

**MINUTES  
BOARD OF EDUCATION  
St. Cloud Area School District 742  
St. Cloud, Minnesota  
July 17, 2024**

A meeting of the Board of Education of St. Cloud Area School District 742 was held on Wednesday, July 17, 2024, at the District Administration Office, 1201 South 2nd Street, Waite Park, Minnesota.

The meeting was called to order at 6:31 p.m. by Chair Shannon Haws with the following Board Members present: Scott Andreasen, Al Dahlgren, Zach Dorholt, Monica Segura-Schwartz, Heather Weems. Absent: Natalie Copeland (Ringsmuth).

**I. APPROVAL OF BOARD MEETING AGENDA**

Moved by Andreasen, seconded by Weems to approve the Board Meeting agenda.

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

**II. CONSENT AGENDA**

Moved by Segura-Schwartz to remove Item II-K – Apollo LTFM Improvements Change Orders Totaling +\$47,126.53 from the Consent Agenda.

Moved by Segura-Schwartz, seconded by Andreasen to approve Consent Agenda Items A-J:

Approve the minutes from meetings on May 1, 2024 and May 15, 2024.

Approval of Bills and other Financial Transactions in the grand total amount of \$6,247,369.88

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**

Clara Greenhagen, Tier 3 Science Teacher, North Junior High School, effective for the 2024-2025 school year, Lane MA, Pay Level 2 (185 days of a full-time contract) with a salary of \$59,497.

Monica Villanueva, Tier 3 SPED ABS Teacher, Talahi Elementary School, 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.

Heather Wonders, Tier 3 Grade 5 Teacher, Madison Elementary School, effective for the 2024-2025 school year, Lane MA, Pay Level 3 (185 days of a full-time contract) with a salary of \$61,807.

Jennifer Olsgaard, Tier 4 Speech Language Pathologist, Tech High School, effective for the 2024-2025 school year, Lane MA+40, Pay Level 4 (.50 FTE of a full-time contract) with a salary of \$37,942.50.

Ryan McCormick, Tier 1 SPED EBD Teacher, Katherine Johnson Education Center, effective for the 2024-2025 school year, Lane MA, Pay Level 2 (185 days of a full-time contract) with a salary of \$61,807.

Ali LaVine, Tier 4 SPED LD Teacher, South Junior High 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.

Amy Ehlert, Tier 4 Grade 5 Teacher, Lincoln Elementary School, effective for the 2024-2025 school year, Lane BA, Pay Level 5 (185 days of a full-time contract) with a salary of \$54,720.

Grace Steinhofer, Tier 3 Long Call Substitute Music Teacher, Clearview Elementary School, 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.

Mark Boon, Tier 2 Science Teacher, South Junior High School, effective for the 2024-2025 school year, Lane BA+40, Pay Level 3 (185 days of a full-time contract) with a salary of \$61,870.

Sabrin Muse, Tier 3 Mathematics Teacher, North Junior High School, 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.

Macy Eigen, Tier 3 School Counselor, Talahi Community School, effective for the 2024-2025 school year, Lane MA, Pay Level 2 (185 days of a full-time contract) with a salary of \$54,497.

Rodney Saffert, Tier 4 Language Arts Teacher, Apollo and Tech High School, effective for the 2024-2025 school year, Lane MA+40, Pay Level 11 (185 days of a full-time contract) with a salary of \$90,362.

Makayla Madsen, Tier 1 SPED DCD/ASD Teacher, Lincoln Elementary School, 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.

Brooke Nelson, Tier 3 SPED DD Teacher, Talahi Community School, effective for the 2024-2025 school year, Lane BA, Pay Level 5 (185 days of a full-time contract) with a salary of \$54,720.

Kortney Carlson, Tier 1 SPED ABS Teacher, Tech High School, 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.

Seth Calvert, Tier 2 SPED ABS Teacher, Discovery Community School, effective for the 2024-2025 school year, Lane MA+40, Pay Level 3 (185 days of a full-time contract) with a salary of \$72,869.

### **Rehire**

Amy Rasmussen, Tier 4 Intervention Teacher, Talahi Community School, effective September 9, 2024 through November 1, 2024, Lane MA+40, Pay Level 8 (39 days of a full-time contract) with a salary of \$17,590.48. Ms. Rasmussen is returning for a one-year assignment after retirement.

Allison Celik, Tier 4 SPED LD Teacher, South Junior High School, effective for the 2024-2025 school year, Lane MA+40, Pay Level 4 (185 days of a full-time contract) with a salary of \$75,885.

