



Windom Area Schools

District Office:
PO Box 177
Windom MN 56101
Phone: 507-831-6901
Fax: 507-831-6919

An Equal Opportunity Employer
Windom Area Elementary
1200 17th Street
PO box 177
Windom MN 56101
Phone: 507-831-6925

Windom Area
Middle /High School
1400 17th Street
PO Box 177
Windom MN 56101
Phone: 507-831-6910

Windom Schools will create a safe, responsive, and nurturing environment where every learner receives a high-quality, challenging education that empowers them with the skills and knowledge needed for a successful future.

WWW.WINDOM.K12.MN.US

September 28, 2026 Work Session

Windom City Council Chamber

444 9th Street

Windom, MN 56101

September 28, 2026

5:30 PM

Live at [Media SB22](#) on youtube

1. Call to order
Angie Klassen
2. The Pledge of Allegiance
Angie Klassen
3. Approval of Agenda (revise as necessary)
Angie Klassen
4. Lane Change Approval - Action
Angie Klassen
The lane change committee met to review transcripts and credits of teachers who submitted a lane change request. The committee recommends approval of the lane changes enclosed in the packet.
5. Approve 2026-2027 Substitute Rate - Action
Holly Anderson
The proposed substitute rates for the 2026-2027 school year are enclosed. Substitute rates for paraprofessionals, homebound services, and teachers were approved at the July 13, 2026 meeting. At the time of the July approval, the Windom Education Support Professionals contract had not yet been settled. We are now bringing forward the proposed substitute rates for Office Professionals, Custodians, and Food Service employees for approval.
6. Approve Preliminary 2026 Payable 2027 Levy Certification - Action
Holly Anderson
Each year we "authorize the maximum levy" to ensure that we receive all our state aid if adjustments are made. If we certify a set dollar amount, it freezes the ceiling as changes continue to be made until we certify the final levy in December. Enclosed is the most current levy sheet available. This will continue to change between now and December when the board will certify the final levy amount.
7. Set the Truth and Taxation hearing Date for December 14, 2026 at 5:00 pm - Action
Angie Klassen
8. Adjourn



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MIDDLE/HIGH SCHOOL

PHONE: 507-831-6910
FAX: 507-831-6919

WINDOM AREA
ELEMENTARY

PHONE: 507-831-6925
FAX: 507-831-6932

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September 16, 2026

The Credit Evaluation Committee Jamie Frank, Corey Barfknecht, Lisa Letcher and Andrea Monson met on September 16, 2026, to review the above credits for lane advancements and recommend their approval to the Board of Education.

The following teachers have requested a lane change:

Name	From	To	Difference
Burton, James	MA	MA +30	\$ 4,500.00
Dardis, Melissa	BA +30	MA	\$ 1,500.00
Fink, Alex	MA +10	MA +20	\$ 1,500.00
Jelinek, Julie	MA +20	MA +30	\$ 1,500.00
Letcher, Lisa	MA +10	MA +20	\$ 1,500.00
Miesen, Laura	BA +30	MA +30	\$ 6,000.00
Mortenson, Sydney	MA +10	MA +20	\$ 1,500.00
Olson, Jacob	BA	BA +30	\$ 4,500.00
Quade, Alyssa	BA +10	MA +10	\$ 6,000.00
Rhubee, Trista	MA+10	MA+20	\$ 1,500.00
Schwing, Britney	BA +10	MA	\$ 6,000.00
Taylor, Alyson	BA +30	MA	\$ 1,500.00
			\$ 37,500.00
		FICA	\$ 2,868.75
		TRA	\$ 3,678.75
		MN Paid Leave	\$ 165.00
		LTD	\$ 105.00
		Work Comp	\$ 203.63
		Total Cost of Lane Changes	\$ 44,521.13

Motion to approve the above lane changes and make recommendation to the Board of Education at their next meeting was made by Andrea Monson, seconded by Corey Barknecht. Motion was approved September 16, 2026.

The following teachers have submitted their intent to begin/pursue a Master's Program:

Jacob Olson – Master's in American History

Substitute Rates of Pay - Effective 7/1/2026

Board Approved Paraprofessionals, Homebound Services, and Teachers on 7/13/2026; Board Approved Office Professionals, Custodians, Food Service on XX/XX/XXXX

