

**MINUTES  
BOARD OF EDUCATION  
St. Cloud Area School District 742  
St. Cloud, Minnesota  
March 11, 2026**

A meeting of the Board of Education of St. Cloud Area School District 742 was held on Wednesday, March 11, 2026, at the District Administration Office, 1201 South 2nd Street, Waite Park, Minnesota.

The meeting was called to order at 6:32 p.m. by Chair Shannon Haws with the following Board Members present: Gina Acevedo, Scott Andreasen, Natalie Copeland (Ringsmuth), Zach Dorholt, Diana Fenton, Shannon Haws, Heather Weems.

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

**II. CONSENT AGENDA**

Moved by Andreasen, seconded by Copeland to:

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**

Tanya Grabinski, Hourly Physical Therapist, District Wide, effective March 9, 2026, through the 2025-2026 school year, at an hourly rate of \$65.13.

Nathan Schutz, Tier 1 SPED LD Teacher, Clara’s House, effective February 2, 2026, through the 2025-2026 school year, Lane MA, Pay Level 4 (81.5 days of a full-time contract) with a salary of \$28,247.02.

Laura Kallhoff, Tier 4 Long Call Substitute Grade 1 Teacher, Westwood Elementary School, effective January 21, 2026 through April 24, 2026, Lane BA, Pay Level 2 (63 days of a full-time contract) with a salary of \$16,734.50.

## **Rehire**

Kandra Schmitz, Tier 3 Long Call Substitute Media Specialist, Westwood Elementary School, effective January 5, 2026 through April 30, 2026, Lane BA, Pay Level 2 (78 days of a .5 full-time contract) with a salary of \$10,359.45.

Mariah Banks, Tier 3 Long Call Substitute Grade 1 Teacher, Madison Elementary School, effective February 23, 2026, through the 2025-2026 school year, Lane BA, Pay Level 2 (65.5 days of a full-time contract) with a salary of \$17,398.57.

Kerie Keller, Tier 1 SPED ASD/DCD Teacher, Westwood Elementary School, effective for the 2025-2026 school year, Lane BA, Pay Level 2 (185 days of a full-time contract) with a salary of \$49,141.

Souleymane Kassoum, Tier 2 Long Call Substitute EL Teacher, South Junior High School, effective January 5, 2026, through the 2025-2026 school year, Lane MA+20, Pay Level 2 (100.5 days of a full-time contract) with a salary of \$35,182.06.

## **Leave of Absence**

Nataliya Heinks, EL Teacher, Oak Hill Community School, effective April 1, 2026 through April 21, 2026.

Linda McGowan, SPED EBD Teacher, Katherine Johnson Education Center, effective February 27, 2026 through March 15, 2026.

Morgan Barrett, Language Arts Teacher, Apollo High School, effective February 23, 2026 through April 9, 2026.

Kara Lund, Counselor, McKinley-ALC, effective January 5, 2026 extended through March 8, 2026.

Gary Gohmann, SPED Special Learning Disability Teacher, Discovery Community School, effective April 7, 2026 through April 20, 2026.

Mia Marrufo, SPED Autism Specialist, Talahi Community School, effective February 9, 2026 through August 23, 2026.

## **Resignation**

Katie Ruprecht-Wittrock, Art Teacher, Tech High School, effective February 27, 2026.

James Blommel, SPED Speech Language Pathologist, Kennedy Community School, effective June 1, 2026.

Nicole Alley, SPED Psychologist, Madison Elementary School, effective June 1, 2026.

Jennifer Vogel, SPED Special Learning Disability Teacher, Lincoln Elementary School, effective June 1, 2026.

Gabrielle Speliopoulos, Grade 3 Teacher, Oak Hill Community School, effective June 1, 2026.

Eric Maas, Grade 5 Teacher, Madison Elementary School, effective June 1, 2026.

Shane Geving, SPED Autism Specialist Teacher, Tech High School, effective June 1, 2026.

James Gaffy, Language Arts Teacher, Tech High School, effective June 1, 2026.

Michael Combs, Mathematics Teacher, McKinley-ALC, effective June 1, 2026.

Alicia Allred, EL Teacher, Tech High School, effective June 1, 2026.

### **Retirement**

Cathleen Bengtson, SPED Speech Language Pathologist, Westwood Elementary School, Katherine Johnson Education Center, and Homebound, effective June 1, 2026, after 19 years of service in District 742.

