

Special School Board Meeting  
Monday, June 30, 2025 6:00 PM

Montevideo Middle School Board Room  
2001 William Avenue  
Montevideo, MN 56265

## **Agenda**

1. Call to Order/Pledge of Allegiance
  - 1.1. Roll Call: Stenson \_\_\_\_, Miller \_\_\_\_, Norman \_\_\_\_, Wibben \_\_\_\_, Shourds \_\_\_\_, and Birhanzl \_\_\_\_.
  - 1.2. Approval of the Agenda
    - 1.2.1. Special Presentation
  - 1.3. Approval of the Consent Agenda
    - 1.3.1. Regular Board of Education Meeting Minutes
    - 1.3.2. End-of-the-Year Board Bills
    - 1.3.3. Set the Regular School Board Meeting Dates and Times
    - 1.3.4. Personnel Actions
      - 1.3.4.1. Employment
      - 1.3.4.2. Resignations
      - 1.3.4.3. Reassignments
      - 1.3.4.4. Terminations
    - 1.3.5. Annual Designations
    - 1.3.6. Per Diem Meal Rates
    - 1.3.7. Approve the Custodial Seniority List
    - 1.3.8. Approve Annual Goals for Performance Pay
    - 1.3.9. Approval of Fundraising Requests
  - 1.4. Resolution Accepting a Gift, Donation, Contribution, or Request  
RESOLUTION ACCEPTING MONETARY, PROPERTY, GOODS, OR SERVICES DONATION
2. Discussion
  - 2.1. Annual Policies First Reading
  - 2.2. Facilities Discussion
  - 2.3. Staffing Update
  - 2.4. Food Service Update
  - 2.5. High School Schedule
3. Action Items
  - 3.1. Approve Transportation Contract Extension
  - 3.2. Set Board Stipends and Meeting Rates
  - 3.3. Set Substitute Teacher Rate for 2025-2026
  - 3.4. Accept Property and Liability Insurance Renewal
  - 3.5. Approve Non-Bargaining Administrative Work Agreements
  - 3.6. Approve Long Term Facility Maintenance Plan
4. Adjournment

ISD 129 – MONTEVIDEO PUBLIC SCHOOLS  
Minutes of Regular School Board Meeting  
Held June 9, 2025 in Montevideo, MN

Chairman Stenson called the regular meeting of the School Board of Independent School District #129 to order at 6:01 p.m. on Monday, June 9, 2025, in the District Board Room of Montevideo Middle School.

Members present were Wibben, Shourds, Birhanzl, Miller, Norman, and Stenson. Mr. McKittrick, Chief Business Official, Adam Spray, Activities Director, Jesse Nelson, Principal, Sachariason, and Mr. Skjeveland were also present.

Director Shourds made the motion, and Director Miller seconded the motion to approve the agenda as presented. The Motion carried unanimously.

Activities Director Jesse Nelson provided an update on Activities.

Director Wibben made the motion, and Director Birhanzl seconded the motion to approve the Consent Agenda as presented. The Motion carried unanimously.

- Regular Board of Education Meeting Minutes – May 12, 2025
- June Board Bills

**TOTAL EXPENDITURES BY FUND**

GENERAL FUND	\$	170,206.09
FOOD SERVICE	\$	64,124.41
COMMUNITY SERVICES	\$	5,145.86
CAPITAL EXPENDITURE	\$	79,815.99
DEBT REDEMPTION	\$	-
STUDENT ACTIVIES	\$	8,053.74
MINN RIVER VALLEY ED DIST	\$	27,528.40
MRVED COMMUNITY EDUCATION	\$	8,478.43
<b>TOTAL BY FUND</b>	<b>\$</b>	<b>363,352.92</b>

- Treasure Report
- Budget Report
- Personnel Actions
  - Employment: Kelly Benard, medical leave of absence for the 25-26 school year.
  - Resignations: Ruth Comeaux resigned as a Special Ed Paraprofessional. Guillermo Terrazas resigned as a Special Ed Paraprofessional. Jessica Cantu resigned as a Library/Classroom Assistant. Lilya Ontiveros-Aase resigned as a Special Ed Paraprofessional. Christopher Giese resigned as Assistant Boys Tennis Coach. Maddie Sletta resigned as Varsity Softball Coach. Kathy Jessen resigned as an Elementary ELL Teacher.
  - Reassignments: Conner Hagen has been reassigned to the Hawks Nest as a Lead Classroom Teacher.
  - Terminations: Nancy Runia has been terminated as Academic Success Coordinator at the high school.

Approval of Fundraising Requests from June through December

- Resolution Accepting a Gift, Donation, Contribution, or Bequest – None
  - Superintendent's Report
  - Administrators Report

**Congratulatory Action and Recognition:** We want to congratulate the class of 2025 on their many contributions to our school district. The class contributed much to our district's culture and climate, and they will be missed as they head out to their post-graduation plans. We wish them all the best!

We also want to congratulate the recipients of Spring honors and awards. MHS students continue to excel and show their talents in a wide array of activities. Congratulations!

**Discussion Items:**

Superintendent McKittrick and Chief Business Official Adam Spray reviewed the RFP process for the food service contract with Taher, Inc.

**Action Items:**

Motion by Director Birhanzl and seconded by Director Shourds to approve the following staff for Tenure:

- Emily Ahrens - Elementary
- Kylee Heurung - High School
- Taylor Knutson - Middle School
- Morgan Lenning - Elementary
- Gabrielle Mazer - High School
- Nicole Meyer - ALC
- Ana Pineda - High School
- Kailee Sachs - Elementary
- Isaac Schreiner - High School
- Holly Spicer - Middle School
- Marissa Webb - ALC

The motion carried.

