

**VISITOR AGENDA  
MAHNOMEN PUBLIC SCHOOLS  
JUNE 15, 2026 REGULAR MEETING  
MONDAY, JUNE 15, 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. Weight Room & Enbridge Funds  
Discussion of the weight room and Enbridge funds.  
Survey Results (310 responses) :  
19 no (6.1%)  
291 yes (93.3%)  
Attachments included for review.
  - 10.2. Initial Discussion: Exploring a 4-Day Week  
Potentially Exploring a 4-Day Week Initial Discussion
  - 10.3. Strategic Planning Update - Dates  
Strategic Planning Updates - Dates

- Thought Leaders-Administrative Team & Board Chair  
10/6 4:15 PM  
10/28 4:30 PM  
11/18 4:30 PM  
12/2 4:30 PM  
12/9 10:00-1:00
- Core Planning Team-Thought Leaders, All School Board Members and Staff/Community Members  
10/28 5:30 PM (2.5 Hours)  
11/18 5:30 PM (2.5 Hours)  
12/2 5:30 PM (2.5 Hours)

11. Action Items

- 11.1. Action to Disburse NW MN Foundation Scholarship Funds
- 11.2. NW Service Cooperative Environmental Health & Safety Service Agreement
- 11.3. Gun Safe for SRO Office  
Gun Safe for SRO Office
- 11.4. Employee Drug & Alcohol Policy
- 11.5. Designation of an Identified Official with Authority for Education Identity Access Management
- 11.6. Adoption of FY-27 Preliminary Budget
 

<b>Fund</b>	<b>Revenue</b>	<b>Expenditures</b>
<b>01 General</b>	<b>\$13,190,700</b>	<b>\$13,248,381</b>
<b>02 Food Service</b>	<b>\$ 504,850</b>	<b>\$ 585,820</b>
<b>04 Community Service</b>	<b>\$ 120,615</b>	<b>\$ 214,033</b>
<b>07 Debt Redemption</b>	<b>\$ 783,516</b>	<b>\$ 830,500</b>
<b>TOTALS</b>	<b>\$14,599,681</b>	<b>\$ 14,878,734</b>

- 11.7. Property/Liability & Workers Comprehension Insurance for 2026-27 Year  
Property/Liability & Workers Comprehension Insurance for 2026-27 Year

11.8. Resolution Committing Fund Balance

At the regular meeting of the Board of Education ISD #432, Mahnomon, held on the 15th day of June, 2026; Board member \_\_\_\_\_ offered the following resolution,

Whereas, board action is required to formalize the commitment of fund balance to specified purposes.

Now, therefore, be it resolved by the Board of Education of ISD #432 that effective June 16, 2026 the fund balance and specific purposes for which they are committed are as follows.

<b>Fund</b>	<b>Specific Purpose</b>	<b>Amount or Calculation</b>
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**General Severance & Separation                      \$100,000**

**General Technology Initiative & Upgrade \$100,000**

12. PERSONNEL TOPICS

Resignations

Hiring

Lane Change

Other

12.1. Hiring Noah Monson

12.2. Hiring Kayla Dillon

12.3. Resignation of Sam Twistol

12.4. Resignation of Haylee Onstad

12.5. Hiring Ryan Majerus

12.6. Resignation of School Board Member Nicole Ose

12.7. Superintendent Review

Superintendent Review



## June - Elementary Interim Principal's Report

Mandy Okeson

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### May 22nd - Last Day of School Celebration

The Ice Cream truck visiting school was the highlight of our last day! I can not tell you how many smiling faces there were and the joy that was gotten from picking out the perfect frozen treat to end the year!

During our end of the year assembly, students participated in a hula hoop contest, were recognized for participating in safety patrol and were part of our final PRIDE point drawing. We also recognized our highest Accelerated Reader Award Winners and our Million Word Club Winners who were as follows:

#### Million Word Club

Spencer Scheff, Brielle Roman, Peter Drift, Natalie Roy, Vanessa DeLong

#### Most Accelerated Reader Points

1st grade - Waawaate Gunderson

2nd grade - Max Roman

3rd grade - Raegan Busse

4th grade - Shylah Brown

5th grade - Kinslee Jensen

6th grade - Spencer Scheff

### FASTBridge Reading and Math Scores

For Reading, in Spring of 2025, 21% of our K-6th grade students met their FASTBridge Grade Level Benchmark Scores

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Our percentage of students who ended this year at Benchmark Grade level in Reading INCREASED by 14% to 35%

Our goal for Spring of 2027, is that 38% of our students will meet their FASTBridge Grade Level Benchmark score in the area of Reading  
For Math, in Spring of 2025, 37% of our K-6th grade students met their FASTBridge Grade Level Benchmark Scores

Our percentage of students who ended this year at Benchmark Grade level in Math INCREASED by 5% to 42%

