

FRESHWATER EDUCATION DISTRICT # 6004
Board Meeting Minutes, October 22, 2025
2222 Industrial Drive, Wadena, MN

The regular meeting of the Freshwater Education District #6004 was called to order at 5 p.m. by Chair Huttunen.

Board Members Present: R. Huttunen-Sebeka, C. Wolf- Long Prairie-Grey Eagle, B. Tumberg-Wadena-Deer Creek, R. VanDenheuvel-Bertha-Hewitt, R. Thalmann – Henning, K. Howard-Menahga, and R. Wright-Staples-Motley.

Board Members Absent: S. Veronen-Verndale and J. Hillmer-Browerville.

Superintendent Present: L. Westrum- Wadena-Deer Creek and S. Vedbraaten-Browerville.

FED Admin Present: E. Weber, Superintendent, J. Anderson, Finance Manager, and S. Thiel, Administrative Assistant.

Others: J. Osberg and A. Zamzo

MOTIONED BY Tumberg and SECONDED BY VanDenheuvel to approve the agenda as presented.

VOTE-U/C

Presentation- Amy Zamzo ~ Occupational Therapist, presented on MTSS and behavior management

Consent Agenda- MOTIONED BY Howard and SECONDED BY Wolf to approve the consent agenda as presented

August 20, 2025, Regular Board Meeting Minutes.

August 13, 2025, Superintendent Advisory Minutes.

September & October, 2025, Superintendent Advisory Minutes.

August 20, 2025, September 17, 2025, & October 8, 2025 Board Personnel Committee Meeting Minutes.

September 24, 2025, Health Committee Meeting Minutes

Payments 66551-66961

Second and Final Review of Policy: 400.15L – Remote Work

Renewal of the Collaborative Agreement Head Start Agreement.

Amendment of the Assistant Director of Special Education Contract.

25/26 Regular Year Targeted Services/Credit Recovery Services Agreement as presented.

Resignation/Retirement:

Melissa Tabery, Physical Therapist, effective November 14, 2025.

Cathy Salathe, WALC Program Support, effective December 31, 2025.

Permission to advertise and hire for the following positions:

Special Education Paraprofessional for the Level IV Program

Assistant to the Director of Special Education

Floating Part-Time/Full-Time Paraprofessional

Reassignment of:

Marlo Benning from Program Assistant, 224 days, Grade 8 to Assistant to the Special Education Director, 234 days, Grade 9, effective September 8, 2025.

Hiring of:

Cathy Newberry, Special Education Paraprofessional for 1,122 hours, Step 2, effective September 2, 2025.

Paige Rowe, Special Education Paraprofessional for 60.25 days, Step 1, effective the 25/26 School Year.

Tammara DeJesus, Special Education Paraprofessional for 151 days, Step 8, effective September 29, 2025.

Jenny DeYonge, Special Education Program Assistant, 181 days, Grade 8/Step 9, effective October 20, 2025.

Cindy Bruggenthies, ALC Paraprofessional, 93 days, Step 1, effective October 20, 2025.

Reduction in Hours:

Johnecca Goodpasture, Special Education Paraprofessional, from 1,380.75 hours to 1,167 hours, effective the 25/26 School Year.

Melody Rasmussen, Special Education Paraprofessional, from 1,167 hours to 741.75 hours, effective the 25/26 School Year.

Whitney Wegscheid, Speech Language Pathologist, from 181 days to 175 days, effective the 25/26 School Year.

Melissa Ludovissie, Special Education Program Support, from 194 days to 130 days, effective July 1, 2025.

Increase in Hours effective the 25/26 School Year:

Samantha Romann, Special Education Paraprofessional, from 459.5 hours to 712.25 hours.

Peggy Kellen, School Readiness Paraprofessional, from 1,094 hours to 1,403 hours.

Michelle Wolhowe, ECFE Teacher/Program Specialist, from 1,060 hours to 1,100 hours.

Heidi Haase, ECFE/School Readiness Teacher, from 726 hours to 762 hours.

Janet Becker, School Readiness Paraprofessional, from 1,261 hours to 1,321.5 hours.