Motion by Director Wibben and seconded by Director Miller to approve appointing Emmary Birhanzl as the 2025-2026 Student School Board Representative. Members voting aye were Shourds, Wibben, Miller, Norman, and Stenson. Director Birhanzl abstained from voting. And the motion carried.

Motion by Director Birhanzl and seconded by Director Norman to designate Jamie Skjeveland, Superintendent of Schools, as the Identified Official with Authority to authorize user access to MDE secure websites for the 2025-2026 school year. The board further confirms that, based on the job description and contract, the superintendent of schools has the authority to assign job duties within the local educational agency. The motion carried unanimously.

Motion by Director Miller and seconded by Director Birhanzl to approve the FY26 budgets in the amounts of \$28,032,790 in revenues and \$28,198,732 in expenditures. The motion carried unanimously.

Motion by Director Shourds and seconded by Director Wibben to approve the FY26 Little Thunder Hawk Care and Junior Thunder Hawk Care rates as presented. The motion carried unanimously.

Motion by Director Miller and seconded by Director Norman to approve the 2025-2027 Principal Association labor agreement as presented. The motion carried unanimously.

Motion by Director Birhanzl and seconded by Director Miller to designate Heidi Sachariason, Elementary Principal as LEA Representative for federal programs including Titles I, II, III, IV, V, Homeless Liaison and all other federal grants, as well as Jesse Nelson, Activities Director, as Title IX Coordinator for the 2025-26 school year. The motion carried unanimously.

Motion by Director Birhanzl and seconded by Director Shourds to approve the June Payroll deductions. The motion carried unanimously.

Motion by Director Miller and seconded by Director Shourds to approve the 2025-2026 yearbook agreements with Dufault Publishing and Walter's Publishing. The motion carried unanimously.

Motion by Director Wibben and seconded by Director Birhanzi to accept, pending MDE approval, the bid of Taher, Inc. beginning with the 2025-2026 school year. The motion carried unanimously.

Adjournment: Motion by Director Birhanzi and seconded by Director Norman to adjourn the meeting at 7:19 p.m. The motion carried unanimously.

**MONTEVIDEO PUBLIC SCHOOLS**

**YEAR END WARRANTS**

**JUNE 30, 2025**

Check #	Vendor	Amount	Description
70098	AMAZON CAPITAL SERVICES, INC	\$ 454.61	MARCHING BAND SUPPLIES
70099	AMERICAN DOOR WORKS	\$ 210.00	GARAGE DOOR REPAIR
70100	AMERICAN WELDING & GAS, INC	\$ 76.73	AG SHOP SUPPLIES
70101	ANDREW'S CUSTOM CARPENTRY LLC	\$ 29,925.00	HVAC & SITE IMPROVEMENTS
70102	ARTS DAIRY FREEZE	\$ 65.20	ELL CLASS TRIP
70103	BAGAU, STACY M	\$ 160.51	BETWEEN BLDG MILEAGE
70104	BISBEE PLUMBING & HEATING	\$ 5,919.12	HVAC & SITE IMPROVEMENTS
70105	BORCH'S SPORTING GOODS	\$ 77.50	MISC ATHLETICS
70106	BRAMBLE PARK ZOO	\$ 2,412.50	FIELD TRIPS
70107	BRAY ASSOCIATES ARCHITECTS, INC	\$ 7,536.00	HVAC & SITE IMPROVEMENTS
70108	CHAPPEL CENTRAL INC	\$ 9,519.57	REPAIRS
70109	CHERRYROAD MEDIA	\$ 232.00	SFSP
70110	CITY OF MONTEVIDEO UTILITIES	\$ 11,637.04	UTILITY BILLINGS
70111	CLARA CITY TELEPHONE	\$ 479.00	FIBER LEASE
70112	CLEARWAY COMMUNITY SOLAR	\$ 13,725.57	SOLAR CREDITS
70113	COLUMN SOFTWARE PBC	\$ 273.53	MEETING MINUTES
70114	CONCENSUS TECHNOLOGIES	\$ 8,393.60	TECHNOLOGY ORDER
70115	COUNTRYSIDE PUBLIC HEALTH	\$ 236.00	KITCHEN INSPECTION
70116	EF EDUCATIONAL TOURS	\$ 2,173.62	ITALY TRIP PAYMENTS
70117	F.M. ACOUSTICAL TILE	\$ 2,776.00	HVAC & SITE IMPROVEMENTS
70118	FARMERS UNION OIL COMPANY	\$ 507.26	TRACTOR/PUMP REPAIRS/FUEL
70119	FAST THREADS	\$ 330.52	MARCHING BAND SHIRTS
70120	GAG SHEET METAL, INC	\$ 569.87	HVAC & SITE IMPROVEMENTS
70121	GOVCONNECTION, INC	\$ 40,242.50	TECHNOLOGY ORDER
70122	GREATER MN FAMILY SERVICES	\$ 833.33	CONTRACTED SERVICES
70123	HAWKINS INC	\$ 1,159.28	POOL CHEMICALS/SUPPLIES
70124	HILLYARD FLOOR CARE SUPPLY	\$ 4,794.87	CUSTODIAL SUPPLIES
70125	HOMESTORE DESIGN CENTER INC	\$ 695.10	PAINT
70126	HORIZON POOL SUPPLY	\$ 176.00	POOL PARTS
70127	HUNTLEY, SHAWN K	\$ 400.00	CELL PHONE REIMBURSEMENT
70128	IS-CORP	\$ 281.25	FINANCE SOFTWARE HOST
70129	ISD #129 - MONTEVIDEO	\$ 753.75	TENNIS CAMPS
70130	JAKES PIZZA	\$ 1,236.77	PIZZAS - CONCESSIONS/MEETINGS/DANCE
70131	JIM'S CLOTHING & SPORTING GOOD	\$ 2,467.00	SUMMER REC/YOUTH ART/BASEBALL SHIRTS
70132	JOHNSON CONTROLS FIRE PROTECTI	\$ 256.00	MMS FIRE ALARM
70133	JOSTENS INC	\$ 18.95	DIPLOMAS
70134	KETELSEN, TERESA	\$ 287.80	TARGETED SERVICES SUPPLIES
70135	LAURITSEN SEPTIC AND DRAIN	\$ 650.00	CLEAR MAIN LINE/PUMP TANK/TOILET AUGER
70136	MACZIEWSKI, AMANDA L	\$ 1,072.00	JFK CAMP REGISTRATIONS
70137	MHS FACULTY LOUNGE, DEB HINDE	\$ 35.28	VENDING PROCEEDS
70138	MILLENNIUM THEATER	\$ 2,056.00	FIELD TRIPS
70139	MIND YOUR BUSINESS	\$ 86.44	SHIPPING
70140	MINER, MAQUELAH M	\$ 161.96	REIMBURSEMENTS - AG/FFA
70141	MINNESOTA WEST CTC-CANBY	\$ 41.25	PSEO BOOK
70142	MITLYNG ELECTRIC & REFRIG.	\$ 633.92	FREEZER REPAIRS
70143	MMS FACULTY LOUNGE	\$ 60.19	VENDING PROCEEDS
70144	MONTE HARDWARE HANK	\$ 2,591.30	PAINT & SUPPLIES
70145	MONTEVIDEO MARKET	\$ 608.98	FACS/FFA SUPPLIES
70146	NEW DOMINION SCHOOL	\$ 2,207.28	IN CARE & TREATMENT SERVICES