Our goal for Spring of 2027, is that 45% of our students will meet their FASTBridge Grade Level Benchmark scores in the area of Math

### End of Year Incident Referral Information

2023-2024	984	
2024-2025	1143	Increase of 14%
2024-2025	832	Decrease of 27%
2025-2026	726	Decrease of 13%

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### Perfect Attendance - May

<b>Grade</b>	<b>Students with Perfect Attendance</b>
Kindergarten	11/40
First	14/27
Second	9/30
Third	9/48

Fourth 13/39

Fifth 11/44

Sixth 11/44

**Overall Classroom Attendance Average: 88.59%**

**Top Classrooms: Mrs. Swiers 98.23% Mr. Twistol 89.88%**

## High School Report-June 2026

- Graduation-May 22<sup>nd</sup>-we had 50 graduates
- Held separate scholarship awards presentation
- Celebrated the retirements of Kim Kochmann, Brent Hoffner, Mitch Drobnick, and Wanda Goodwin
- Hosted the section track meet-went well
- Planning begins for next year

### **Discipline report:**

**2025-26-95**

2024-25-157

2023-24-25

2022-23- 105

### **Attendance Percentages:**

**7<sup>th</sup> grade-90%**

**8<sup>th</sup> grade- 84%**

**9<sup>th</sup> grade-92%**

**10<sup>th</sup> grade-89%**

**11<sup>th</sup> grade-84%**

**12<sup>th</sup> grade- 83%**

**Total-87%**

### **Class sizes as of 4.30.26:**

**7-53**

**8-53**

**9-48**

**10-41**

**11-44**

**12-45**

**Total: 284**



# Mahnomens Secondary Discipline Summary by Grade

05/01/2026 - 05/22/2026

Year: 2025-2026  
Report: IDS601

Description	07		08		09		10		11		12		Total	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		
Academic Dishonesty (30)														
Alcohol (01)														
Amorous Activity (Am Act)														
Arson (02)														
Assault (03)														
Attendance (24)														
Back Talk (b talk)		1		1		1							2	
Bomb (04)														
Bomb Threat (05)														
Bullying/Harassment (Includes CyberBullying) (31)														
Bus Referral (Bus)														
Cannabis (35)		1		1									1	
Controlled Substances (prescription) (06)														
Disruptive/Disorderly/Insubordination (08)	3	1	4	1	7	1	8	5	5	1	1	2	2	22
Extortion (09)														
Fighting (10)												1	1	1
Gang Activity (11)														
Hazing (26)														
Hit Push Shove (HPS)														
Homicide (28)														
Illegal Drugs (13)														
Inappropriate Language/Actions (lang)	1	3	4	1	9	1	10	1	1	1	1	1	2	16
Noon Restriction Redo (Redo)														
Not Participating (NP)				1			1							1
On School Property without Permission (34)														
Other (23)		1	1	1			1							2
Over-the-Counter Medications (14)														



## Mahnomens Secondary Discipline Summary by Grade

05/01/2026 - 05/22/2026

Year: 2025-2026  
Report: IDS601

Description	07		08		09		10		11		12		Total						
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male							
Physical Contact (32)																			
Profanity (Prof)										1			1						
Pyrotechnics (15)																			
Robbery (using force) (29)																			
Skipping (Skip)		1		4		1		4		1		2	3						
Tardies (Tar)				2		2		1		1		1	1						
Teacher Referral (TCH)										1			1						
Technology (33)	2		2		4		3		3		1		4						
Terroristic Threats (16)																			
Theft (17)	1												1						
Threat/Intimidation (18)		1											1						
Tobacco (19)								2					2						
Unassigned Area (UN Area)																			
Vandalism/Property Related (20)																			
Verbal Abuse (21)				1									2						
Weapon (22)																			
<b>Totals</b>	7	9	16	10	29	39	4	10	14	4	6	10	4	12	16	0	0	0	95

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		8 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			4/4/7		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		12/8/25		9 15 day drop		
		Add	1			12/17		7 from Long Prairie		
		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 Cites		
		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		
		drop		1		5/13		8 15 day drop		



**American Indian Education Program  
School Board Report  
Date: June 15th, 2026**

**Budget Updates**

- AIEA Funds Spend Down: \$286,274.97
  - Estimated to receive \$336,500.00 for 25/26 school year
  
- Title VI Funds Spend Down: \$110,976.75
  - Estimated to receive \$119,146.00 for 25/26 school year

**Program Updates**

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

**Student Events & Activities**

In May, the American Indian Education Program prepared to celebrate one of its most meaningful annual traditions, the American Indian Senior Banquet. On May 20 at the Shooting Star Casino Event Center, this event honored the accomplishments, perseverance, and future aspirations of our graduating American Indian seniors as they transition into the next chapter of their educational and career journeys.