Tamara Deland, Director of Community Engagement and Communications, effective June 30, 2026, after 12 years of service in District 742.

Susan Zipoy, Grade 4 Teacher, Westwood Elementary School, effective June 1, 2026, after 33 years of service in District 742.

Valerie Zahara, Mathematics Teacher, South Junior High School, effective June 1, 2026, after 26 years of service in District 742.

Elizabeth Trout, SPED Lead Teacher, Westwood Elementary School, effective June 1, 2026, after 11 years of service in District 742.

Geri Swanson, SPED Speech Language Pathologist, Clearview Elementary School, effective June 1, 2026, after 34 years of service in District 742.

Linda McGowan, SPED EBD Teacher, Katherine Johnson Education Center, effective June 1, 2026, after 15 years of service in District 742.

Diana Lowry, EL Teacher, District Wide, effective June 1, 2026, after 4 years of service in District 742.

Barbara Gabler, Physical Education Teacher, Kennedy Community School, effective June 1, 2026, after 35 years of service in District 742.

Kathleen Clingman, Early Childhood Special Education Teacher, Quarryview Education Center, effective June 1, 2026, after 8 years of service in District 742.

Sandra Bernard, SPED Social Worker, Kennedy Community School, effective June 1, 2026, after 13 years of service in District 742.

Jul Benoit, SPED Homebound Tutor, Apollo High School, effective June 1, 2026, after 12 years of service in District 742.

### **NON-LICENSED STAFF**

#### **New Hire**

Ashley Emslander, Student Support Paraeducator, Kennedy Community School, effective February 19, 2026, at an hourly rate of \$16.75.

Madina Ibrahim, SPED Instructional Paraeducator, Apollo High School, effective February 19, 2026, at an hourly rate of \$18.75.

Makayla Murray, SPED Instructional Paraeducator, Talahi Community School, effective February 17, 2026, at an hourly rate of \$18.50.

Zahro Hussein, SPED Instructional Paraeducator, Talahi Community School, effective February 17, 2026, at an hourly rate of \$18.50.

Abigail Hogge, SPED Instructional Paraeducator, Talahi Community School, effective February 17, 2026, at an hourly rate of \$18.50.

Nathaniel Miller, Substitute Custodian, District Wide, effective February 16, 2026, at an hourly rate of \$16.25.

Isabelle Carins, SPED Instructional Paraeducator, Apollo High School, effective January 29, 2026, at an hourly rate of \$18.50.

#### **Rehire**

Bruno Theisen, EL Programs Instructional Paraeducator, Westwood Elementary School, effective February 19, 2026, at an hourly rate of \$18.75.

Abrielle Washington, Level 4 Advanced SPED Instructional Paraeducator, Roosevelt Education Center/Journey, effective February 23, 2026, at an hourly rate of \$18.75.

#### **Leave of Absence**

Jessica Lund, LPN, Westwood Elementary School, effective March 13, 2026 through April 26, 2026.

Shannon Holroyd, Kitchen Helper, Madison Elementary School, effective January 5, 2026 through April 21, 2026.

Kimberly Montour, SPED Instructional Paraeducator, Kennedy Community School, effective February 27, 2026 through March 31, 2026.

Kimberly Wunderlich, Kitchen Helper, North Junior High School, effective February 26, 2026 through April 19, 2026.

### **Resignation**

Colby Hovdenes, Level IV Advanced SPED Instructional Paraeducator, Katherine Johnson Education Center, effective February 27, 2026.

Gabrielle Zeon, SPED Instructional Paraeducator, North Junior High School, effective February 24, 2026.

Michael Gardner, Substitute Custodian, District Wide, effective December 22, 2025.

Faduma Warsame, Level 4 Advanced SPED Instructional Paraeducator, Roosevelt Education Center, effective February 23, 2026.

Montserrat Montanez Alviso, Family Advocate, South and North Junior High School, effective February 27, 2026.

Colleen Grady, SPED Instructional Paraeducator, Madison Elementary School, effective February 27, 2026.

Abdikadir Jimale, SPED Instructional Paraeducator, Discovery Community School, effective February 9, 2026.

Chiquita Simmons, SPED Instructional Paraeducator, South Junior High School, effective February 9, 2026.