**MONTEVIDEO PUBLIC SCHOOLS  
YEAR END WARRANTS  
JUNE 30, 2025**

**TOTAL EXPENDITURES BY FUND**

GENERAL FUND	\$	116,983.37
FOOD SERVICE	\$	2,517.53
COMMUNITY SERVICES	\$	7,533.81
CAPITAL EXPENDITURE	\$	22,369.91
BUILDING CONSTRUCTION	\$	72,661.62
DEBT REDEMPTION	\$	-
STUDENT ACTIVITIES	\$	5,887.54
MINN RIVER VALLEY ED DIST	\$	28,915.22
MRVED COMMUNITY EDUCATION	\$	47,196.65
<b>TOTAL BY FUND</b>	<b>\$</b>	<b>304,065.65</b>

**MAY 2025 WIRES / CASH TRANSFERS**

6/9/2025	TRANSFER FROM PMA TO OLD NATIONAL	\$	300,000.00	BILLS
6/13/2025	TRANSFER FROM PMA TO MINNWEST	\$	745,000.00	PAYROLL
6/20/2025	TRANSFER FROM PMA TO OLD NATIONAL	\$	250,000.00	INS PMT
6/26/2025	TRANSFER FROM PMA TO MINNWEST	\$	650,000.00	PAYROLL
6/30/2025	TRANSFER FROM PMA TO OLD NATIONAL	\$	275,000.00	BILLS

**MAY 2025 MANUAL CHECKS**

69868	ISD #129	\$	25.00	SFSP STARTING CASH
69983	MONTEVIDEO SERVICE ORGANIZATION	\$	61,222.28	MSO PAYMENT
69990	4.0 SCHOOL SERVICES INC	\$	52,805.12	MAY 2025 TRANSPORTATION SERVICES
69991	CHARTER COMMUNICATIONS	\$	309.98	PHONE/INTERNET SERVICE
69992	VERIZON WIRELESS	\$	720.21	MOBILE PHONE CHARGES

**TOTAL MAY 2025 MANUAL CHECKS \$ 115,082.59**

**JUNE 2025 PAYROLL DEDUCT CHECKS/EFT PMTS**

US TREAS	US TREASURY	\$	148,798.47	FEDERAL PAYROLL TAX
US TREAS	US TREASURY	\$	135,725.89	FEDERAL PAYROLL TAX
MN REV	MN DEPARTMENT OF REVENUE	\$	23,511.53	STATE WITHHOLDING
MN REV	MN DEPARTMENT OF REVENUE	\$	22,277.96	STATE WITHHOLDING
MN REV	MN DEPARTMENT OF REVENUE	\$	71.31	PAYROLL ACCRUAL
MN TRA	MINNESOTA TEACHERS RETIREMENT ASSO	\$	76,760.12	TRA EFT
MN TRA	MINNESOTA TEACHERS RETIREMENT ASSO	\$	73,238.46	TRA EFT
MN PERA	MN PUBLIC EMPLOYEES RETIREMENT ASSO	\$	26,295.89	PERA EFT
MN PERA	MN PUBLIC EMPLOYEES RETIREMENT ASSO	\$	18,334.70	PERA EFT
BCBS	BLUE CROSS BLUE SHIELD OF MINN	\$	231,711.78	HEALTH EFT
EBC	EDUCATORS BENEFIT CONSULTANTS	\$	30,226.97	PAYROLL 403(B) EFT
EBC	EDUCATORS BENEFIT CONSULTANTS	\$	29,977.63	PAYROLL 403(B) EFT
69984	AFLAC	\$	2,555.51	PAYROLL ACCRUAL
69985	AFSCME COUNCIL 65	\$	593.95	PAYROLL ACCRUAL
69986	ISD #129 - MONTEVIDEO	\$	2,204.65	PAYROLL ACCRUAL
69987	MESSERLI & KRAMER	\$	108.40	PAYROLL ACCRUAL
69988	MN CHILD SUPPORT PAYMENT CTR	\$	346.80	PAYROLL ACCRUAL
69989	MONTEVIDEO AREA COMMUNITY FOUNDATI	\$	232.50	PAYROLL ACCRUAL
69993	AFSCME COUNCIL 65	\$	416.75	PAYROLL ACCRUAL
69994	AVIBEN	\$	166.32	PAYROLL ACCRUAL
69995	ISD #129 - MONTEVIDEO	\$	1,688.86	PAYROLL ACCRUAL
69996	MADISON NATIONAL LIFE INS	\$	5,822.05	PAYROLL ACCRUAL
69997	METLIFE	\$	8,142.70	PAYROLL ACCRUAL
69998	MONTEVIDEO AREA COMMUNITY FOUNDATI	\$	232.50	PAYROLL ACCRUAL
69999	MONTEVIDEO PUBLIC SCHOOL	\$	85.00	PAYROLL ACCRUAL
70000	NCBERS GROUP LIFE INS	\$	64.00	PAYROLL ACCRUAL