This year's graduating class reflects a significant achievement for our district and community. Of the 43 graduating seniors, 33 identify as American Indian, representing 73% of the graduating class. Additionally, 8 of the 13 graduates from the ALC identified as American Indian. These numbers highlight the strength, resilience, and academic success of our students and demonstrate the positive impact of the support systems, cultural connections, and educational opportunities available through our schools and community.

The American Indian Senior Banquet serves as an opportunity for families, staff, and community members to come together in celebration of these students' accomplishments while recognizing the important role culture, identity, and community play in their success. The American Indian Education Program looks forward to honoring our graduates and celebrating this important milestone with them and their families every year.

## April Events

- **May 20 - American Indian Senior Banquet**
  - Shooting Star Casino, 6-8 pm

## 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
  - daily student contacts
  - parent contacts
  - home visit
  - Participated in meetings
  - Part-Time ADSIS grant work
- **Jessica Goodwin** – Full-Time Attendance & Truancy Liaison
  - daily student contacts
  - parent contacts
  - home visits
  - truancies filed
  - Participated in meetings
  - Regular meetings with the county, ICW, and collaborative partners
- **Kelly Phillips** – Full-Time Grades 10–12 Liaison
  - 208 daily student contacts
  - 9 parent contacts
  - 2 home visits
  - Participated in 3 meetings
  - Member of our Crisis Response Team
- **Curt Uran** – Full-Time Grades 7–9 Liaison
  - daily student contacts
  - parent contacts
  - home visits
  - Participated in meetings
  - Member of our Crisis Response Team

- **Lakeisha Londo** – Works with Elementary Liaison Students
  - 9 daily student contacts
  - 2 parent contacts
  - Participated in 5 meetings

### **Upcoming Meetings**

- **AIPAC:** July 15th at 6:00 PM
- **Title VI:** Directly following AIPAC
- **JOM:** June 1st at 6:00 PM at the Boys & Girls Club

### **Upcoming Events**

- No upcoming events



## Superintendent's Report

June 15, 2026

### 1. Highlights

The **Section Track Meet** hosted in Mahnomens on May 29 was a tremendous success. Thank you to our staff, volunteers, student workers, coaches, and community members who helped make the event possible. The positive feedback received from participating schools reflected the hard work and preparation that went into hosting a large postseason event.

Congratulations to the **Class of 2026** and all students, staff, and families on another successful school year. Graduation, end-of-year celebrations, and transition activities provided a positive conclusion to the academic year and highlighted the accomplishments of our students.

We would also like to thank **White Earth Tribal and Community College (WETCC)** for their continued partnership and collaboration in supporting Summer STEAM programming and other educational opportunities for our students.

### 2. Staffing & Personnel

The district continues to make strong progress on staffing for the 2026-27 school year. Since the last board meeting, several teaching and support positions have been filled or moved forward in the hiring process, including Physical Education/DAPE, custodial, and special education positions. Interviews and recruitment efforts continue for remaining vacancies.

Planning is also underway for August staff development. Building administrators and district leadership have begun working with Lori on next year's professional development and in-service programming to support district priorities and continuous improvement efforts.

### 3. Operations & Facilities

Summer building projects and preparations are underway, including rekeying planning, summer cleaning, technology inventory, and facility improvements. Staff continues working to ensure classrooms and facilities are ready for the start of the 2026-27 school year.



# **Mahnomens ISD 432**

Safe, Supportive, Learning

District leadership is also reviewing transportation routes and procedures to identify efficiencies for next year. Particular attention is being given to streamlining special education transportation and reducing student travel time whenever possible.

## **4. Planning & Programming**

Building principals and district leadership have also begun the initial phases of Minnesota Multi-Tiered System of Supports (MnMTSS) training. This work will help strengthen systems of academic, behavioral, and social-emotional support for all students while guiding future school improvement efforts.

## **5. Committee Meetings Summary**

### **Pairing Committee**

The Pairing Committee will meet June 16 at 5:00 p.m. in the board conference room to discuss co-op operations, activities, and planning for the upcoming school year.

### **Negotiations Committee**

The Negotiations Committee met immediately prior to tonight's board meeting. Updates and recommendations will be shared with the board as discussions continue.