Isabelle Cairns, SPED Instructional Paraeducator, Apollo High School, effective January 29, 2026.

Abigail Heitke, SPED Instructional Paraeducator, Kennedy Community School, effective November 19, 2025.

Asmaa Ahmed, SPED Instructional Paraeducator, Madison Elementary School, effective February 24, 2026.

Maria Del Rosario Camacho-Castelan, Clerical Paraeducator, Community Education ABE, effective February 25, 2026.

### **Termination**

Marabeth Toenjes, SPED Instructional Paraeducator, Talahi Community School, effective February 18, 2026.

Victor Scherping, Kitchen Helper, Apollo High School, effective February 12, 2026.

Brittany Ethen, SPED Instructional Paraeducator, Quarryview Education Center, effective February 12, 2026.

Farhiyo Noor, Behavior Instruction Paraeducator, Tech High School, effective February 3, 2026.

### **Corrections**

Lori Neuman-Bible, Student Support Paraeducator, Westwood Elementary School, effective February 20, 2026. This is a correction to the February 18, 2026 Board action on the consent agenda where Ms. Neuman-Bible's last name was misspelled.

Andrea Cook, Level 4 Advanced SPED Instructional Paraeducator, Roosevelt Education Center, effective January 16, 2026. This is a correction to the January 21, 2026 Board action on the consent agenda where Ms. Cook's last day of service was listed as January 20, 2026.

Approve Board Policy 203.2 - Order of the Regular School Board Meeting (*Reviewed, No Changes*).

Approve Proposed Revised Board Policy 203.5 – School Board Meeting Agenda (*Minor Statute Change*).

Approve Proposed Revised Board Policy 206 – Public Participation in School Board Meetings/Complaints About Persons at School Board Meetings and Data Privacy Considerations (*Statute Changes*).

Approve Proposed Revised Board Policy 209 – Code of Ethics (*Legal Reference Title Changes*).

Approve Proposed Revised Board Policy 213 – School Board Committees (*Minor Cross Reference Changes*).

Approve the Monthly Financial Report for January 2026.

Approve the Monthly Treasurer's Report for January 2026.

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

### **III. INFORMATION ITEMS**

#### **A. Crush Boys' Volleyball Co-op**

Hillary Johnson, Tech High School Activities Director, provided an overview of a new Crush Boys' Volleyball Co-op. Ms. Johnson included information on the history of Boy's volleyball in the district. The paperwork was already signed and sent to the Minnesota State High School League.

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

#### **A. (ACTION ITEM) – Approval of 2026-2029 Achievement and Integration Plan**

Ayan Omar, Equity Services Director, brought forward a recommendation to approve the 2026-2029 Achievement and Integration Plan which was reviewed in detail at the February 18, 2026 board meeting.

Moved by Copeland, seconded by Fenton to approve the 2026-2029 Achievement and Integration Plan.

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

#### **B. (ACTION ITEM) – Review and Approval of Tentative Contract Agreements**

Tracy Flynn Bove, Executive Director of Human Resources and General Counsel, reviewed the details of the following tentative agreements.

1. Nutritional Services Unit of School District 742 for 2025-2027. The total two-year cost is 7.65%, which is within the budgeting parameters established by the School Board for settlement with this employee group.

Moved by Fenton, seconded by Weems to approve the agreement between the Nutritional Services Unit and St. Cloud Area School District 742 for 2025-2027.

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

2. Non-Represented Hourly Employees of School District 742 for 2025-2027. The total two-year cost is 6.12%, which is within the budgeting parameters established by the School Board for settlement with this employee group.

Moved by Fenton, seconded by Copeland to approve the agreement between the Non-Represented Hourly Employees and St. Cloud Area School District 742 for 2025-2027.

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

3. Non-Represented Exempt Employees of School District 742 for 2025-2027. The total two-year cost is 6.37%, which is within the budgeting parameters established by the School Board for settlement with this employee group.

Moved by Fenton, seconded by Copeland to approve the agreement between the Non-Represented Exempt Employees and St. Cloud Area School District 742 for 2025-2027.

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

4. Teachers with School District 742 for 2025-2027. The total two-year cost is 8.82%, which is within the budgeting parameters established by the School Board for settlement with this employee group.

Moved by Fenton, seconded by Copeland to approve the agreement between the Teachers and St. Cloud Area School District 742 for 2025-2027.