**MONTEVIDEO PUBLIC SCHOOLS  
YEAR END WARRANTS**

**JUNE 30, 2025**

ANDINO CRUZ, GENESIS	\$	1,400.00	SCHOLARSHIP AWARD
ANDINO MEDINA, JOSSELYN	\$	500.00	SCHOLARSHIP AWARD
ANDRESEN, ETHAN	\$	3,425.00	SCHOLARSHIP AWARD
ANDREWS, BLAKE	\$	3,100.00	SCHOLARSHIP AWARD
ANSPACH, ADDISON	\$	1,300.00	SCHOLARSHIP AWARD
AXFORD, CARLEE	\$	1,750.00	SCHOLARSHIP AWARD
BAUMAN, JOCELYN	\$	675.00	SCHOLARSHIP AWARD
BENDEL, BEAU	\$	500.00	SCHOLARSHIP AWARD
BERRIOS LAZO, OSCAR	\$	500.00	SCHOLARSHIP AWARD
BIRDSALL, TRUIT	\$	600.00	SCHOLARSHIP AWARD
BISHOP, GENEVLYN	\$	750.00	SCHOLARSHIP AWARD
BUCKINGHAM, JAMES	\$	1,400.00	SCHOLARSHIP AWARD
CARDONA, JOSE	\$	1,750.00	SCHOLARSHIP AWARD
DEJONG, ALLY	\$	3,000.00	SCHOLARSHIP AWARD
DENHARTIGH, AUDREY	\$	1,825.00	SCHOLARSHIP AWARD
DOCKTER-OLSON, MIKYLA	\$	750.00	SCHOLARSHIP AWARD
EISENLOHR, LILYANA	\$	8,700.00	SCHOLARSHIP AWARD
EPEMA, TEAGAN	\$	5,000.00	SCHOLARSHIP AWARD
ERICKSON, NOAH	\$	4,800.00	SCHOLARSHIP AWARD
ERP, JUSTIN	\$	4,750.00	SCHOLARSHIP AWARD
GUERRA, NERY	\$	2,650.00	SCHOLARSHIP AWARD
HELGESON, HALLIE	\$	4,450.00	SCHOLARSHIP AWARD
HENDRICKSON, JADEN	\$	4,400.00	SCHOLARSHIP AWARD
JERVE, ALEXIS	\$	6,125.00	SCHOLARSHIP AWARD
JOHNSON, AUBREE	\$	4,800.00	SCHOLARSHIP AWARD
JOHNSON, SAMANTHA	\$	800.00	SCHOLARSHIP AWARD
KNOOP, SAMUEL	\$	3,750.00	SCHOLARSHIP AWARD
KOENEN, EMMALEE	\$	2,025.00	SCHOLARSHIP AWARD
LANPHEAR, BROOKLYN	\$	500.00	SCHOLARSHIP AWARD
LINDEMAN, BROOKE	\$	6,400.00	SCHOLARSHIP AWARD
LINDEMAN, GABRIEL	\$	5,400.00	SCHOLARSHIP AWARD
MACZIEWSKI, EMILY	\$	500.00	SCHOLARSHIP AWARD
MACZIEWSKI, MEGAN	\$	6,750.00	SCHOLARSHIP AWARD
MALSTROM, CARTER	\$	1,450.00	SCHOLARSHIP AWARD
MARTIN, CONNER	\$	500.00	SCHOLARSHIP AWARD
MARTINEZ, STEPHANIE	\$	6,100.00	SCHOLARSHIP AWARD
MARTINEZ MARCOS, ERIC	\$	2,800.00	SCHOLARSHIP AWARD
MURILLO PACHECO, MARLENE	\$	500.00	SCHOLARSHIP AWARD
OLSON, ANYA	\$	3,600.00	SCHOLARSHIP AWARD
OLSON, HUNTER	\$	1,250.00	SCHOLARSHIP AWARD
OLSON, LANDON	\$	7,650.00	SCHOLARSHIP AWARD
PAONGO, SEMISI	\$	3,750.00	SCHOLARSHIP AWARD
PHILAYA, ELISABETH	\$	5,050.00	SCHOLARSHIP AWARD
QUILT, MARIAH	\$	500.00	SCHOLARSHIP AWARD
REIDINGER, GANNON	\$	3,950.00	SCHOLARSHIP AWARD
RODEBERG, ALEX	\$	1,250.00	SCHOLARSHIP AWARD
ROXAS, AIRA	\$	3,000.00	SCHOLARSHIP AWARD
SALAZAR, BRITTANY	\$	800.00	SCHOLARSHIP AWARD
SHARP, KADENCE	\$	2,550.00	SCHOLARSHIP AWARD
SMIENS, GWYN	\$	3,925.00	SCHOLARSHIP AWARD
SORENSEN, ANNA	\$	750.00	SCHOLARSHIP AWARD
SPRAY, CARSON	\$	1,750.00	SCHOLARSHIP AWARD
STRANLUND, JESSE	\$	1,175.00	SCHOLARSHIP AWARD
TURRUBIATES, XAVIOR	\$	500.00	SCHOLARSHIP AWARD
VALENZUELA, EMILY	\$	3,400.00	SCHOLARSHIP AWARD
VELASQUEZ, NELSON	\$	1,550.00	SCHOLARSHIP AWARD
VISSMAN, JACKSON	\$	2,550.00	SCHOLARSHIP AWARD
WAGNER, JAXON	\$	2,600.00	SCHOLARSHIP AWARD
WIMMER, NATHANIEL	\$	950.00	SCHOLARSHIP AWARD