**BSN SPORTS**

**VIRTUAL PROOF**

**ARTWORK**



**INK COLORS**

- VICTORY BLACK
- VICTORY TEAL 322
- VICTORY WHITE

**DATE:** 05/21/2026

**CUSTOMER NAME:** rack and bench mock up-mahnomen-thomas piche









**BSN SPORTS**

**VIRTUAL PROOF**

**ARTWORK**

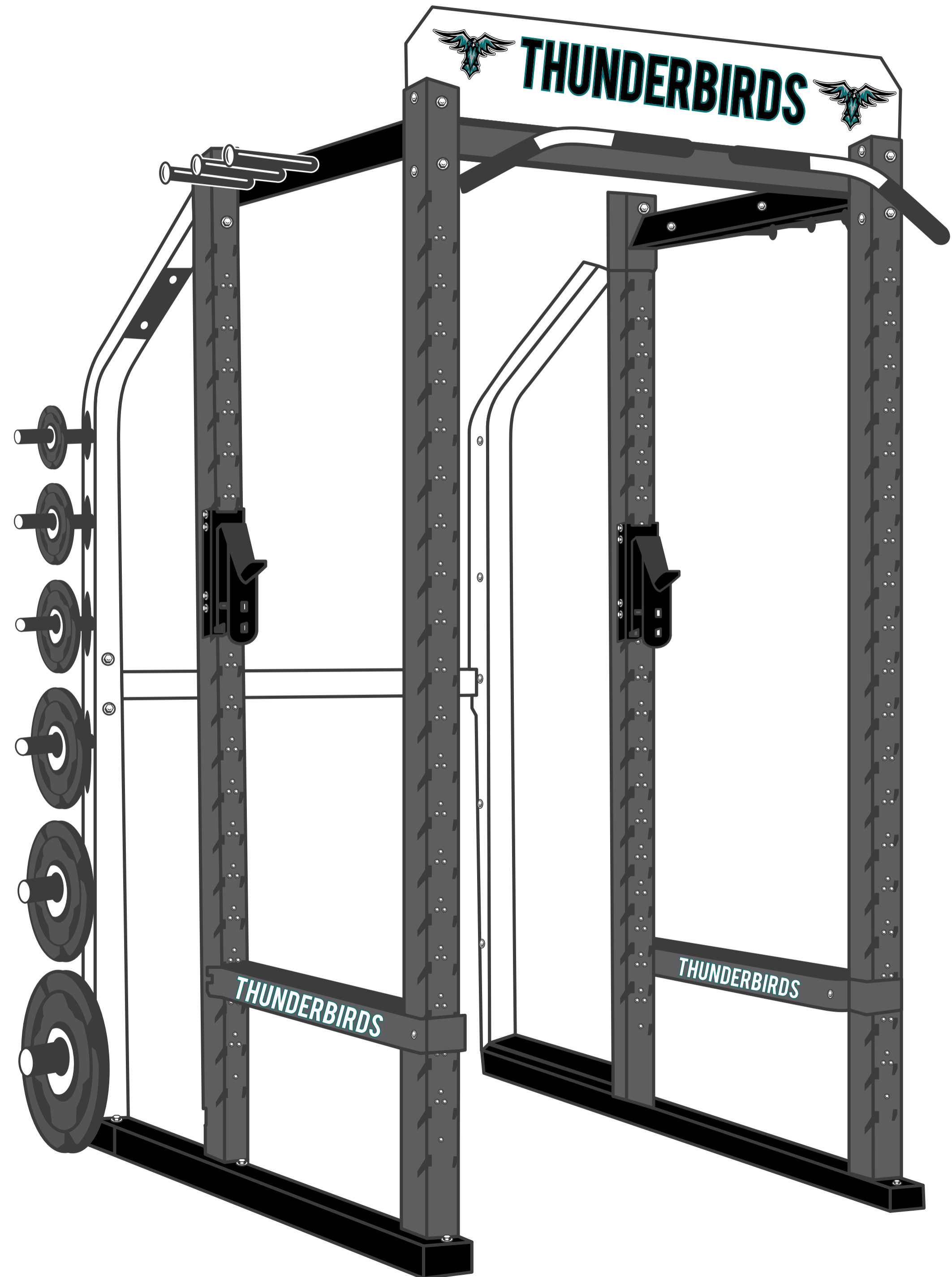
 **THUNDERBIRDS** 

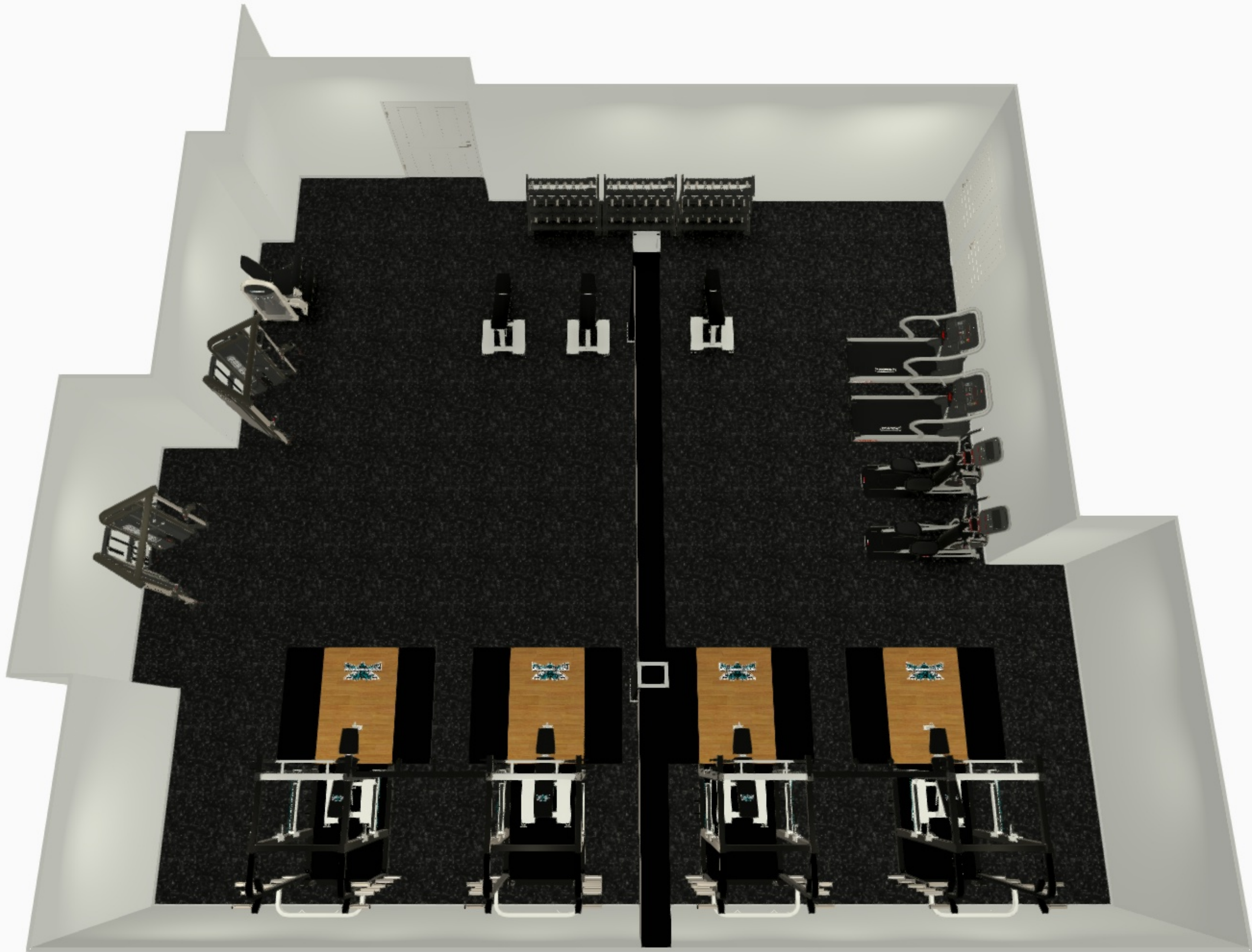
**INK COLORS**

-  VICTORY BLACK
-  VICTORY TEAL 322
-  VICTORY GREY 422
-  VICTORY WHITE

**DATE:** 05/21/2026

**CUSTOMER NAME:** rack and bench mock up-mahnomen-thomas piche













PO Box 841393  
 Dallas, TX 75284-1393  
 Phone: 800-527-7510 Fax: 800-899-0149  
 Visit us at www.bsnsports.com

Quote	
Cart #:	15690983
Purchase Order #:	Weight Equipment
Cart Name:	Weight Room
Quote Date:	05/20/2026
Quote Valid-to:	06/30/2026
Payment Terms:	NT30
Ship Via:	ABF
Ordered By:	Tom Piche

Contact Your Rep  
**Tom Piche** Email:tpiche@bsnsports.com | Phone:701-741-1554 x1554

