



**MANKATO AREA PUBLIC SCHOOLS
Independent School District No. 77**

**ADULT BASIC EDUCATION
AND
EARLY LEARNING EDUCATION**

Seniority List

Final
February 15, 2024

ARTICLE XXVI
ABE TEACHERS

Section 11. Seniority

Subd. 1. Seniority shall exist by ABE program categories (e.g., GED, ESL). Seniority in any ABE category shall not constitute seniority in another program or as a regular K-12 teacher.

Subd. 2. For the purposes of this Article, "seniority" shall mean employment for at least 100 days during the school year under continuing contract. Within a category, an employee's seniority date shall be the date on which he or she first began continuous service in that category. In the event that two or more teachers have the same seniority date, the following tiebreakers shall be applied, in the order in which they are listed, until the more senior teacher has been determined.

1. The teacher with the highest degree shall be the most senior.
2. The teacher with the lower file folder number (as assigned by the Professional Educator Licensing and Standards Board of the Minnesota department of Education) shall be the most senior.

Subd. 3. The District shall establish and publish a seniority list. A preliminary list shall be published on or before January 15th of each year. An official list, incorporating any changes resulting from the appeal process set forth in Subd. 4 shall be published on or before March 1st of each year and a copy shall be forwarded to the Association.

Subd. 4. An employee who believes that the preliminary seniority list as published on or before January 15th is not accurate shall submit a written appeal to the Director of Human Resources on or before February 1st. A meeting of the Meet and Confer Committee shall be convened to consider all appeals submitted on or before February 1st. The decision of the Meet and Confer Committee shall be final and shall not be subject to the grievance procedure or to arbitration.

ARTICLE XXV
ECFE TEACHERS

Section 11. Seniority

Subd. 1. Seniority shall exist by ECFE licensure requirement categories; early childhood teacher or parent educator. Seniority in any ECFE category shall not constitute seniority in another program or as a regular K-12 teacher. ECFE teachers who work 14 hours or less per week shall not have seniority rights.

Subd. 2. For the purposes of this Article, "seniority" shall mean employment for at least 100 days during the school year under continuing contract. Within a category, an employee's seniority date shall be the date on which he or she first began continuous service in that category. In the event that two or more teachers have the same seniority date, the following tiebreakers shall be applied, in the order in which they are listed, until the more senior teacher has been determined.

1. The teacher with the highest degree shall be the most senior.
2. The teacher with the lower file folder number (as assigned by the Professional Educator Licensing and Standards Board of the Minnesota Department of Education) shall be the most senior.

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ADULT BASIC EDUCATION

ESL				DEGREE	FILE FOLDER
12	01	2000	Esslinger, Clarice	Bachelors	#N/A
09	01	2004	Simpson, Kristen	Bachelors	365855
09	05	2014	Blaisdell, Bette	Masters	327929
07	01	2017	Nelson, Carol	Bachelors	403445
09	25	2017	Bosworth, Linda	Masters	300252
11	01	2019	Young, Kathryn	Bachelors	430996

GED/High School Completion				DEGREE	FILE FOLDER
07	01	2017	Nelson, Carol	Bachelors	403445
08	31	2020	Mosher, Theresa	Bachelors	464319

SCC Connects/College Prep				DEGREE	FILE FOLDER
08	01	2018	Strom, Rebecca	Bachelors	352246
09	25	2014	Blaisdell, Bette	Masters	327929
07	23	2022	Tacheny, Thomas	Bachelors	#N/A

EARLY LEARNING EDUCATION

PARENT EDUCATOR				DEGREE	FILE FOLDER
08	20	2010	Timmerman, Angela	Bachelors	428368
08	23	2021	McCuskey Simpson, Mary	Masters	390477

EARLY LEARNING				DEGREE	FILE FOLDER
08	22	2005	Doering, Michelle	Bachelors	403850
10	28	2013	Drummer, Chantell	Bachelors	356521
08	05	2014	Galinat, Jamie	Bachelors	476007
08	28	2016	Urban, Hilary	Masters	496379
08	28	2016	Dostal, Beth	Masters	496380
08	21	2017	Osborne, Susan	Bachelors	466905
09	11	2018	Hofmeister, Deanna	Bachelors	280061