VISITOR AGENDA
MAHNOMEN PUBLIC SCHOOLS
REGULAR MEETING MAY 18, 2026
MONDAY, MAY 18, 2026
6:00 PM SCHOOL BOARD CONFERENCE ROOM

1. CALL TO ORDER
2. PLEDGE OF ALLEGIANCE
3. ROLL CALL:
   Board Members Present: _____Chris Otto, _____Nicole Ose, _____Ashley Neis, _____ Kimberly Scott-Neisen, _____Traci Turner, _____Craig Bower
4. ADOPTING THE AGENDA
   As presented or modified
5. VISITORS AND GUEST COMMENTS
6. MONTHLY ROUTINE CONSENT BUSINESS
   Minutes from previous School Board Meetings
   Bills
   Financial Reports
   Donations
7. COMMUNICATION
   A board member may participate virtually in this meeting. In case of inclement weather, this meeting will be rescheduled for the following day at the same time and location (6:00 PM in the Conference Room).
8. COMMITTEE AND SCHOOL BOARD REPORTS
9. ADMINISTRATION REPORTS
10. DISCUSSION ITEMS

    10.1. Phone Input
    Discuss phone input

    10.2. Sexual Abuse Awareness & Prevention Curriculum Discussion
    Sexual Abuse Awareness & Prevention Curriculum Discussion

    10.3. Potential Donation from Enbridge Discussion
    Potential Donation from Enbridge Discussion

    10.4. Strategic Planning Update - Partnership with True North
    Strategic Planning Update - Partnership with True North

    10.5. Discussion of the Potential Addition of a Gun Safe to the SRO office
    SRO Victoria Lafriniere will be present to answer questions, and the Sheriff may also attend for discussion/support

11. ACTION ITEMS

11.1. Election Resolution Establishing Dates for Filing for School Board
Election Resolution Establishing Dates for Filing for School Board

11.2. Rekeying of Building - Quote
Rekeying by Bonded Lock as presented in the attached quote.

11.3. Calendar Approval - Minor Changes
Calendar Approval - Minor Changes

11.4. Updated Apprenticeship MOU
Updated Apprenticeship MOU

12. PERSONNEL TOPICS

Resignations
Hiring
Lane Change
Other

12.1. Approve the hire of Kaitlyn Andrs as ELA teacher for 26-27 school year.
Approve the hire of Kaitlyn Andrs as ELA teacher for 26-27 school year.

12.2. Approve the hire of Jon Starkey as the AD & Elementary Dean of Students for 26-27 school year.
Approve the hire of Jon Starkey as the AD & Elementary Dean of Students for 26-27 school year.

12.3. Approve the hire of Meredith McArthur-Thorpe as District Assessment Coordinator (DAC) for the 2026-2027 school year.
Approve the hire of Meredith McArthur-Thorpe as District Assessment Coordinator (DAC) for the 2026-2027 school year.

12.4. Non-Renewal of Employment of Probationary Clerical Paraprofessional Betty Gunderson, effective at the end of the 26-27 school year.
Non-Renewal of Employment of Probationary Clerical Paraprofessional Betty Gunderson, effective at the end of the 26-27 school year.

12.5. Non-Renewal of Employment of Probationary Paraprofessional Emily Fox, effective at the end of the 26-27 school year.
Non-Renewal of Employment of Probationary Paraprofessional Emily Fox, effective at the end of the 26-27 school year.

12.6. Non-Renewal of Employment of Probationary Paraprofessional Haylee Onstad, effective at the end of the 26-27 school year.
Non-Renewal of Employment of Probationary Paraprofessional Haylee Onstad, effective at the end of the 26-27 school year.

12.7. Termination of Employment of Paraprofessional
Termination of Paraprofessional Tricia Simon

12.8. Employee Assignments SY2026-27
Employee Assignments SY2026-27

12.9. Approve the 2026-2027 Individual Employment Agreements for Ike Hills and Desi Linden
Approve the 2026-2027 Individual Employment Agreements for Ike Hills and Desi Linden

12.10. Approval of Retirement – Terry Handyside
Approval of Retirement - Terry Handyside

12.11. Approval of Resignation – Jared Tracy, Paraprofessional, Effective End of the 2025–2026 School Year
Approval of Resignation - Jared Tracy, Paraprofessional, Effective End of the 2025-2026 School Year

May - Elementary Interim Principal's Report

Mandy Okeson

B's or Better Breakfast

This recognition is awarded to 4-6th grade students who have earned a B average or higher throughout the school year—an accomplishment we are proud to celebrate. Feel free to join us for this event on May 14th at 7:45 in the Roy Johnston Room. We have 67 students that were invited to attend this event!

Field Trips

This month, our students have had incredible opportunities to extend their learning beyond the classroom through a variety of engaging field trips. Students explored hands-on exhibits and creative play at the DLCCC Children's Museum, discovered science and innovation during their visit to the Bemidji Science Center, and experienced the beauty of nature and wildlife at Tamarac National Wildlife Refuge. Students also learned about agriculture and local industry during their trip to the Jim Steinmetz Dairy Barn and explored local history at the Mahnomen County Historical Museum.

In addition, students will build teamwork, leadership, and problem-solving skills through outdoor activities at the Character Challenge Course on May 20th.The sixth graders St. Michael will be joining us in this adventure.These experiences will provide valuable opportunities to connect classroom learning with real-world experiences while creating lasting memories together.

May 15th - Track and Field Day

Our K–6 students are looking forward to an exciting Track and Field Day. This special event is hosted by our Physical Education staff. Students will have the opportunity to participate in a variety of events throughout the afternoon, including the 50-meter dash, 200-meter run, softball throw, long jump, and the always exciting 400-meter relay. Track and Field Day is a great opportunity for students to stay active, demonstrate sportsmanship, encourage one another, and celebrate the importance of teamwork, perseverance, and healthy competition.