**Sold to**  
**1997891**  
**MAHNOMEN SCHOOL**  
 119 W MADISON AVE  
 MAHNOMEN MN 56557-0319  
 USA

**Ship To**  
**1997891**  
**MAHNOMEN SCHOOL**  
 John Clark  
 119 W MADISON AVE  
 MAHNOMEN MN 56557-0319  
 USA

**Payer**  
**1978936**  
**MAHNOMEN IND SCHOOL DIST 432**  
 209 1ST STREET SW  
 MAHNOMEN MN 56557-0319  
 USA

Item Description	Qty	Unit Price	Total
<b>WF - Pro Laser Power Rack</b> Item # - 1378736	4 EA	\$ 4,289.00	\$ 17,156.00
<b>WF- Rack-Attached Platform w Logo</b> Item # - 1463596	4 EA	\$ 1,136.00	\$ 4,544.00
<b>WF - Flat-To-90 Bench w/Transport Wheels</b> Item # - 1378759	7 EA	\$ 645.00	\$ 4,515.00
<b>OLYMPIC ELITE BAR 1500#</b> Item # - 1453179	8 EA	\$ 240.00	\$ 1,920.00
<b>Trap/Hip Hex Bar</b> Item # - 1455250	4 EA	\$ 173.00	\$ 692.00
<b>WF - 6' Bridge with Grip Balls</b> Item # - 1390943	3 EA	\$ 447.00	\$ 1,341.00
<b>WF - Bumper Plate Tray</b> Item # - 1378812	4 EA	\$ 379.00	\$ 1,516.00
<b>45lb Grip Plate with Logo</b> Item # - NSPHG	32 EA	\$ 103.00	\$ 3,296.00
<b>25lb Grip Plate with Logo</b> Item # - NSPHG	16 EA	\$ 64.00	\$ 1,024.00
<b>10lb Grip Plate with Logo</b> Item # - NSPHG	16 EA	\$ 35.00	\$ 560.00
<b>5lb Grip Plate with Logo</b> Item # - NSPHG	16 EA	\$ 21.00	\$ 336.00
<b>2.5lb Grip Plate with Logo</b> Item # - NSPHG	16 EA	\$ 16.00	\$ 256.00
<b>45lb Bumper with Logo</b> Item # - NSPHG	16 EA	\$ 95.00	\$ 1,520.00
<b>25lb Bumper with Logo</b> Item # - NSPHG	8 EA	\$ 71.00	\$ 568.00
<b>10lb Bumper with Logo</b> Item # - NSPHG	8 EA	\$ 48.00	\$ 384.00
<b>Delivery for Weights</b> Item # - NSPHG	1 EA	\$ 3,091.00	\$ 3,091.00
<b>WF - Ultimate Multi-Trainer</b> Item # - 1378906	2 EA	\$ 3,180.00	\$ 6,360.00
<b>WF - Combo Leg Extension/Leg Curl (SEL)</b> Item # - 1378847	1 EA	\$ 2,953.00	\$ 2,953.00
<b>Equipment Install</b> Item # - NSPINSTALL	1 EA	\$ 7,250.00	\$ 7,250.00
<b>4 SERIES CROSS TRAINER 10" LCD</b> Item # - 1459507	2 EA	\$ 2,840.00	\$ 5,680.00
<b>4 SERIES TREADMILL WITH 10" LCD</b> Item # - 1459497	2 EA	\$ 3,318.00	\$ 6,636.00

Subtotal:	\$71,598.00
Other:	\$0.00
Freight:	\$4,831.10
Sales Tax:	\$0.00



PO Box 841393  
Dallas, TX 75284-1393  
Phone: 800-527-7510 Fax: 800-899-0149  
Visit us at www.bsnsports.com

Quote	
Cart #:	15690983
Purchase Order #:	Weight Equipment
Cart Name:	Weight Room
Quote Date:	05/20/2026
Quote Valid-to:	06/30/2026
Payment Terms:	NT30
Ship Via:	ABF
Ordered By:	Tom Piche

Item Description	Qty	Unit Price	Total
			Order Total: \$76,429.10
			Payment/Credit Applied: \$0.00
			<b>Order Total: \$76,429.10</b>