Peter Smorynski, Tier 3 Grade 3 Teacher, Oak Hill Community School, effective for the 2024-2025 school year, Lane MA, Pay Level 2 (185 days of a full-time contract) with a salary of \$54,497.

Cristina Seaborn, Tier 4 Long Call Substitute Orchestra Teacher, South Junior High School, effective August 26, 2024 through November 26, 2024, Lane MA, Pay Level 2 (65 days of a full-time contract) with a salary of \$20,904.35.

Qiong Huang, Tier 1 Chinese World Language/Chinese Immersion Teacher, Apollo and Tech High School, effective for the 2024-2025 school year, Lane MA, Pay Level 4 (.80 FTE of a full-time contract) with a salary of \$51,295.20.

Adrian Jaimes-Martinez, Tier 3 Science Teacher, Tech High School, 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.

### **Extended Contract**

Shane Keating, Human Resources Supervisor, District Administration Office, effective for the 2023-2024 school year, (5 additional days of a full-time contract). Mr. Keating's salary for this assignment will be \$2,043.48.

Kaycee Enyart, SPED Speech/Language Pathologist, District Wide, effective March 1, 2024 through June 3, 2024, Lane MA, Pay Level 11 (.2 FTE of a full-time contract). Ms. Enyart's salary for this assignment will be \$4,654.65.

**Leave of Absence**

Amran Yusuf, Assistant Principal, Madison Elementary School, effective July 1, 2024 through June 28, 2025.

Natalie Hughes Molde, SPED Academic & Behavior Strategist, Tech High School, effective August 26, 2024 through October 17, 2024.

**Resignation**

Tara Bakken, Grade 4 Teacher, Clearview Elementary School, effective June 3, 2024.

Brian Nutter, Principal, North Junior High School, effective June 28, 2024.

Michael Rivard, Assistant Superintendent of E-12 Education Services, effective June 28, 2024.

**NON-LICENSED STAFF**

**New Hire**

Victoria Dutra, Behavior Resource Specialist, Oak Hill Community School, effective September 3, 2024, at an hourly rate of \$26.00.

Shawna Butenhoff, Clerical Class III (12-Month), District Administrator Office, effective July 1, 2024, at an hourly rate of \$21.24.

Breana Lenz, LPN, Westwood Elementary School, effective June 17, 2024, at an hourly rate of \$24.00.

Heidi Buckentine, Sign Language Interpreter, Discovery Community School, effective September 3, 2024, at an hourly rate of \$33.09.

Tianna Czech, LPN, District Wide for Summer Programs, effective June 17, 2024, at an hourly rate of \$24.00.

Abdallah Mire, Full Service Community Schools Site Coordinator, North Junior High School, effective July 1, 2024, at a yearly salary of \$67,500.

**Rehire**

Paki Latham, Sr., Custodian, Apollo High School, effective July 8, 2024, at an hourly rate of \$16.85.

**Reassignment**

Kristopher Haugen, Warehouse Lead, District Services Building, effective June 18, 2024, at an hourly rate of \$17.60.

**Resignation**

Abdiaziz Kaarshe, Bus Driver, District Services Building, effective May 31, 2024.

Jason Angell, Custodian, Kennedy Community School, effective June 14, 2024.

Nafissatou Bray, Clerical Class III (12-Month), District Administration Office, effective June 7, 2024.

Carol Bentley, Clerical Class III (12-Month), District Administration Office, effective August 2, 2024.

Michelle Neu, Benefits Coordinator, District Administration Office, effective July 12, 2024.

Taylor LaCrosse, ABE Program Coordinator, Community Ed, Quarryview Education Center, effective July 3, 2024.

Ryan Dietman, Behavior Resource Specialist, Tech High School, effective May 31, 2024.

**Retirement**

Cheryl Cathey, Clerical Paraeducator, Discovery Community School, effective September 13, 2024, after 14 years of service in District 742.

**Deceased**

Kevin Evens, Assistant Engineer, Oak Hill Community School, passed away on June 23, 2024 after 5 years of service in District 742.

The Administration recommends acceptance of the following grant awards and donations:

1. Donations to Tech High School:
  - \$500 from VFW Granite Post 428 for the Voice of Democracy Scholarship
  - \$1,500 from St. Cloud Area Youth Basketball Association for SCAYBA Scholarships
2. Donation to District 742 AI Summit held at Tech High School:
  - 5 cases of bottled water from Traut Companies
3. Donation to District 742 Instrument Drive:
  - Cello with bag and bow from Barbara Keena

Approve the Monthly Financial Report for May 2024.