May 22nd - Last Day of School Celebration

End of the year assembly that honors our Perfect Attendance award winners, our Million Word Club students and our students with the highest AR Points. We will also have our last PBIS Pride Point drawings as a large group. To top off the early out day, the Ice Cream Truck is coming to serve a selection of ice cream treats to both the elementary and high school students!

Perfect Attendance - April

Grade	Students with Perfect Attendance
Kindergarten	9/40
First	15/27
Second	7/30
Third	16/48
Fourth	12/39
Fifth	7/44

Sixth 14/44

Overall Classroom Attendance Average: 89.98%

Top Classrooms: Ms.Neuhalfen 95.60% Ms. O'Loughlin 92.50%

High School Report-May 2026

- Students of the month: Bailey Halvorson, Kaitlyn Obowa, Emma Lefstad, and Madeline Stalberger
- Spring choir/band trip, Prom, IYC trip, lots of spring activities
- Graduation-May 22nd

Discipline report:

2025-26-123

2024-25-176

2023-24- 158

2022-23- 101

Attendance Percentages:

7th grade-90%

8th grade- 86%

9th grade-91%

10th grade-88%

11th grade-84%

12th grade- 83%

Total-87%

Class sizes as of 4.30.26:

7-53

8-54

9-48

10-41

11-44

12-45

Total: 285

Student	DOB	New/drop	Add	Drop	Start date	Leave date	grade	To/From	Notes	Tech Accounts
		drop		1		summer	7	Waubun		
		drop		1		summer	9	Waubun		
		drop		1		summer	7	Waubun		
		drop		1		summer	8	Waubun		
		Return	1		9/2		9	from ALC		
		Return	1		9/2		7	from ALC		
	1/17/13	drop		1		summer	7	NCE		
	7/28/09	Return	1		9/2		11	from ALC		
		Return	1		9/2		9	from ALC		
	7/11/2013	New	1		9/2		7	from COLA	records received	
	10/21/2009	New	1		9/2		10	From Trek North	records received	
	9/25/09	drop		1		summer	9	to Waubun		
	1/21/10	return	1		9/2		10	from ALC		
		return	1		9/2		9	from COLA	records received	
	5/8/09	return	1		9/2		10	from COLA	records received	
	7/27/13	new	1		9/2		7	from COLA	records received	
	08/10/11	new	1		9/2		9	from COLA	records received	
	08/24/11	new	1		9/2		9	from NCE	records received	
		drop		1		summer	7	to COLA		
	2/19/09	return	1		9/3		11	From Bagley	records received	
		drop		1		summer	7	to Fosston		
		return	1		9/2		11	from Bagley	records received	
		return	1		9/3		9	from ALC		
		return	1		9/3		8	from COLA	records received	
		return	1		9/3		8	from ALC		
		return	1		9/3		12	From ND	records received	
		return	1		9/3		11	From ND	record received	
		return	1		9/3		8	From ALC		
		New	1		9/4		9	From Waubun	records received	
		New	1		9/4		8	From Waubun	records received	
		drop		1	9/2			to ALC		
		drop		1	9/2		8	to ALC		
		drop		1	9/2		10	to ALC		
		drop		1	9/2		8	Online		
		drop		1	9/2		9	to Red Lake		
		drop		1	9/4		8	to ALC		
		Return	1		9/5		12	from ALC		
		Return	1		9/5		12	from ALC		
		drop		1		summer	7	to Waubun		
		drop		1		summer	8	To Red Lake		
		drop		1	9/4		9	to ALC		
		return	1		9/9		8	from online		
		return	1		9/19		10			
		new	1		9/10		11	from Perham	records received	
		drop		1		9/5	8	to ALC		
		No show		1		9/2	7	no show		
		No show		1		9/2	9	no show		
		drop		1		8/16	8	to ALC		
		No show		1		9/2	8	no show		
		return	1			9/25	10	from Medical leave		
		drop		1		9/23	7	15 day drop		
		drop		1		10/2	9	to ALC		
		drop		1		10/3	12	to ALC		
		drop		1		10/10	7	to Waubun		
		drop		1		10/10	11	to ALC		
		drop		1		10/13	10	To online		
		drop		1		10/23	11	15 day drop		
		drop		1		10/24	8	15 day drop		
		drop		1		10/28	9	to ALC		
		drop		1		10/28	11	to ALC		
		drop		1		10/28	7	to COLA		
		New	1			11/4	9	from COLA		
		~~return~~	~~1~~			~~11/17~~	11	~~From Grand Rapids~~		
		drop		1		11/17	8	to ALC		
		drop		1		11/25	7	to MN Connections		
		drop		1		11/26	7	to West Fargo		
		drop		1		12/2	10	15 day drop		
		drop		1		12/8/25	11	15 day drop		
		drop		1		12/9/25	10	15 day drop		
		drop		1		12/11/25	8	to Waubun		
		drop		1		12/9/25	9	15 day drop		
		Add	1			12/17	7	from Long Praire		
		drop		1		1/13	7	to Waubun		
		return	1			1/20	9	from Waubun		
		return	1			1/20	10	from ALC		
		return	1			1/20	11	from ALC		
		New	1			1/20	7	from Bemidji		
		New	1			1/20	8	from Bemidji		
		drop		1		1/15	12	to ALC		
		drop		1		1/15	11	to ALC		
		drop		1		1/15	11	to ALC		
		Add	1			1/28	7	From Red Lake		
		Add	1			2/2	8	Online		
		drop		1		2/3	7	to COLA		
		drop		1		2/3	7	15 day drop		
		drop		1		2/13	9	to ALC		
		drop		1		1/12	9	15 day drop		
		drop		1		1/27	9	Medical reason		
		drop		1		2/23	8	15 day drop		
		drop		1		2/23	7	15 day drop		
		drop		1		3/24	9	to ALC		
		Add	1			4/9	8	from Cities		
		drop		1		3/26	8	15 day drop		
		drop		1		4/8	8	to ALC		
		drop		1		4/13	9	to ALC		
		drop		1		4/14	8	to ALC		
		drop		1		4/15	11	Moorhead		
		drop		1		4/24	9	to ALC		
	totals		39	59						