**MONTEVIDEO PUBLIC SCHOOLS  
YEAR END WARRANTS**

**JUNE 30, 2025**

BAHL, LILLIE	\$	1,000.00	SCHOLARSHIP AWARD
ESPARZA, ALAN	\$	1,000.00	SCHOLARSHIP AWARD
BURMEISTER, AVERY	\$	1,000.00	SCHOLARSHIP AWARD
VAN BINSBERGEN, MADISON	\$	500.00	SCHOLARSHIP AWARD
BIRDSALL, LILIANA	\$	500.00	SCHOLARSHIP AWARD
PICHT, MADISON	\$	500.00	SCHOLARSHIP AWARD
PHILAYA, THOMAS	\$	500.00	SCHOLARSHIP AWARD
WINTER, JONAH	\$	500.00	SCHOLARSHIP AWARD
ANDREWS, BRADY	\$	500.00	SCHOLARSHIP AWARD
<b>TOTAL OF FY 2025-2026 PAYMENTS</b>	<b>\$</b>	<b>658,209.40</b>	



## **School Board Meeting Dates 2025 - 2026**

August 11, 2025

September 8, 2025

October 13, 2025

November 10, 2025

December 8, 2025

January 12, 2026

February 9, 2026

March 9, 2026

April 13, 2026

May 11, 2026

June 8, 2026

June 29, 2026

MONTEVIDEO PUBLIC SCHOOLS  
*Custodial/Grounds/Maintenance Seniority List*  
*July 1, 2025*

Custodial

Chase Schmidt - May 2024

Brian Donahue - March 2024

Lyle Koenen - September 2023

Pat Mael - August 2023

Jacob Koenen - September 2022

Robert Lael - September 2022

Chris Connelly - May 2015

Lute Heller - February 2012

Steve Williams - October 2009

Dave Gregoire - October 2007

Todd Goulson - September 1989

Outside Grounds & Maintenance

Shea Bohlin - December 2021



## 2024-2025 School Year Goal Summary

Who	Goals	Result	Max Incentive
Wade McKittrick	<p><b>SMART GOAL 1:</b> A minimum of 60% of students in grades K-8 are at or above grade level in reading according to Spring STAR/FastBridge assessments by June, 2025</p> <p><b>SMART GOAL 2:</b> The percentage of MHS graduates in 2025 meeting college readiness indicators will increase from 47% to 60% by June, 2025.</p> <p><b>SMART GOAL 3:</b> The general fund balance will increase to a minimum of \$1,000,000 by June, 2025</p> <p><b>SMART GOAL 4:</b> Build and improve internal and external trust in the school district as measured by a minimum score of 3.0 on the district stakeholder satisfaction survey</p>	94.8%	\$7,000
Tanya Maethner	<p><b>SMART GOAL 1:</b> 95% of High School students surveyed in 24-25 SY view school as a safe place, as measured by the end of year safe schools survey.</p> <p><b>SMART GOAL 2:</b> The percentage of seniors meeting college readiness indicators on the ACT will meet or exceed 47% by June 2025</p>	90%	\$3,750
Shawn Huntley	<p><b>SMART GOAL 1:</b> I will increase my staff satisfaction in the areas of communication and support from 48% to 80% as measured by a staff satisfaction survey by the end of the 2024-25 school year.</p> <p><b>SMART GOAL 2:</b> 95% of students who met or exceeded standards on last year's MCA will continue to meet or exceed standards on the 2025 MCA/MTAS Reading Assessment.</p> <p><b>SMART GOAL 3:</b> 95% of students who met or exceeded standards on last year's MCA will continue to meet or exceed standards on the 2025 MCA/MTAS Math Assessment.</p>	84.3%	\$3,750
Heidi Sachariason	<p><b>SMART GOAL 1:</b> 60% of students in grades K-8 are at or above grade level in reading according to Spring FastBridge/STAR assessments by June 2025.</p> <p><b>SMART GOAL 2:</b> In the 2024-25 School Year, we will complete the curricular review process and select a comprehensive reading curriculum aligned with the science of reading resulting in increased grade level reading performance in 2025-2026.</p> <p><b>SMART GOAL 3:</b> The percentage of third grade students that meet or exceed reading standards on the MN Comprehensive Assessments (MCA) will exceed 65% by June, 2025.</p>	91%	\$3,750