Approve the Monthly Treasurer’s Report for May 2024.

Approve the Quarterly Expenditures for Board Members from April 1, 2024 through June 30, 2024.

Approve the Resolution Relating to the Ten-Year Long-Term Facilities Maintenance Plan.

Approve Board Policy 521– Student Disability Nondiscrimination, as revised (*Third Reading*).

Approve the McKinley Addition and Renovation Project Change Orders with Yamry Construction Inc. in the amount of +\$208.00 and R&H Drywall in the amount of +\$750.00 for a grand total amount of +\$958.00.

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

Amy Skaalerud, Executive Director of Finance and Business Services provided additional information about the Apollo LTFM Improvements Change Orders totaling +\$47,126.53.

Moved by Segura-Schwartz, seconded by Andreasen to approve Consent Agenda Item II-K.

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

### **III. INFORMATION ITEMS**

#### **A. Activities Update and MSHSL School Board Membership Video**

Dr. Jason Harris, Assistant Superintendent of Secondary Education, introduced Karl Heine, Apollo High School Activities Director; Eric Ruska, Tech High School Activities Director; and Kris Hagen, Kennedy Community School Activities Coordinator. They presented an in-depth overview of the Activities program within the district which included the Minnesota State High School League Partnership video along with 2023-2024 updates, celebrations for academics, arts and athletics, and plans for 2024-2025.

The Board was very appreciative of the work the Activities Team is accomplishing and the many benefits to students, families, and the community. They are also appreciative of the Minnesota State High School League’s responsiveness and changes which have resulted in a stronger overall program.

Board member Dahlgren stated we need to do something to increase participation in all levels of athletics and activities in St. Cloud. He loves the electronic signs at all the schools, which does a great job of promoting the wide variety of activities we provide as well as registration dates with enough notice to participate in a particular sport or activity.

Board member Weems appreciated Board member Dahlgren's comments about funding and acknowledged the importance of the message to the community. She asked Superintendent Putnam if there has been some effort made to communicate this message to the media, not in a competitive spirit of winning but the importance of increasing numbers for funding and the impact and experience it offers for our students. Dr. Putnam indicated it has not been a topic in the past, but she is willing to bring it up.

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

A. (ACTION ITEM) – Approval of Membership Renewal in the Minnesota State High School League (MSHSL) for 2024-2025

Dr. Jason Harris, Assistant Superintendent of Secondary Education presented the Administration's recommendation to approve membership with the Minnesota State High School League for 2024-2025.

Moved by Dahlgren, seconded by Segura-Schwartz to approve Membership Renewal with the Minnesota State High School League for 2024-2025.

On roll call, the following voted "aye": Andreasen, Dahlgren, Dorholt, Haws, Segura-Schwartz, Weems. Motion carried.

B. (ACTION ITEM) – Approval of Membership Renewal in the Minnesota School Board Association (MSBA) for 2024-2025

Superintendent Laurie Putnam presented information to renew the district's membership in the Minnesota School Board Association (MSBA) for the 2024-2025 school year.

Moved by Andreasen, seconded by Weems to approve membership renewal in the Minnesota School Board Association (MSBA) for the 2024-2025 school year.

Board member discussion included the MSBA has divided loyalties between public schools and charter schools. The Board also felt there was pushback after we submitted six resolutions related to charter schools at last year's Delegate Conference. MSBA did not send a high-level representative to our Minnesota Thought Leaders AI Summit held on June 17, 2024 which included the Minnesota Attorney General,

Commissioner of Education along with multiple senators and representatives from AMSD and the University of Minnesota. The Board discussed approving our membership for another year but also submitting our disapproval to the MSBA similar to the Board's approach with the Minnesota State High School League last year which has produced positive outcomes.

Board member Andreasen withdrew his original motion to approve membership renewal.

Moved by Weems, seconded by Andreasen to approve membership renewal in the Minnesota School Board Association (MSBA) for the 2024-2025 school year with the condition that we will follow up about some concerns we have on lower dues for charter schools, the representation of our school district, and the required statutes.

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

C. (ACTION ITEM) – Approval of 2024-2025 Membership Renewal in the Association of Metropolitan School Districts (AMSD)

Superintendent Laurie Putnam presented information to renew the district's membership in the Association of Metropolitan School Districts (AMSD) for the 2024-2025 school year.

Moved by Andreasen, seconded by Dahlgren to approve membership renewal in the Association of Metropolitan School Districts (AMSD) for the 2024-2025 school year.