Meredith (District Liaison)		Jessica (Attendance Liaison)		Kelly (10th-12th Liaison)		Curt (7th-9th Liaison)	Keisha (Elem. Liaison)
Daily Student Contacts		Daily Student Contacts	230	Daily Student Contacts	243	Daily Student Contacts	Daily Student Contacts
High School Students	45	**High School**	167	**High School**	229	**High School**	High School
Elementary School Students	56	**Elementary**	73	Elementary	14	Elementary	**Elementary**
Daily Parent Contacts		Parent Contacts	129	Parent Contacts	14	Parent Contacts	Parent Contacts
High School	14	**High School**	58	**High School**	9	**High School**	High School
Elementary School	12	**Elementary**	71	Elementary	5	Elementary	**Elementary**
Special Education Team Meetings		Truancy	19	**Home Visits**	2	**Home Visits**	
High School Students	6	High School	14	**High School**		**High School**	High School
Elementary School Students	3	Elemantary	5	Elementary	2	Elementary	**Elementary**
		AM Commons	Daily				
		HS Lunch Duty	Daily	AIE Team meeting	2	AIE Team meeting	High School
		AIE Team meeting	2	Prevention meeting		AIPAC Meeting	**Elementary**
Other Meetings:		Backpack program (Distribution)	9	Mahnomen Collaborative			Other Meetings:
Elem Behavior Committee Mtg	0	Admin assisstants meeting		Elem Faculty Meeting			AIE Team meeting
Elem Leadership Mtg	0	MDT	1	H.S. Faculty Meeting			Elem Faculty Meeting
Elem SST Mtg	1	Court	2	AIPAC Meeting	1		AIPAC Meeting
CST Mtg	1	ICW	6	lunch duty	daily		Elem Leadership Meeting
Multidisciplinary Mtg	1	Mahnomen County SS	2	student support	daily		Playground Commitee
ICW/MCSS contact	3	AIE Chaperone	1	transportation	daily		Anishinaabe Circle
AIE Team Mtg	2	Classroom Coverage	6	peer support	2		Elem. Faculty Meeting
AIE PLC Mtg	1	Anishinaabe Circle (Tuesdays)		AIE chaperone	1		Met with teachers about students
SRO Mtg	Daily	AIE PLC Meeting					Smudging with students
Readmittance Mtg	1	AIPAC Metting	1				
Manifestation Mtg	1	Student Supports (6th hour)	Daily				
Classroom coverage	0	Home Visits					
AIE Chaperone	2	High School					
HS Lunch Duty	Daily	Elemantary					
Morning Bus Loop	Daily						
Nurse Coverage	1 hr						
Interviews	1						
Elem Parent Mtg	1						
ADSIS Mtg	2						
Submitted ADSIS Budget SF27- MDE	4/28/26						

Mahnomen Secondary
Discipline Summary by Grade
04/01/2026 - 04/30/2026

Year: 2025-2026
Report: IDS601

Description	07			08			09			10			11			12			Total
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Academic Dishonesty (30)							1		1										1
Alcohol (01)																			
Amorous Activity (Am Act)																			
Arson (02)																			
Assault (03)																			
Attendance (24)																			
Back Talk (b talk)		1	1																1
Bomb (04)																			
Bomb Threat (05)																			
Bullying/Harassment (Includes CyberBullying) (31)		1	1		1	1													2
Bus Referral (Bus)																			
Cannabis (35)				2	1	3	1		1										4
Controlled Substances (prescription) (06)																			
Disruptive/Disorderly/Insubordination (08)	1	5	6		13	13		6	6				2	5	7				32
Extortion (09)																			
Fighting (10)																			
Gang Activity (11)																			
Hazing (26)																			
Hit Push Shove (HPS)														4	4				4
Homicide (28)																			
Illegal Drugs (13)																			
Inappropriate Language/Actions (lang)	2	2	4		1	1		1	1	1	1	2		2	2	1		1	11
Noon Restriction Redo (Redo)																			
Not Participating (NP)																			
On School Property without Permission (34)																			
Other (23)					1	1													1
Over-the-Counter Medications (14)																			

Mahnomen Secondary
Discipline Summary by Grade
04/01/2026 - 04/30/2026

Year: 2025-2026
Report: IDS601

Description	07			08			09			10			11			12			Total
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Physical Contact (32)														1	1				1
Profanity (Prof)		1	1		1	1								1	1				3
Pyrotechnics (15)																			
Robbery (using force) (29)																			
Skipping (Skip)	5		5	9	2	11				2		2		8	8				26
Tardies (Tar)	3	1	4	5	3	8	3	5	8				1	1	2	2		2	24
Teacher Referral (TCH)					1	1							1		1				2
Technology (33)	2	1	3	2	1	3	1		1		1	1		1	1				9
Terroristic Threats (16)																			
Theft (17)																			
Threat/Intimidation (18)																			
Tobacco (19)							2		2										2
Unassigned Area (UN Area)																			
Vandalism/Property Related (20)																			
Verbal Abuse (21)																			
Weapon (22)																			
Totals	13			18			8			3			4			3			123
		12			25			12			2			23			0		
			25			43			20			5			27			3	

American Indian Education Program
School Board Report
Date: May 18th, 2026

Budget Updates

- AIEA Funds Spend Down: $184,356.15
    - Estimated to receive $336,500.00 for 25/26 school year

- Title VI Funds Spend Down: $92,495.74
    - Estimated to receive $119,146.00 for 25/26 school year

Program Updates

The American Indian Education Program at Mahnomen Public Schools is currently fully staffed for the remainder of the 2025–2026 school year.