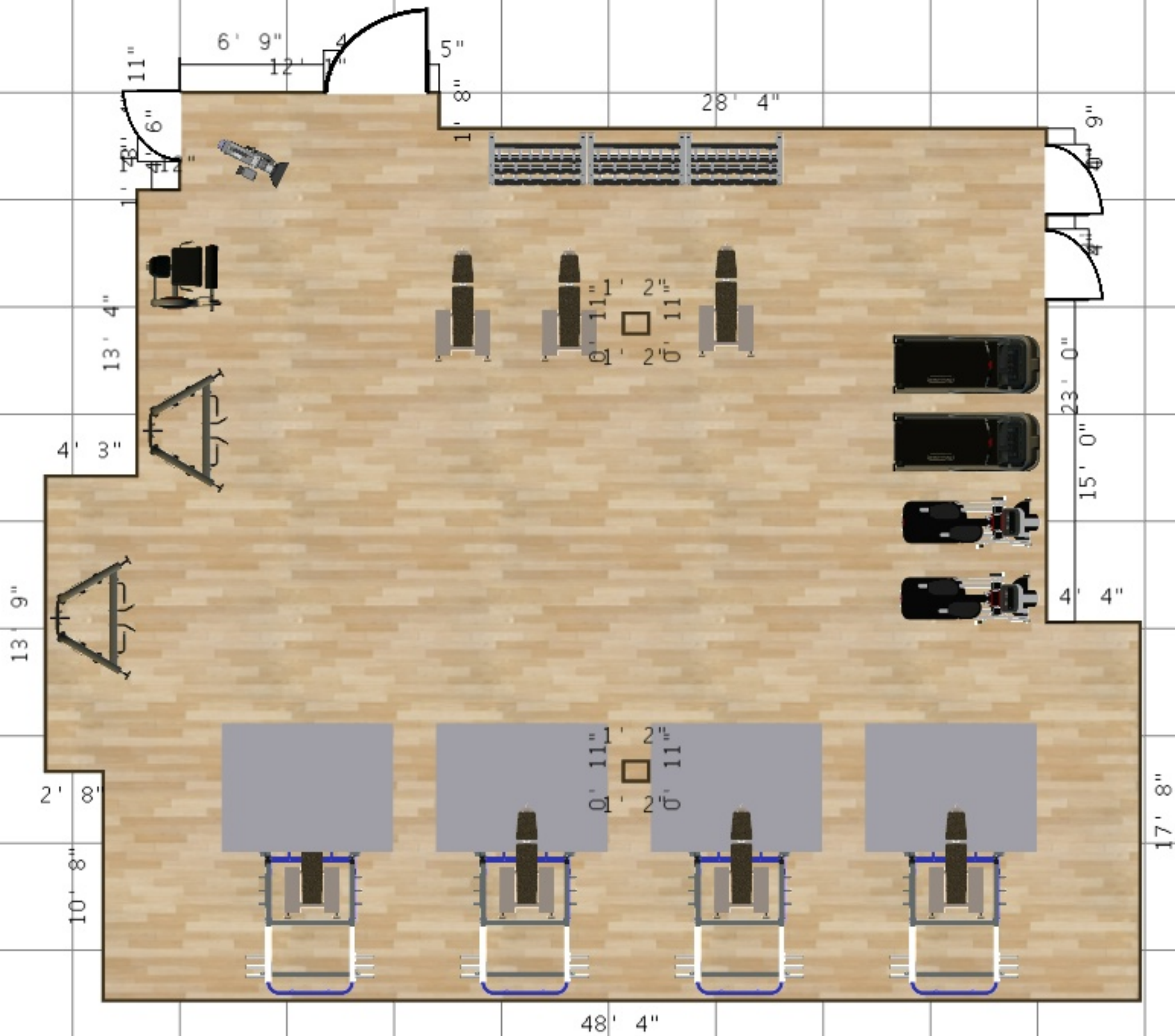
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- no permits
- no license
- priced with standard wage rates
- shipped dock to dock
- installers will meet the truck for the wilder custom equipment
- weights/ bars/ cardio would be shipped on their own and customer would be responsible for receiving
- install quote includes racking of the weights
- room must be empty upon arrival of new equipment



## Mahnomen Public Schools Strategic Planning Process Outline

### Purposes:

- Engage Mahnomen community, school board, administrative team, staff and students in a collaborative, data driven process
- Design a customized planning process for the Mahnomen School District
- Set the Mahnomen School District Strategic Framework for the next 3-5 years

### Deliverables:

- “Strategic Priorities” Report
- Five-Year Strategic Framework
- Comprehensive 30-Month Strategic Action Planning & Monitoring Process (optional)

### Planning Logistics:

- Thought Leaders–Administrative Team & Board Chair
- Core Planning Team–Thought Leaders, All School Board Members and Staff/Community Members [25 to 30 Members]
- Stakeholder Input - Students, Staff, & Thought Leaders “Listening Sessions” & Community/Staff/Student Surveys (**Survey Window 9-28 to 10-9: 2026**)
- State of the School District Report - First Planning Meeting (Test Data, Financial Data, Enrollment Trends, “A Look Back & A Look Ahead”)

### Meeting Schedule:

Meeting	Date/Time/Topic	Location
Design Phase - Superintendent	Monday, June 1, 2026 10:00 AM <ul style="list-style-type: none"> <li>● Design Planning Process</li> </ul>	Detroit Lakes
Stakeholder Input Meeting and Surveys	Tuesday, October 6, 2026 <ul style="list-style-type: none"> <li>● Students: 11:15 AM</li> <li>● Staff: 3:15 PM</li> <li>● Thought</li> </ul>	Mahnomen Public Schools



<p>Session #3 Planning Meeting</p>	<p>Wednesday, December 2, 2026  Thought Leaders (1 Hour) - 4:30 PM</p> <ul style="list-style-type: none"> <li>● Review and Input on Session #3</li> </ul> <p>Core Planning Team (2.5 Hours)- 5:30 PM</p> <ul style="list-style-type: none"> <li>● Finalize Foundational Items</li> <li>● Final Strategic Priorities</li> <li>● Set Goals and Action Plan Considerations for Each Strategic Priority</li> </ul>	<p>Conference Room</p> <p>Media Center</p>
<p>Session #4</p>	<p>Wednesday, December 9, 2026  Thought Leaders - 10:00 AM - 1:00 PM</p> <ul style="list-style-type: none"> <li>● 30-Month Strategic Action Planning, Gap Analysis &amp; Monitoring Process</li> </ul>	<p>Conference Room</p>

# **Employee Drug and Alcohol Offenses Policy**

## **School Year – 2026/2027**

No employee shall distribute, dispense, possess, use or be under the influence of any alcoholic beverage, malt beverage or fortified wine or other intoxicating liquor or to unlawfully manufacture, distribute, dispense, possess or use or be under the influence of any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, anabolic steroid or any other controlled substance, as defined in schedule I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812) and as further defined by regulation at 21 C.F.R. 1300.11 through 1300.15, before, during or after school hours at school or in any other school district location as defined below.