	2021-2022 Per Hour	2022-2023 Per Hour	2023-2024 Per Hour	2024-2025 Per Hour	2025-2026 Per Hour	Effective 7/1/2026 2026-2027 Per Hour		INCENTIVE PAY: Additional pay based on total number of hours worked monthly
Paraprofessionals								Total Hours per Month worked
Regular	\$ 12.75	\$ 13.60	\$ 13.90	\$ 14.16	\$ 14.46	\$ 14.60	85% of first year rate based on MSEA contract*	Over 30 hours + \$.75 per hour added to all hours worked
Long-Term	\$ 14.25	\$ 15.20	\$ 15.55	\$ 15.83	\$ 16.16	\$ 16.32	95% of first year rate based on MSEA contract	Over 60 hours + \$1.50 per hour added to all hours worked
Windom Schools Retiree Pay Rate for all hours worked - \$5 per hour more than Regular rate		\$ 18.60	\$ 18.90	\$ 19.16	\$ 19.46	\$ 19.60	Must be retired from the Windom School District with a minimum of 10 years of consecutive service in the district. Not eligible for INCENTIVE PAY or Long-Term pay	
Office Professionals (Secretaries)								
Regular	\$ 14.07	\$ 14.92	\$ 15.40	\$ 15.73	\$ 15.98	\$ 16.49	85% of first year rate based on WESP contract*	
Long-Term	\$ 15.73	\$ 16.68	\$ 17.20	\$ 17.58	\$ 17.86	\$ 18.43	95% of first year rate based on WESP contract	
Windom Schools Retiree Pay Rate for all hours worked - \$5 per hour more than Regular rate		\$ 19.92	\$ 20.40	\$ 20.73	\$ 20.98	\$ 21.49	Must be retired from the Windom School District with a minimum of 10 years of consecutive service in the district. Not eligible for INCENTIVE PAY or Long-Term pay	
Custodians								INCENTIVE PAY: Additional pay based on total number of hours worked monthly
								Total Hours per Month worked
Regular	\$ 13.27	\$ 14.12	\$ 14.60	\$ 14.95	\$ 15.17	\$ 16.10	85% of first year rate based on WESP contract*	Over 40 hours + \$.75 per hour added to all hours worked
*Long-Term	\$ 14.83	\$ 15.78	\$ 16.35	\$ 16.68	\$ 16.95	\$ 17.99	95% of first year rate based on WESP contract *	Over 80 hours + \$1.50 per hour added to all hours worked
Windom Schools Retiree Pay Rate for all hours worked - \$5 per hour more than Regular rate		\$ 19.12	\$ 19.60	\$ 19.95	\$ 20.17	\$ 21.10	Must be retired from the Windom School District with a minimum of 10 years of consecutive service in the district. Not eligible for INCENTIVE PAY or Long-Term pay	
Lawn Mowers	\$ 13.63	\$ 14.32	\$ 14.75	\$ 15.20	\$ 15.65	\$ 16.12	3% increase from prior year	
Food Service								INCENTIVE PAY: Additional pay based on total number of hours worked monthly
								Total Hours per Month worked
Regular	\$ 12.16	\$ 13.01	\$ 13.50	\$ 13.85	\$ 14.04	\$ 14.54	85% of first year rate based on WESP contract*	Over 20 hours + \$.75 per hour added to all hours worked
*Long-Term	\$ 13.59	\$ 14.54	\$ 15.10	\$ 15.44	\$ 15.69	\$ 16.25	95% of first year rate based on WESP contract *	Over 30 hours + \$1.50 per hour added to all hours worked
Windom Schools Retiree Pay Rate for all hours worked - \$5 per hour more than Regular rate		\$ 18.01	\$ 18.50	\$ 18.85	\$ 19.04	\$ 19.54	Must be retired from the Windom School District with a minimum of 10 years of consecutive service in the district. Not eligible for INCENTIVE PAY or Long-Term pay	
Homebound Services								
Teacher	\$ 30.87	\$ 31.85	\$ 33.39	\$ 34.54	\$ 35.48	\$ 36.46	BA 0 / 184 contract days / 7.5 hours	
Paraprofessional	\$ 17.09	\$ 17.61	\$ 18.15	\$ 18.70	\$ 19.26	\$ 19.84	3% increase from prior year	
Teachers								INCENTIVE PAY: Additional pay based on total number of days worked monthly
								Full Days per Month worked Half Days per Month Worked
Regular	\$150/day	\$155/day	\$ 165.00	\$ 175.00	\$ 180.00	\$ 185.00	Full Day from approximately 7:45 am - 3:30 pm	Days 1 - 5 \$185 Days 1 - 5 \$110
	\$18.50/Period	\$19.00/Period	\$ 25.00	\$ 25.00	\$ 25.00	\$ 27.50	50 minute period (paid for when in-house teacher covers a class during their prep period)	*Days 6 - 10 \$200 *Days 6 - 10 \$115
	\$80/half day	\$82.50/half day	\$ 90.00	\$ 100.00	\$ 100.00	\$ 110.00	4 periods or 3.5 hours of direct instructional/supervision	*Days 11+ \$225 *Days 11+ \$130
*Long-Term	\$231.53	\$238.82	\$250.40	\$259.03	\$266.10	\$ 273.47	BA 0 / 184 contract days	*GOES BACK TO DAY 1
Windom Schools Retiree Pay Rate for all full days worked		\$175/day	\$ 185.00	\$ 195.00	\$ 195.00	\$ 200.00	Must be retired from the Windom School District with a minimum of 10 years of consecutive service in the district. Eligible for Incentive Pay rate if work 11+ days per month	
Windom Schools Retiree Pay Rate for all half days worked		\$90/half day	\$ 95.00	\$ 105.00	\$ 105.00	\$ 115.00	Must be retired from the Windom School District with a minimum of 10 years of consecutive service in the district. Eligible for Incentive Pay rate if work 11+ days per month	

If a teacher has a class already and combines with another class this teacher does not get paid.

*Long-term applies to the substitute who works in the same position for 10 consecutive days