Student Events & Activities

In April, the American Indian Education Program continued to create cultural and educational experiences for students through both college and community-based opportunities. During the month, we hosted the Indigenous Youth Council College Visit to Duluth, where 22 American Indian students in grades 10–12 toured the University of Minnesota Duluth and Fond du Lac Tribal and Community College. This was one of our most successful college visits to date, providing students with valuable exposure to higher education opportunities, campus life, and future pathways while encouraging post-secondary planning and achievement.

On April 29, we proudly hosted our 10th Annual Powwow Celebration at the school, welcoming approximately 1,400 attendees. This powerful event brought together our entire PreK–12 student body and staff, neighboring district schools, including St. Michael's and Naytahwaush Charter School 6th-grade students, who also toured our school in preparation for next year, as well as students from Dilworth-Glyndon-Felton, Ulen-Hitterdal, and multiple White Earth Head Start sites. The celebration was filled with cultural pride, community engagement, and tradition. We were honored to crown our 2026–2027 Powwow Royalty: Senior Princess Kinslee Jensen, Senior Brave John Leslie, Junior Princess Tylie Smith, and Junior Brave Waawaate Gunderson. It was a beautiful and meaningful celebration that highlighted the strength of our community and our continued commitment to honoring and uplifting Indigenous culture.

April Events

- **April 19–21** – Indigenous Youth Council College Visit
    - 3 staff and 22 students attended

- **April 29** – 10th Annual Powwow Celebration
    - PreK-12th-grade students and staff

Liaison Staff Updates

The American Indian Education Program currently employs five liaison staff members who support students across the district:

- **Meredith McArthur-Thorpe** – Part-Time AIE Districtwide Liaison
    - 101 daily student contacts
    - 26 parent contacts
    - 0 home visit
    - Participated in 19 meetings
    - Part-Time ADSIS grant work

- **Jessica Goodwin** – Full-Time Attendance & Truancy Liaison
    - 230 daily student contacts
    - 129 parent contacts
    - 0 home visits
    - 19 truancies filed
    - Participated in 14 meetings
    - Regular meetings with the county, ICW, and collaborative partners

- **Kelly Phillips** – Full-Time Grades 10–12 Liaison
    - 243 daily student contacts
    - 14 parent contacts
    - 2 home visits
    - Participated in 3 meetings
    - Member of our Crisis Response Team

- **Curt Uran** – Full-Time Grades 7–9 Liaison
    - 221 daily student contacts
    - 21 parent contacts
    - 3 home visits

    - Participated in 2 meetings
    - Member of our Crisis Response Team

- **Lakeisha Londo** – Works with Elementary Liaison Students
    - daily student contacts
    - parent contacts
    - Participated in meetings

Upcoming Meetings

- **AIPAC:** June 17th at 6:00 PM
- **Title VI:** Directly following AIPAC
- **JOM:** June 8th at 6:00 PM via Zoom

Upcoming Events

In the coming weeks, the American Indian Education Program looks forward to honoring our students through one of our most meaningful annual celebrations. On May 20, we will host the American Indian Senior Banquet at the Shooting Star Casino Event Center from 6:00–8:00 PM. This special evening will recognize and celebrate the accomplishments of our graduating American Indian seniors as they prepare for the next chapter of their journeys.

This year, 33 out of 43 graduating seniors and 8 out of 13 ALC graduating seniors identify as American Indian, representing 73% of the graduating class. This milestone highlights the strength, resilience, and success of our students and community. School board members are encouraged to join us in celebrating these graduates. Please remember to RSVP to Desi as soon as possible if you plan to attend.

Upcoming Events

- **May 20** – American Indian Senior Banquet
    - Shooting Star Casino, Event Center
    - 6:00 - 8:00 pm

Mahnomen ISD 432
Safe, Supportive, Learning

Superintendent's Report

May 18, 2026

1. Highlights

As we move into the final stretch of the school year, district efforts have remained heavily focused on staffing, planning, student programming, and preparation for summer and the 26–27 school year.

The district recently held its annual **Federal Programs and Impact Aid Hearing**. The meeting went well and provided an opportunity to review programming, funding priorities, and district needs while also receiving input and feedback from stakeholders. Thank you to everyone who participated and contributed to the discussion and planning process.

Mahnomen Public Schools will host the **Section Track Meet on May 29th**. Planning and preparation are underway, and we will continue seeking volunteers and community support to help ensure the event runs smoothly. We appreciate everyone assisting with this large event.

2. Staffing & Personnel

The district has continued making strong progress with hiring and staffing efforts for next year. Several teaching and support positions have moved forward through interviews, recommendations, and onboarding processes.

3. Operations & Facilities

Operational planning and facility work continue to be a major area of focus as we prepare for summer projects and the next school year.

Current work includes:

- Finalizing summer cleaning and maintenance schedules
- Developing systems and expectations related to building organization and custodial operations
- Reducing excess storage and clutter throughout the building
- Organizing instructional spaces and completing inventory work
- Planning for rekeying and additional safety/security improvements
- Door alerts are now operational and improving building monitoring capabilities
- Continued evaluation of roof concerns and long-term facilities priorities

The district has also continued reviewing equipment and operational needs to improve custodial and maintenance operations.

