter School Purpose and Outcomes.

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

**IV. REPORTS**

A. Board of Education Standing Committee Reports

Scott Andreasen, Chair of the Board Development, Policy, and Governance Committee, noted the committee met on August 28, 2024, and reviewed Policy 520 which is on tonight’s work session agenda for the first of three readings. The committee also discussed bringing forward any upcoming 400 Policies that have minor legislative or MSBA changes that could move forward through future board meeting Consent Agendas to stay caught up on the policy review cycle.

**V. FUTURE AGENDA ITEMS**

Chair Haws noted September 18, 2024 Regular Board Meeting topics will include:

- 2024-2026 Strategic Communications Plan
- Approval of Preliminary Levy Certification
- Final Levy Certification Announcement
- Enrollment Report

- 2023-2026 Strategic Plan Review
- Policy Reading

## **VI. ADJOURNMENT OF BOARD MEETING**

Moved by Weems, seconded by Copeland to adjourn the Board meeting.

All Board members stated “aye”. The Board meeting concluded at 7:07 p.m.

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

## **VII. BOARD OF EDUCATION WORK SESSION**

### **A. Innovation and Instruction Roadmap**

Katie Herrboldt, Director of Innovation and Technology Services, along with Elementary Innovation Coach Kyle Turck and Secondary Innovation Coach Kate Klug provided an overview of the Innovation and Instruction Roadmap for the 2024-2025 school year.

As a district, we have moved from Device and Application Support of Inspire 1:1 and Schoology, Seesaw, etc. to Instructional Support/Student-Centered learning with Modern Classrooms Project and Generative AI. Traditional models of teaching ignore students’ needs. The Modern Classrooms Project (MCP) was created by teachers who experienced these problems themselves and developed a new approach to teaching that will better meet students’ needs. Through personalized training programs, MCP empowers educators to implement the research-backed instructional model with (1) Blended Instruction, (2) Self-Paced Structures, and (3) Mastery-Based Learning.

We all interact with AI as we prepare students for future careers, teach responsible use, and improve learning outcomes with equitable access. AI and machine learning jobs are growing as skills required for job success are changing and employers are looking for AI experience. There are potential benefits and risks, but we can be prepared by changing our mindset and empowering our staff through our IT Department, professional learning, our innovation coaches, and building resources.

The Board was appreciative of the information and strategy with which the team is approaching this new technology and preparing our students, staff, families and our communities.

### **B. Student Survey Review**

Donna Roper, Executive Director of Research, Enrollment and Assessments, provided an overview of the district's student survey process and reviewed the Minnesota Student Survey which is coming up in the 2025 school year.

We always survey with purpose about a question we are trying to answer and being very intentional in our approach. Ms. Roper has reviewed past surveys prior to her tenure, to better understand the purpose behind them and how the administrative process was handled. This has allowed us to align and tighten that work into our Continuous Improvement Plan process so that any internal student surveys will be tightly related to our School Improvement Plans and our Continuous Improvement Plan process and our Climate Survey. Through our close community partnerships, using BARR as an example, their external surveys now come through our office to better monitor and ensure that all protocols are followed. The questions are vetted to ensure that they align with the services provided in order to improve the process of the services.

The triennial Minnesota Student Survey is the longest running student youth survey in the country. In the State of Minnesota, around 55% to 70% of students from across the state complete the survey. The purpose behind being involved in this survey is the wealth of information that is collected which benefits not only our district, but our community as well. It is utilized by multiple stakeholders. There is enough data collected which makes it comprehensive and significant as a system to listen to and understand. This survey does require passive consent, and we provide our families with a way to opt out if they so choose.

The Board appreciated learning more about the student survey process to better understand the value behind the surveys.

C. Proposed Revised Board Policy 520 – Student Surveys (First Reading)

Dr. Jason Harris, Assistant Superintendent of Secondary Education, reviewed Proposed Revised Board Policy 520 – Student Surveys for a first reading. There were no suggested changes. This policy will be on the September 18, 2024 board agenda for a second reading.

**VIII. ADJOURNMENT OF THE WORK SESSION**

Moved by Copeland, seconded by Andreasen to adjourn the Work Session. All Board members stated “aye”.

The Work Session ended at 8:33 p.m.

Zach Dorholt, Clerk

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