"School district location" means in any school building and on any school premises; on any school-owned vehicle or in any other school-approved vehicle used to transport students to and from school or school activities; off school property at any school-sponsored or school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the school district; or during any period of time such employee is supervising students on behalf of the school district or otherwise engaged in school district business.

As a condition of employment in any federal grant, each employee who is engaged either directly or indirectly in performance of a federal grant shall abide by the terms of this policy and shall notify his or her supervisor in writing of his or her conviction of any criminal drug statute for a violation occurring in any of the places listed above on which work on a school district federal grant is performed, no later than five (5) calendar days after such conviction.

Any employee who violates the terms of this policy is subject to disciplinary action, including non-renewal, suspension or termination as deemed appropriate by the school board.

In addition, any employee who violates the terms of this policy may be required to satisfactorily participate in a drug and/or alcohol abuse assistance or rehabilitation program approved by the school district. Any employee who fails to satisfactorily participate in and complete such a program is subject to nonrenewal, suspension or termination as deemed appropriate by the school board.

Sanctions against employees, including non-renewal, suspension and termination, shall be pursuant to and in accordance with applicable statutory authority, collective bargaining agreements and school district policies. Each employee shall be provided a copy of this policy.

**BOARD APPROVAL: June 15, 2026**

# Billing Estimate

MAHNOMEN ISD 432

## Pay Terms Offered\*

Effective: 07/01/2026 to 07/01/2027

Line of Coverage	Pay Plan	Deposit Amount	Installment Amount	Grand Total
Commercial Auto	Annual 100%/0	\$16,354.00	\$0.00	\$16,354.00
Crime	Annual 100%/0	\$679.00	\$0.00	\$679.00
General Liability	Annual 100%/0	\$21,459.00	\$0.00	\$21,459.00
Property	Annual 100%/0	\$66,133.00	\$0.00	\$66,133.00
School Leaders Errors Omissions	Annual 100%/0	\$7,560.00	\$0.00	\$7,560.00
Umbrella	Annual 100%/0	\$2,605.00	\$0.00	\$2,605.00
Workers Compensation	Annual 100%/0	\$42,483.00	\$0.00	\$42,483.00
Taxes, Assessments & Surcharges	-	\$828.00	-	\$828.00
<b>Total Amount</b>		<b>\$158,101.00</b>	<b>\$0.00</b>	<b>\$158,101.00</b>

\*Billing will also be set up in your online portal. Please contact your Client Service Representative for access.

This is not your actual invoice. It is an estimate based on proposed exposures, coverages, and is subject to change when the actual invoice is mailed by Customer Accounting Services under separate cover. We are offering this estimate for your information and planning.

## Payment Terms:

Commissions will be paid in accordance with the payment plans established for the customer

Sam Twistol  
710 LaBree Ave North  
Thief River Falls, MN 56701

June 4, 2026

Andrea Simon  
Mahnomen Elementary School  
310 West Madison Avenue  
Mahnomen, MN 56557

Dear Andrea,

I am writing to formally resign from my position as a teacher with the Mahnomen School District at the conclusion of the current school year and respectfully request release from my current teaching contract, subject to approval by the School Board.

This has been a difficult decision and was not made lightly. I have truly valued the opportunity to be part of Mahnomen School District and to work alongside such a dedicated, supportive, and student-centered staff and administration. The professionalism and care demonstrated by the faculty and administration have made my experience here both meaningful and rewarding, and I am sincerely grateful for the relationships and experiences I have gained.

After careful consideration, I have accepted a teaching position in Thief River Falls, where I currently reside. The daily commute of approximately 120 miles round trip has created a significant and unsustainable economic hardship in both time and cost. This opportunity allows me to continue serving students while maintaining a more sustainable long-term professional and personal balance within my home community.

I fully recognize my obligations under my current teaching contract and understand that resignation is contingent upon district and School Board approval in accordance with Minnesota statutes and district policy. I respectfully request release from my contract and am committed to working cooperatively with the administration.

Thank you again for the opportunity to serve Mahnomen Schools. I have great respect for the district and its staff and wish you continued success in the future.

Sincerely,

Sam Twistol