4. Planning & Programming

2026–2027 Scheduling & Programming

Significant progress has continued on scheduling and programming work for next year. Efforts have focused on building schedules that improve flexibility, strengthen student support systems, and expand opportunities for students.

Work has continued around:

- Expanding elective offerings
- Strengthening intervention and support structures
- Improving student pathways and career readiness opportunities
- Aligning staffing and scheduling to student needs

Career & Technical Education (CTE)

The district continues making meaningful progress in expanding Career & Technical Education opportunities for students. Current work includes:

- Development of career pathway opportunities
- Exploration of industry partnerships and hands-on learning experiences
- Support for staff pursuing licensure transitions and CTE pathways
- Continued alignment of programming with workforce and community needs

On May 14th, the district hosted a Medical Careers Community Partnership Day focused on exploring healthcare pathway opportunities for students and strengthening partnerships with community organizations, healthcare professionals, and regional partners. The event provided valuable collaboration and discussion around future programming opportunities and workforce connections for students.

Elementary Reading Curriculum

The district recently approved the purchase of a new elementary reading curriculum to better support student learning and instructional consistency. The current elementary reading curriculum has not undergone a full replacement or major update in more than ten years. This investment reflects the district's commitment to strengthening foundational literacy instruction and ensuring students and staff have access to updated, research-based instructional materials and resources.

Summer Programming & Partnerships

Planning for summer programming continues, including STEAM opportunities, credit recovery support, student enrichment activities, and expanded community partnerships. The district continues collaborating with community organizations and regional partners to increase opportunities available to students and families.

A special thank you to WETCC for their continued partnership and support. WETCC has been instrumental in helping plan and support summer STEAM programming opportunities and has also generously donated lunchroom tables to support student programming spaces and future district needs.

Federal Funding Reductions

The district continues to experience declining federal funding, including projected reductions exceeding $100,000 in Title I and Title II funding as part of an ongoing multi-year trend. The district also experienced a reduction in Title VI funding. These reductions continue to create budget challenges as we plan for future staffing and programming needs.

5. Committee Meetings Summary

Buildings & Grounds Committee

The Buildings & Grounds Committee met last month and discussed:

- Summer cleaning and maintenance planning
- Building organization and storage concerns
- Cleaning equipment and supply needs
- Safety and security priorities
- Long-term facility planning and operational needs

Student & Staff Engagement on Cell Phone Expectations for 2026–2027

Student Survey (Grades 7–12)

- 96 student responses

Staff Survey

Open-ended feedback collected from staff members

During Class Time, Phones should be: • Allowed with teacher permission — 73 responses • Fully allowed — 8 responses • Not allowed at all — 8 responses • Allowed for schoolwork only — 7 responses **Key Takeaway** Most students supported limited use during instructional time rather than unrestricted access	**During Passing Time, Phones should be:** • Allowed — 90 responses • Not allowed — 6 responses **During Lunch, Phones should be:** • Allowed — 92 responses • Not allowed — 4 responses **Key Takeaway** Students strongly favored phone access during non-instructional times
Phones are a distraction in classes: • Sometimes — 45 responses • Never — 38 responses • Often — 8 responses • Almost always — 5 responses **Key Takeaway** Most students acknowledged that phones can create distractions at least some of the time.	**Students feel they can manage phone use responsibly:** • Strongly agree — 47 responses • Agree — 41 responses • Strongly disagree — 7 responses • Disagree — 1 response **Key Takeaway** Most students believe they can responsibly manage their phone use at school.

Common Student Comments

Concerns Mentioned

- Distractions during instruction
- Gossip and cyberbullying
- Difficulty focusing
- Drama through social media and messaging

Student Suggestions

- Allow teacher discretion
- Allow phones during lunch and passing time
- Allow use for schoolwork when appropriate
- Maintain consequences for misuse

Staff Feedback Themes

Concerns Raised

- Inconsistent enforcement between classrooms
- Students refusing to turn in phones
- Dishonesty around phone possession/use
- Ongoing distractions during instruction
- Increased conflict when teachers individually enforce policies

Staff Suggestions

Common Recommendations

- Phones turned in during class time
- More consistent building-wide expectations
- Consequences that are realistic and enforceable
- Reduced the burden on individual classroom teachers

Additional Ideas Shared

- Centralized phone collection
- Phone lockers/pouches
- Teacher discretion in specific circumstances

Focus groups

- Very similar responses during the two focus groups, junior high and senior high.
- Junior high group felt they should be able to keep their phones during class so they can use them when their work is completed for the day
- The senior high group had more uses for their phones, but agreed they are distracting during class, and the urge to send a message is there.
- Both groups feel the current policy is fair. Many of them said listening to music during work time helps them concentrate and filters out distractions. They also agreed that many students lie about having phones and do not turn them in as they are supposed to.

Overall Themes

Areas of Agreement

- Phones can be distracting during instruction
- Students value access during non-instructional time
- Consistency matters
- Expectations need to be realistic and enforceable

Mahnomen Public Schools
INDEPENDENT SCHOOL DISTRICT #432
P.O. BOX 319
MAHNOMEN, MINNESOTA 56557
PHONE: (218) 935-2211
FAX: (218) 935-5756

Erin's Law & Sexual Abuse Awareness/Prevention

Mahnomen Public Schools Board Presentation

Purpose

- Provide an overview of how Mahnomen Public Schools addresses Erin's Law requirements
- Share current sexual abuse awareness and prevention programming
- Highlight age-appropriate instruction at the elementary and secondary levels
- Reinforce the district's commitment to student safety and student well-being

What is Erin's Law?