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

D. (ACTION ITEM) - Self-Insured Health and Dental Insurance Premiums for 2024-2025

Tracy Flynn Bowe, Executive Director of Human Resources, and George Vander Weit, Senior Benefits Consultant with One Digital, provided an overview of the health and dental insurance plans. Tracy shared that the School District operates self-insured health and dental plans that are managed by the School District in partnership with the Labor Management Committee ("LMC") as authorized by our collective bargaining agreements and the LMC bylaws. Accordingly, the LMC meets monthly throughout the year to review the financial operation of the plans provided by financial consultant One Digital. Annually, following a thorough review of the financial analysis of the plan including the projected costs of claims for the coming year and the funding provided through premiums, the committee recommends changes in premiums and plan design sufficient to maintain the financial viability of the plans and based on the interests of their respective members. George provided a thorough financial review of the plans and a general overview of the double-digit



increasing costs of insurance throughout their school district clients and shared that our recommended deductibles and premium increases were similar to those occurring in other districts our size. Following their presentation the administration shared the LMC recommendations for the 2024-2025 plan year with the board.

The Labor Management Committee's recommendations related to the District's self-insured health and dental insurance plans effective October 1, 2024, are as follows:

### **Health Plan**

Remain with Health Partners as our Third Party Administrator and increase premiums as follows:

- Single Premium: 10% Increase – rate for single premium moves from \$814.32 per month to \$895.75 per month.
- Family Premium: 10% Increase – rate for family premium moves from \$1,865.83 per month to \$2,052.41 per month.

Change the plan design to increase deductibles as follows:

- Single deductible from \$2,000 per person to \$3,500 per person with \$1,000 HRA.
- Family deductible from \$4,000 per family to \$7,000 per family with \$2,000 HRA.
- Single pharmacy deductible from \$1,000 per person to \$1,500 per person.
- Family pharmacy deductible from \$2,000 per family to \$3,000 per family.

### **Dental Plan**

Remain with Delta Dental as our Third Party Administrator.

- Single Premium: 0% Increase – rates hold at \$32.93 per month.
- Family Premium: 0% Increase – rates hold at \$94.70 per month.

Board discussion included Board member Dahlgren hearing from an employee who just found out today about these increases to the health plan. He asked if we could we allow extra time before voting on this to give employees time to review and ask questions? Tracy responded that premiums need to be set in time for open enrollment in September, but board action could be delayed until the first August meeting. Could we join with other districts to increase the size of the pool? Our self-insured status does not allow that. Board members asked how many couples take advantage of the employee married to employee benefit? Tracy did not have the information available but will provide it to the Board members. Amy noted this benefit can only be removed by Board member vote during contract negotiations.

Moved by Dahlgren, seconded by Dorholt to postpone voting on this action item until the August 7, 2024 Board meeting to allow time for employees to review and ask questions.

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

## V. REPORTS

### A. Superintendent’s Report

Superintendent Laurie Putnam shared her report on what's happening around the District this summer.

- **Apollo Referendum Update:** Work continues on the potential Apollo Referendum. She has identified members for a Superintendent's Advisory Committee and will hold our first meeting on August 12, 2024 and is seeking feedback on: Communication/Key Messaging, Timing of the Election, Facility Plans for Future-Ready Workforce, and Cost of the Referendum. We will meet 4-5 times between August and October. This schedule means that the Administration will bring a recommendation for discussion and vote to the Board during the November Board meetings.
- **Community Engagement:** We continue to fully engage with our community, even over the summer months. We're doing so in the following ways: (1) African American Student Outcomes Pilot Project, (2) Artificial Intelligence, (3) Full-Service Community Schools, (4) Islamic Centers, and (5) Workforce Development.

### B. Board of Education Standing Committee Reports

1. Al Dahlgren, Chair of the Board Finance and Audit Committee, noted the Committee met on July 9, 2024 and discussed two items: (1) Insurance Premiums for 2024-2025 and (2) School Board Policy 704.

## VI. FUTURE AGENDA ITEMS

Chair Haws noted the August 7th Board Meeting/Work Session topics will include:

- Mid-Summer Construction Project Update
- Review of Student and Family Handbooks
- Full Service Community School Presentation
- Approval of 2024-2025 Health and Dental Insurance Plan Renewals and Premiums
- Policy Readings

## VII. ADJOURNMENT OF BOARD MEETING

Moved by Segura-Schwartz, seconded by Andreasen to adjourn the Board meeting.

All Board members stated “aye”. The Board meeting concluded at 8:50 p.m.

Zach Dorholt, Clerk

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