Vera Weber	<p><b>SMART GOAL 1:</b> 90% of K-6 staff (52) who are participating in LETRS training will have completed their portion of the training by June 30, 2025.</p> <p><b>SMART GOAL 2:</b> Data from the past 3 years of MCA, STAR/FastBridge assessments will be successfully uploaded to Performance Matters and available to administrators and teacher specialists who use the data for documenting student progress by the end of the 2024-2025 school year.</p> <p><b>SMART GOAL 3:</b> To increase and/or improve Tier 1 instruction through the use of assessment data to inform instructional practices, the Middle School Renaissance STAR Reading and Math Assessment process will be analyzed and adjusted to increase accuracy and elimination of test fatigue in order that the end of the year scores are more closely aligned to MCA assessments in Reading and Math.</p>	92%	\$3,750
Jesse Nelson	<p><b>SMART GOAL 1:</b> Increase 7-12 Activities participation to a minimum of 72% in the 2024-2025 school year.</p> <p><b>SMART GOAL 2:</b> Decrease academic ineligibilities in grades 7 and 8 to 15% in 2024-2025 from 18.8% 2023-2024.</p> <p><b>SMART GOAL 3:</b> Increase non-school funding revenue while decreasing the number of fundraisers conducted by activities programs by June 1, 2025.</p>	95%	\$3,750
Scott Ripley	<p><b>SMART GOAL 1:</b> By June 1, 2025, completely rewrite/update the comprehensive disaster recovery plan for the school's technology systems, including a risk assessment, backup strategies, and communication protocols.</p> <p><b>SMART GOAL 2:</b> By May 1, 2024, I will design and conduct a tabletop exercise on cybersecurity with the admin team to enhance our preparedness and response capabilities for potential cyber threats and incidents.</p>	100%	\$3,750
Kelly Snell	<p><b>SMART GOAL 1:</b> Increase the number of first language Spanish speaking families participating in ECFE classes from 3 to 8 over the 2023-2024 program year by June 30, 2025.</p> <p><b>SMART GOAL 2:</b> Increase the active play opportunities for school aged children at the Hawks Nest as measured by the opportunity JTH inventory.</p> <p><b>SMART GOAL 3:</b> Increase the combined LTH and SW kindergarten readiness numbers from 67% in the Fall 2024 to 75% by the Fall 2026.</p>	100%	\$3,112.50
Adam Spray	<p><b>SMART GOAL 1:</b> Increase efficiencies in business operations by completing the migration to Skyward's Qmlativ Software platform by June 1, 2025.</p> <p><b>SMART GOAL 2:</b> Increase the (01) fund balance to \$1,000,000 in FY25.</p> <p><b>SMART GOAL 3:</b> The fund 04 negative fund balance will be eliminated by June 30, 2027 as measured by the end of year close out report.</p>	77%	\$3,750

Michele Amborn	<p><b>SMART GOAL 1:</b> Increase access to transportation information for 100% of all families accessing district transportation by implementing the JMC Transportation application and providing access training to those families.</p> <p><b>SMART GOAL 2:</b> Increase the office staff's feelings of value, confidence, and skill as measured by the end of year office staff satisfaction survey.</p>	100%	\$3,500
Erika Zachman	<p><b>SMART GOAL 1:</b> Research and implement a new time clock system that is cost effective and easy to use for our hourly staff by June 1, 2025.</p> <p><b>SMART GOAL 2:</b> Increase efficiencies in business operations by completing the migration to Skyward's Qmlativ Software platform by June 1, 2025.</p>	100%	\$3,500
Kim Kuhlmann	<p><b>SMART GOAL 1:</b> Help forge stronger connections with school and community, ensuring that everyone is well-informed about school happenings as measured by the Spring stakeholder satisfaction survey.</p> <p><b>SMART GOAL 2:</b> Create more applicant awareness by Building a Careers page on the district website that results in 98% or more of all positions filled annually. (replace Job Postings page)</p>	98.5%	\$2,500

## Annual Policy Review and Approval

The following policies are required to be reviewed and approved annually by the district school board. Each policy has been updated to the most current MSBA model policy.

<b>Policy Number</b>	<b>Policy Name and link</b>
506	<a href="#">Student Discipline</a>
722	<a href="#">Public Data Request</a>
806	<a href="#">Crisis Management</a>



## Staffing Tracker for the 2025-2026 School Year

Position	Who was in the position	Job Posting Status	New Hire
Superintendent	Wade McKittrick	Hired	Dr. Jamie Skjeveland
4th Grade	David Vik	Transfer	Brooke LaHaye
4th Grade	Tim Epema	Hired	Brady Kienitz
Elementary Music	Brooke LaHaye	Hired	Emily Fisher
Special Education	Kati Luschen	Hired	Holly Spicer
Special Education	Holly Spicer	Transfer	Tes Ketelsen
Secondary ELA	Hannah Maloney	Posted	
Elementary EL	Kathy Jessen	Posted	
Special Education	Tes Ketelsen	Posted	
3rd Grade	Kelly Bednar	Posted	
Non-Teaching Positions	Who was in the position	Job Posting Status	Hired
Buildings and Grounds	Chuck Stark	Hired	Jody Gatchell
Grounds	Austin Sorensen	Hired	Jarrold Flinn
ACTIVITIES	Who was in the position	Job Posting Status	Hired
Head Football Coach	David Vik	Pending board approval	Martin Christenson
Head Softball	Maddie Sletta	Posted	

2024-2025 High School Schedule

2025-2026 High School Schedule

Period 1.....8:14 - 9:04  
 Period 2.....9:08 - 9:58  
 TA.....10:02 - 10:16  
 Period 3..... 10:20 - 11:10  
 Period 4..... 11:14 - 12:04  
 5A.....12:08 - 12:30  
 5B.....12:34 - 12:56  
 5C.....1:00 - 1:22  
 Period 6.....1:26 - 2:16  
 Period 7.....2:20 - 3:10

Period 1.....8:10 - 8:58  
 Period 2.....9:02 - 9:50  
 TA.....9:54 - 10:20  
 Period 3.....10:24 - 11:12  
 Period 4.....11:16 - 12:04  
 5A .....12:08 - 12:32  
 5B .....12:36 - 1:00  
 5C ..... 1:04 - 1:28  
 Period 6..... 1:32 - 2:20  
 Period 7..... 2:24 - 3:12

This schedule begins 4 minutes earlier and ends 2 minutes later each day adding 6 minutes to the academic day. This alteration remains within contracted time and does not create any contract issues.