- Erin's Law requires schools to provide age-appropriate sexual abuse prevention instruction for students
- Instruction focuses on:
    - Personal safety
    - Safe/unsafe touch
    - Boundaries
    - Trusted adults
    - Reporting concerns
    - Healthy relationships
    - Abuse prevention awareness

Elementary (PK–5) Curriculum: Second Step

Topics Covered

- Personal safety
- Understanding boundaries
- Recognizing unsafe situations
- Identifying trusted adults
- Asking for help
- Emotional regulation and communication skills
- Respect and empathy

Delivery

- Embedded within the Second Step social-emotional learning curriculum
- Taught in age-appropriate ways
- Reinforced through classroom discussions and support systems

Goals

- Help students recognize unsafe situations
- Build confidence in reporting concerns
- Promote healthy communication and self-advocacy
- Support overall student wellbeing

Junior High / High School (7–12) Curriculum:

Essential Health Skills for High School

Fourth Edition
Sanderson, Zelman
Goodheart-Willcox (G-W Publisher)

Topics Covered

- Healthy relationships
- Consent and personal boundaries
- Sexual abuse awareness and prevention
- Sexual harassment awareness
- Bullying, hazing, and cyberbullying
- Communication skills and self-advocacy
- Mental, emotional, and social health
- Human trafficking awareness
- Abuse prevention and mandated reporting awareness
- Online safety and responsible digital behavior

Examples of Instruction & Activities

- Defining and recognizing sexual harassment, assault, consent, and abuse
- Understanding verbal and nonverbal harassment examples
- Discussion of emotional, physical, and social impacts of abuse
- Cyberbullying awareness and analysis activities using real-world data
- Lessons covering bystanders, cyberstalking, impersonation, hate crimes, and mandated reporting responsibilities
- Activities focused on protective factors, reporting concerns, and healthy decision-making

Delivery

- Integrated within health instruction
- Age-appropriate and aligned with health standards
- Supported through classroom discussion, activities, assessments, and guided practice

Goals

- Increase student awareness and prevention knowledge
- Encourage healthy decision-making
- Reinforce reporting procedures and support systems
- Prepare students to recognize unsafe or unhealthy situations
- Promote respectful relationships and digital citizenship

Additional Student Supports

- School counselors and student support staff
- Administrative support and reporting procedures
- Mandatory reporting training for staff
- Collaboration with families and outside agencies when needed
- Ongoing focus on student safety and wellness

RESOLUTION ESTABLISHING DATES
FOR FILING AFFIDAVITS OF CANDIDACY

BE IT RESOLVED by the School Board of Independent School District #432, as follows:

1. The period for filing affidavits of candidacy for the office of school board member of Independent School District #432 shall begin on July 14, 2026 and shall close on July 28, 2026. An affidavit of candidacy must be filed in the office of the school district clerk and the $2 filing fee paid prior to 5 o'clock p.m. on July 28, 2026.

2. The clerk is hereby authorized and directed to cause notice of said filing dates to be published in the Mahnomen Pioneer, the official newspaper of the district, at least two weeks prior to the first day to file affidavits of candidacy.

3. The clerk is hereby authorized and directed to cause notice of said filing dates to be posted at the administrative offices of the school district at least ten days prior to the first day to file affidavits of candidacy.

4. The notice of said filing dates shall be substantially the following form:

NOTICE OF FILING DATES FOR ELECTION TO THE SCHOOL BOARD
INDEPENDENT SCHOOL DISTRICT NO. 432
MAHNOMEN PUBLIC SCHOOL, MAHNOMEN, MINNESOTA

NOTICE IS HEREBY GIVEN that the period for filing affidavits of candidacy for the office of school board member of Independent School District No. 432 shall begin on July 14, 2026 and shall close at 5:00 o'clock p.m. on July 28, 2026.

The general election shall be held on Tuesday, November 3, 2026. At that election 3 members will be elected to the School Board for terms of four (4) years each.

Affidavits of Candidacy are available from the School District Clerk, P.O. Box 319, Mahnomen, MN 56557. The filing fee for this office is $2. A candidate for this office must have been a resident of the school district from which the candidate seeks election for thirty (30) days before the general election, and must have no other affidavit on file for any other office at the same general election.

The affidavits of candidacy must be filed in the office of the School District Clerk and the filing fee paid prior to 5:00 o'clock p.m. on July 28, 2026.

BY ORDER OF THE SCHOOL BOARD

_____
School District Clerk

Bonded Lock of Bemidji, Inc
2919 Bemidji Ave N
Bemidji, MN 56601
contact@bondedlock.com
(218) 751-8084
www.bondedlock.com

ESTIMATE

1050

05/14/2026

Provided By:
Matt Haugstad
matt@bondedlock.com

Bill to	Service Location
Mahnomen Public Schools 310 W Madison Avenue Mahnomen MN 56557	**Mahnomen Public Schools** 310 W Madison Avenue Mahnomen MN 56557

Job Description

Rekey site onto Medeco X4 restricted and patented keyway
Approx 365 cores/cylinders on site
Approx 100 restricted keys needed to start
Upgrade to Exterior Door 3
Upgrade on Interior Door 406
Various lock/housing upgrades misc.