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

5. St. Cloud Principals Association of School District 742 for 2025-2027. The total two-year cost is 5.99%, which is within the budgeting parameters established by the School Board for settlement with this employee group.

Moved by Fenton, seconded by Copeland to approve the agreement between the St. Cloud Principals Association and St. Cloud Area School District 742 for 2025-2027.

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

6. St. Cloud Administrators Association of School District 742 for 2025-2027. The total two-year cost is 6.84%, which is within the budgeting parameters established by the School Board for settlement with this employee group.

Moved by Fenton, seconded by Copeland to approve the agreement between the St. Cloud Administrators Association and St. Cloud Area School District 742 for 2025-2027.

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

7. Ms. Flynn Bowe also noted we have a newly organized bargaining unit this year; the St. Cloud Educational Support Professionals which is a small group of mental health professionals and chemical dependency counselors. We will begin bargaining with this group shortly and more information will be coming when this tentative agreement is ready to present.
8. Superintendent Laurie Putnam reviewed the details of the tentative agreement for the Executive Contracts with School District 742 for 2025-2027. The total two-year cost is 5.71%, which is within the budgeting parameters established by the School Board for settlement with this employee group.

Moved by Fenton, seconded by Copeland to approve the agreement between the Executive Team and St. Cloud Area School District 742 for 2025-2027.

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

C. (DISCUSSION ITEM) – Special Education Update

Dani Mehr, Executive Director of Special Education, provided an in-depth review of the Special Education programming in the district. This large team of incredible staff includes 2 directors and 7 supervisors, 232 Part C and Part B teachers, 123 Part C and Part B itinerant providers, and 285 paraeducators.

Early Childhood Special Education includes a year-round evaluation team and birth to 3-year-old home visits. Ms. Mehr highlighted the federal settings for K-12 students. District 742 Level IV Programs include Journey at Roosevelt Education Center, Katherine Johnson Education Center, and C02 and InStep 12-22 transition programs. The child count as of December 2025 is 2,575.

Autism programming includes medical diagnosis and educational eligibility. There are increasing needs and numbers across our community. The district has three ASD specialists.

Licensure includes recruiting and retaining special educators. The district appreciates a number of partnerships with Fraser, Rebalance/Youth for Christ, Sagent, School Resource Officer Haas and Laker, Community Job Sites including Good Will and Cash Wise. The MDE review process covers a comprehensive finance and programming review.

V. **REPORTS**

A. Board of Education Standing Committee Reports

1. Heather Weems, Chair of the Board Finance Committee, noted the committee met on March 3, 2026, and discussed (1) Apollo Building Project Update and (2) FY27 Budget and Compensatory Revenue Update.
2. Zach Dorholt, Chair of the Development, Policy and Governance Committee, noted the committee met on February 25th, 2026, and completed a review of several policies. The committee recommended the consent agenda for Policies 203.5, 206, 209, and 213, all of which required minor statutory or reference updates. Policy 203.2 was reviewed with no changes needed. The committee recommended Policy 208 for a first read at tonight's meeting, as it included more needed revisions.

**VI. FUTURE AGENDA ITEMS**

Board Chair Haws noted March 18, 2026 Regular Board Meeting topics will include:

- Apollo Building Project Update
- Immersion Programming Update
- Approval of Tentative Agreements (if any)
- Appoint Board Members to Award Diplomas at Apollo and Tech Graduation Commencements
- Graduation Plans Update
- Policy Readings

**VII. ADJOURNMENT OF BOARD MEETING**

Moved by Weems, seconded by Fenton to adjourn the Board meeting. All Board members stated “aye”. The Board meeting concluded at 7:51 p.m.

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

**VIII. BOARD OF EDUCATION WORK SESSION**

A. Proposed Revised Board Policy 208 – Development, Adoption, and Implementation of Policies (First Reading)

Shannon Avenson, Executive Director of Community Education and Community Partnerships, reviewed Proposed Revised Board Policy 208 - Development, Adoption, and Implementation of Policies. There were no suggested changes. This proposed revised policy will be on the March 18, 2026 Board of Education Meeting agenda for a second reading.

**IX. ADJOURNMENT OF THE WORK SESSION**

Moved by Weems, seconded by Copeland to adjourn the Work Session at 7:54 p.m. All Board members stated “aye”.

Heather Weems, Clerk

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