Surpassing Your Greatest Expectations

school services

## **Transportation Contract Extension Proposal** **for Montevideo Public Schools, ISD #129**

Our proposal for continuation of transportation services beyond already negotiated rates, includes the following, including the bus routes for the Montevideo Public Schools:

### **Proposed Rates for Upcoming School Years**

**2028-2029 - The contractor agrees to operate at an increase of 3.75%**

**2029-2030 - The contractor agrees to operate at an increase of 3.50%**

**2030-2031 - The contractor agrees to operate at an increase of 3.50%**

**2031-2032 - The contractor agrees to operate at an increase of TBN.**

**2032-2033 - The contractor agrees to operate at an increase of TBN.**

**2033-2034 - The contractor agrees to operate at an increase of TBN.**

**2034-2035 - The contractor agrees to operate at an increase of TBN.**

Submitted by:

\_\_\_\_\_  
Michael M. Hennek, President  
4 Point 0 School Services, Inc.

Date: \_\_\_\_\_

	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
	EMC / RAM	EMC / RAM	EMC / RAM	EMC / RAM	EMC/RAM	EMC/RAM	EMC/EMC	New Carrier	Renewal	Renewal	Renewal
Student Accident	\$ 9,055.30	\$ 9,040.50	\$ 10,378.00	\$ 10,390.00	\$ 9,801.50	\$ 8,756.00	\$ 8,756.00	\$ 8,756.00	\$ 9,791.00	\$ 9,791.00	\$ 9,791.00
Worker's Comp	\$ 93,506.00	\$ 86,416.00	\$ 96,980.00	\$ 81,673.00	\$ 57,698.00	\$ 52,812.00	\$ 45,195.00	\$ 42,012.00	\$ 40,071.00	\$ 42,023.00	\$ 45,769.00
Property & Liability	\$ 66,127.74	\$ 69,346.69	\$ 73,100.81	\$ 79,934.00	\$ 85,200.93	\$ 126,166.36	\$ 126,437.66	\$ 169,780.19	\$ 175,711.48	\$ 248,273.07	\$ 307,975.93
<b>Total Premiums</b>	<b>\$ 168,689.04</b>	<b>\$ 164,803.19</b>	<b>\$ 180,458.81</b>	<b>\$ 171,997.00</b>	<b>\$ 152,700.43</b>	<b>\$ 187,734.36</b>	<b>\$ 180,388.66</b>	<b>\$ 220,548.19</b>	<b>\$ 225,573.48</b>	<b>\$ 300,087.07</b>	<b>\$ 363,535.93</b>
	<b>\$ 30,082</b>	<b>\$ (3,886)</b>	<b>\$ 15,656</b>	<b>\$ (8,462)</b>	<b>\$ (19,297)</b>	<b>\$ 35,034</b>	<b>\$ (7,346)</b>	<b>\$ 40,160</b>	<b>\$ 5,025</b>	<b>\$ 74,514</b>	<b>\$ 63,449</b>
<b>Percentage Increases</b>											
	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Student Accident	0.00%	-0.16%	14.79%	0.12%	-5.66%	-10.67%	0.00%	0.00%	11.82%	0.00%	0.00%
Worker's Comp	40.64%	-7.58%	12.22%	-15.78%	-29.35%	-8.47%	-14.42%	-7.04%	-4.62%	4.87%	8.91%
Property & Liability	4.85%	4.87%	5.41%	9.35%	6.59%	48.08%	0.22%	34.28%	3.49%	41.30%	24.05%
<b>Total Percentage</b>	<b>21.70%</b>	<b>-2.30%</b>	<b>9.50%</b>	<b>-4.69%</b>	<b>-11.22%</b>	<b>22.94%</b>	<b>-3.91%</b>	<b>22.26%</b>	<b>2.28%</b>	<b>33.03%</b>	<b>21.14%</b>
<i>Experience Mod Factor</i>	<i>1.44</i>	<i>1.48</i>	<i>1.56</i>	<i>1.37</i>	<i>0.93</i>	<i>0.94</i>	<i>0.86</i>	<i>0.81</i>	<i>0.74</i>	<i>0.83</i>	<i>0.82</i>

**Property & Liability: 24.05 % increase overall. Due to claims, we were non-renewed with EMC 3 years ago. Coverage was broken out to be able to get full coverage. Property and Auto will be with Auto Owners and General Liability will be with the MN Joint Underwriting Assoc. Cyber will be through Beazely . We will be going out for bids next Spring to try and get coverage under one carrier again for the 2026-2027 school year. Property coverage is still high based on claims made throughout our region. Carrier also is concerned about the electrical system at Ramsey (fuse style system).**

**Work Comp - Our experience mod is 0.82, which is the driving factor for premiums. The experience mod is steady and is still at a very good rate. Work Comp coverage is through Employers Ins Co.**

	Claims	Lost Time
2013	14	46
2014	10	87
2015	16	125
*2016	5	0
2017	13	14
2018	12	19
2019	5	43
2020	5	0
2021	7	2
2022	11	1
2023	7	1
2024	10	1

\*First full year with MN Work Comp (USI)

<b>2025-2027 Non Bargaining Administrator Work Agreements</b>
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<a href="#">Activities Director</a>
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<a href="#">Chief Technology Officer</a>
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<a href="#">Community Education Director</a>
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<a href="#">Director of Professional Development</a>
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<a href="#">District MTSS Coordinator</a>
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EXTRACT OF MINUTES OF MEETING  
SCHOOL BOARD OF SCHOOL DISTRICT ISD 129  
STATE OF MINNESOTA

Pursuant to due call and notice thereof, a School Board meeting of School District No. 129, State of Minnesota, was held on June 30, 2025 at 6:00 PM., for the purpose, in part, of approving the District's Long-Term Facility Maintenance budget.