Item	Quantity	Unit Price	Total
Trip Charge $250	1.00	$250.00	$250.00
Medeco X4 restricted cylinders	365.00	$82.56	$30,134.40
Medeco X4 restricted keys (only available from Bonded Lock to authorized signers)	100.00	$8.93	$893.00
Mullion LFIC housings	4.00	$78.00	$312.00
Storeroom lockset	3.00	$234.50	$703.50
Classroom lockset	1.00	$234.50	$234.50
Materials to add access control to Interior door 406	1.00	$3,347.63	$3,347.63
Materials to add loss of power security and transfer access control to new exit device for Exterior door 3	1.00	$5,080.56	$5,080.56
General conditions	1.00	$3,040.38	$3,040.38
Electronic Security Labor	6.00 hrs	$125.00	$750.00
Locksmith Labor	75.00 hrs	$125.00	$9,375.00
		Sub-Total	$54,120.97
		Tax	$0.00
		Total	$54,120.97

Subject to Change. Payment Due upon receipt of Invoice

Thank you for the opportunity to serve you!

Mahnomen Public School
310 W Madison Avenue
Mahnomen, MN 56557
2026-27 School Calendar

T: 6.5 — August — S: 0

S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

T: 20 — September — S:20

S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

T: 20 — October — S:20

S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

T: 20 — November — S:18

S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

T: 16.5 — December — S:17

S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

1 Teacher Flex Day	1 - No School Winter Break
24 - Teacher Work Day (1)	15 - End of Quarter 2
25-27 - Teacher In-Service (3)	18 - Teacher In-Service
Open House (.5)	
31 - Para In-Service	
1 - First Day of School	15 - No School President's Day
4-7 - No School Labor Day	23 & 25 - Evening Elementary Conferences (1)
	25 - Evening High School Conferences (.5)
15-16 - No School MEA	8 - Teacher In-Service (1)
	19 - End of Quarter 3
	26-29 - No School Spring Break
4 - End of Quarter 1	8 - High School Registration (.5)
6 - Teacher Work Day (1)	
10 & 12 - Evening Conferences (1)	
13 - Elemenrary Conferences	
26-27 - No School Thanksgiving	
23 - Early Out	21 - Last Day of School / Early out for Students
24-31 - No School Winter Break	21 - Teacher Work Day (.5)
	31 - No School Memorial Day

T: 20 — January — S:19

S	M	T	W	TH	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

T: 20 — February — S:19

S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

T: 21 — March — S:20

S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

T: 22 — April — S:22

S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

T: 15 — May — S:15

S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Calendar Key
First and Last Day of School
Teacher In-Service
Teacher Work Day
Para In-Service
No School for All Students & Staff
Early Out Days
Conferences (Evenings)

Commencement - May 21, 2027

170 Total Student Days

181 Total Staff Days

Make-Up Days (if needed)

May 24, 25, 26

Quarter End Dates

1st	Nov 5	(44 days)
2nd	Jan 15	(42 days)
3rd	Mar 19	(43 days)
4th	May 21	(43 days)

Approved 4/20/26 for the 26/27 school year

School Hours:

8:30 - 3:18

Monday - Friday

Appendix H: Apprentice-Employer MOU

A Memorandum of Understanding

(for Apprentices)

The Memorandum of Understanding ("MOU") is entered into by and between the local paraeducator group ("Union") and Independent School District No. 432, Mahnomen Public Schools ("District").

Whereas the Union and District are parties to a collective bargaining agreement; and

Whereas, the District has partnered on a teacher apprenticeship program ("The Apprenticeship") sponsored by Teacher Apprenticeship Minnesota ("Sponsor") and developed to provide education support professionals with coursework and on-the-job training toward becoming a licensed teacher; and

Whereas, the related technical instruction will be provided by Bemidji State University, and Southwest Minnesota State University, ("Provider"), which will recommend for licensure and confer the bachelor's degree; and

Whereas, the parties have decided to come to an agreement governing the terms and conditions of employment for the employees who participate in the apprenticeship program; and

Whereas, the apprentice upon completion of the apprenticeship program would be qualified to teach and would be party to the collective bargaining agreement for teachers.

Now, therefore, in consideration of the mutual promises contained with this MOU, the Union and the District agree to the following provisions governing the terms and conditions of employment for employees participating in the apprenticeship program:

1.1 Employees who participate in The Apprenticeship shall remain members of the bargaining unit as defined in the CBA and be subject to all provisions of the CBA except as otherwise provided in this MOU. They shall be considered to remain in whatever position in the unit they held immediately prior to beginning The Apprenticeship.

1.2 Employees participating in The Apprenticeship shall be paid the rate identified in the

Wage Schedule (Appendix B), including the progressive wage increase required by registered apprenticeship programs. The starting rate can be no less than the applicable rate for their position under the CBA and shall have their pay adjusted during their participation in The Apprenticeship according to the terms of the CBA.

1.3 Employees participating in The Apprenticeship shall be eligible for all group insurance benefits provided under the CBA and District contributions toward said benefits as provided in the CBA.

1.4 Employees who leave The Apprenticeship for any reason other than termination for just cause pursuant to the terms of the CBA, including successful completion of The Apprenticeship, shall be eligible for reinstatement to a position within the bargaining unit. Such reinstatement shall follow the applicable terms of the CBA regarding bumping rights, position elimination, and layoff. Employees making use of this provision shall follow the applicable provisions of the CBA according to the position they are considered to hold within the unit according to Section 1.1 of this MOU.

1.5 Employees participating in The Apprenticeship shall retain, and continue to accrue, all benefits under the CBA. This includes, but is not limited to, seniority, sick leave, longevity credit, and any other benefits linked to length of service.

1.6 Employees participating in The Apprenticeship shall work hours aligned to the teacher's CBA.

1.7 Employees participating in The Apprenticeship shall work the calendar days aligned to the teacher's CBA.

1.8 Employees participating in The Apprenticeship shall work summer programming aligned to the teacher's summer programming hours and workdays.

1.9 Employees participating in The Apprenticeship program shall be provided three hours per week during non-student contact time to meet (virtually) with the cohort of apprentices in "Seminar Time" to process on-the-job assignments with Provider faculty and other professional development. Efforts will be made to establish "Seminar Time" during workday hours. However, the apprenticeship sponsor may need to schedule this time after school hours. Only time occurring during the regular workday will be compensated.

1.10 Employees participating in the Apprenticeship program shall complete the assigned duties of their Education Support Professional position, but not be assigned tasks outside of these duties.

1.11 Employees participating in the Apprenticeship program shall be partnered with a dedicated Journey Teacher during the academic year.

1.12 Employees participating in the Apprenticeship program shall receive two hours per week of time to meet with their Journey Teacher during the workday.

1.13 Employees participating in the Apprenticeship program shall participate in up to 40 hours of paid orientation outside of the workday.

1.14 Employees participating in the Apprenticeship program shall not be moved positions or classrooms while an apprentice unless agreed upon by all parties.

1.15 Employees participating in the Apprenticeship program will be the last paraprofessional to be relied upon when moving staff to address absences.

1.16 Employees participating in the Apprenticeship program shall participate in all teacher professional development programming from the district. The Apprenticeship program will collaborate with the district to align these training with apprenticeship requirements. Some professional development days that do not align to the apprenticeship requirements may be used for apprenticeship-specific professional development. The apprentice will be paid for this time as if attending district professional development.

1.17 Employees participating in the Apprenticeship program will be the last in their job classification to be laid off in cuts to paraprofessional staff.

1.18 Employees participating in the final year of the Apprenticeship program (the yearlong student teaching year) will be placed in a classroom and assignment aligned to the licensure area they seek for at least 50% of the workday or school year.

1.19 Employees must be members of the local union to participate in the Apprenticeship program.

1.20 Employees participating in the Apprenticeship program will not be responsible for any Provider tuition.

This MOU will take effect upon signature by both parties and will remain in effect until June 30, 2026, unless both parties agree in writing to end the MOU or to extend its term.

In the event any person asserts that a provision of this MOU is ambiguous, this MOU must be construed to have been drafted equally by all parties.

The parties recognize that this MOU is arising out of unique circumstances and therefore cannot be construed by either party in any proceeding, negotiation, or grievance as creating any past practice or establishing a precedent that in any way binds either party.

This MOU is enforceable under the grievance and arbitration procedures in the CBA and can be used in any proceedings for the purposes of its own enforcement.

This MOU constitutes the entire agreement between the parties relating to the subject matter addressed in this MOU. This MOU controls to the extent that it conflicts with the terms of the CBA. No changes to this MOU are valid until they are in writing and are signed by both parties.

The provisions of this MOU shall be severable if any provision hereof or the application of any such provision under any circumstances is held invalid by a court of competent jurisdiction it shall not affect any other provisions of this agreement or the application of any other provision hereof.

For the Union:	**For the District:**
By: _____	By: _____
Its: _____	Its: _____
Date: _____	Date: _____

Appendix A: Definitions

- Apprenticeship program (“The Apprenticeship”) means a program that registered with the Department of Labor and Industry, signed by the Employer and Local Union, in which an individual employed in an Education Support Professional role receives on-the-job training and related instruction that leads to a bachelor’s degree and Tier 3 license.
- Apprentice means the individual employed as an Education Support Professional enrolled in the apprenticeship program of their employer.
- Journey teacher is the individual that meets the journey teacher criteria and supports the apprentice in their classroom for at least one academic year, modeling, coaching, observing, and planning with the apprentice.
- Related technical instruction is the coursework and teacher preparation programming that occurs outside of the workday.

Appendix B: Wage Schedules

Year	Title	Hourly Wage	% of first year teacher
Year 1	Apprentice Education Support Professional 1	$22.50	61%
Year 2	Apprentice Education Support Professional 2	$22.50	61%
Year 3	Apprentice Teacher	$24.50	67%
Completion	Teacher	$36.64	100%

*Assumptions:

- Teacher workday is 8 hours and 185 days per year: 1,480 hours of work
- Starting teacher pay is currently $45,627
- Teacher pay, per hour, translates to $30.83/hour
- The apprentice will receive an additional ___ days of summer programming at this pay rate. (*minimum of 40 hours of student contact time required*)

**The Wage schedule will be revisited at the end of each year to align percentages with any standard cost-of-living or steps and lanes increases made in the teacher's contract.

Andrea Simon <andrea.simon@mahnomen.k12.mn.us>

Resignation

2 messages

Jared Tracy <jtracy@mahnomen.k12.mn.us> Fri, May 15, 2026 at 3:15 PM
To: Andrea Simon <andrea.simon@mahnomen.k12.mn.us>, Mandy Okeson <aokeson@mahnomen.k12.mn.us>, Kevin Hedstrom <khedstrom@mahnomen.k12.mn.us>, Erica Wytaske <ewytaske@mahnomen.k12.mn.us>

Please accept this letter as formal notice of my resignation from Mahnomen public school effective May 22 2026 at the end of the day.

Andrea Simon <andrea.simon@mahnomen.k12.mn.us> Fri, May 15, 2026 at 3:18 PM
To: Jessica Gilbertson <jgilbertson@mahnomen.k12.mn.us>

Dr. Andrea Simon - Superintendent
Mahnomen Public Schools - ISD #432
218-935-2211
andrea.simon@mahnomen.k12.mn.us

I appreciate that my working hours may be different from yours. If you receive this email outside of your work time, please do not respond until your return. I value your self-care and look forward to connecting when we can.

[Quoted text hidden]