Director \_\_\_\_\_ introduced the following resolution and moved its adoption:

**RESOLUTION APPROVING SCHOOL DISTRICT NO. 129 LONG-TERM FACILITY MAINTENANCE TEN YEAR PLAN**

BE IT RESOLVED by the School Board of District No. 129, State of Minnesota, as follows:

The School Board of School District 129 has approved the Long-Term Facility Maintenance Ten Year Plan for its facilities for 2026-2035. The various components of this plan are attached.

The motion for the adoption of the foregoing resolution was duly seconded by Director \_\_\_\_\_ and, upon vote being taken thereon, the following voted in favor thereof: \_\_\_\_\_

And the following voted against the same: None

Whereupon said resolution was declared duly passed and adopted.

STATE OF MINNESOTA

COUNTY OF CHIPPEWA

I, the undersigned, being the duly qualified and acting Clerk of School District No. 129, State of Minnesota, hereby certify that I have carefully compared the attached and foregoing extract of minutes of a meeting of School District No. 129, held on the date therein indicated, with the original of said minutes on file in my office, and the same is a full, true and complete transcript insofar as the same relates to the approval of School District No. 129 long-term facility maintenance ten year plan.

WITNESS MY HAND officially as such Clerk this 30th day of June, 2025.

\_\_\_\_\_  
Clerk  
School District No. 129



	Capital Expenditure	LTFM
<b>Actual June 30, 2024 Fund Balance</b>	<b>(\$81,106)</b>	<b>\$1,066,229</b>
Expected Revenue 2024-2025	\$555,477	\$521,645
<b>Total Resources 2024-2025</b>	<b>\$474,371</b>	<b>\$1,587,874</b>

Operating Capital Fixed Costs			
Technology: Hardware / Network	\$ 83,308.55		District wide network
Technology: District Licensing/Software	\$ 111,609.00		
TACC Lease	\$ 13,000.00		TACC Lease
Soccer/Practice FB Field Lease	\$ 10,000.00		
SW/WC SC Lease Levy	\$ 41,640.00		ELC Lease levy
Hawks Nest Lease	\$ 185,000.00		Hawks Nest Lease
ALC Flow-Through	\$ 12,698.00		

Health & Safety Projects		\$ 62,545.00
MHS Elevator Repair		\$ 98,976.00
Hawks Nest Water Remediation		\$ 33,685.00
Luck Point/Brick/Concrete Repair - Districtwide		\$ 17,907.00
Window Panels - MHS		\$ 13,925.00
MHS NE Gym Doors, Sanford Doors		\$ 42,793.00
District HVAC Controls/Inspections		\$ 58,126.00
Ag Shop Transformer		\$ 13,136.00
Districtwide Repairs-Electrical/Lighting		\$ 13,343.00
Districtwide Interior Surfaces		\$ 11,198.00
District HVAC Repairs		\$ 19,510.00
Pool Boiler		\$ 20,544.00
MHS Water Heaters		\$ 53,447.00
Pool Pump		\$ 8,553.00
Districtwide Plumbing Repairs		\$ 23,737.00
Roofing Projects		\$ 775,570.00
Stadium Handrails		\$ 12,499.00
Tree/Shrub Removals		\$ 20,550.00
Fencing Repairs/Replacements		\$ 37,763.00
Bathroom Partitions		\$ 38,325.00
MMS Gym Wall Pads		\$ 12,275.00
Irrigation-Baseball/Softball		\$ 52,400.00
JV Baseball Dugout		\$ 6,950.00
Ag Shop Exhaust Hood		\$ 10,137.00
Pool Ceiling Repairs		\$ 32,190.00
New Mowers	\$ 44,900.00	

<b>Projected June 30, 2025 Fund Balance</b>	<b>(\$27,785)</b>	<b>\$97,790</b>	<b>\$70,005</b>
			<i>Combined Fund Balance</i>
Expected Revenue 2025-2026	\$642,425	\$428,644	
<b>Total Resources 2025-2026</b>	<b>\$614,640</b>	<b>\$526,434</b>	

Operating Capital Fixed Costs			
Technology: Hardware / Network	\$ 115,000.00		District wide network
Technology: District Licensing	\$ 100,000.00		
TACC Lease	\$ 13,000.00		
SW/WC SC Lease Levy	\$ 42,000.00		
Hawks Nest Lease	\$ 185,000.00		
ALC Flow-Through	\$ 26,243.00		
Health & Safety Projects		\$ 82,830.00	
Luck Point/Brick/Concrete Repair - Districtwide		\$ 30,000.00	
District Lighting		\$ 25,000.00	
Districtwide Repairs-Electrical		\$ 14,000.00	
Ag Shop Electrical		\$ 36,000.00	
Districtwide Interior Surfaces		\$ 40,000.00	
MHS HVAC Controls		\$ 25,000.00	
Districtwide Plumbing Repairs		\$ 35,000.00	
Fees for Services		\$ 2,000.00	
Roof Repairs		\$ 350,800.00	
Resurface Track		\$ 90,000.00	
Tennis Courts		\$ 75,000.00	
Maint Equipment	\$ 25,000.00		
Curriculum	\$ 10,000.00		

<b>Projected June 30, 2026 Fund Balance</b>	<b>\$98,397</b>	<b>(\$279,196)</b>	<b>(\$180,799)</b>
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