Brenda Faust, ECFE/School Readiness Teacher, from 1,353 hours to 1,406 hours.

Emili Hibbs, ECFE/School Readiness Teacher, from 1,169.5 hours to 1,195.5 hours.

Lisa Hubbard, School Readiness Teacher, from 1,525.5 hours to 1,571 hours.

Macy Murch, ECFE/School Readiness Teacher, from 1,428.5 hours to 1,782 hours.

Kelsi Schalow, School Readiness Teacher, from 1,565 hours to 1,578 hours.

Mary Schmidt, ECFE Teacher from 603 hours to 794 hours.

Lisa Wright, School Readiness Teacher, from 1,353.5 hours to 1,603 hours.

Susan Lowe, Long Prairie ALC Teacher, from 1,448 hours to 1488 hours, effective October 1, 2025.

Susan Nixon, School Psychologist, from 1088 hours to 1405 hours, effective October 6, 2025.

Samantha Romann, Special Education Paraprofessional, from 459.5 hours to 712.25 hours.

Lane Change Request:

Kylene Lehmann, Special Education Teacher, from MA to MA+10, effective the 25/26 School Year.

VOTE: U/C

Informational Items:

Superintendent report:

General: *Update on Teacher-Itinerant Group negotiations and the FED Menu Options for FY27 will be given to Superintendents before December.*

Facilities: *Due to difficulty finding van drivers, we have a monthly transportation agreement with Askamit Transportation for the LP to the Wadena route.*

Area Learning Center/Targeted Services: *121 students enrolled in our ALC; 20 of them in our online learning platform and Targeted Services are just beginning their programs.*

School Readiness/Early Childhood FAMILY Education; *Reviewed School Readiness and Early Childhood Family Education enrollment.*

Technology: *State Telecom Program is set to dissolve in 28/29. FED will look at whether Wide-Area-Network within FED would be beneficial or not.*

keeping

Carl Perkins: *MDE Program approvals are due to MDE no later than November 1st and reviewed the Regional Perkins Liaison Mtg. Summary.*

SPED Report: Update on Out of Field Permission Teachers will need to be in a Program that leads to full certification in the licensure field in which they hold the OFP.

Finance Manager Reports: Update on the FY 25 Audit Progress and reviewed the FY26 Qtr. 1 Finance report.

New Business:

MOTIONED by VanDenheuvel and SECONDED by Thalmann to approve the September and October 30-day - agreement with Aksamit Pupil Transportation as presented. VOTE- U/C

MOTIONED by Tumberg and SECONDED by Wright to approve the Fiscal Year 26 Purchased Social Worker Agreement with Perham - Dent School District #549 as presented. VOTE- U/C

MOTIONED by Howard and SECONDED by Wright to approve the purchased Social Worker Supervision Service Agreement with C. Copeland for the 25/26 School Year as presented.

VOTE- U/C

MOTIONED by Thalmann and SECONDED by VanDenheuvel to approve the Freshwater Ed District Vehicle Sale Agreement with Askamit Transportation as presented. VOTE- U/C

MOTIONED by Tumberg and SECONDED by Howard to approve the renewal of the 2026 Health Insurance plans through the Better Health Collective. VOTE- U/C

MOTIONED by Wright and SECONDED by VanDenheuvel to approve the renewal of the 2026 Delta Dental PPO Plus Premier Plan. VOTE- U/C

MOTIONED by Tumber and SECONDED by Wolf to approve the renewal of the 2026 Ameritas Vision Insurance Plan. VOTE- U/C

MOTIONED by VanDenheuvel and SECONDED by Thalmann to approve the Paid Family Medical Leave plan through Madison National Insurance as presented. VOTE- U/C

MOTIONED by Wright and SECONDED by Howard to approve the 2026 Revision I Budget as presented. VOTE-U/C

MOTIONED by Thalmann and SECONDED by Wright to approve the FY26 Business Manager Service agreement with Bertha-Hewitt ISD 786 as presented. VOTE- U/C

MOTIONED by Tumberg and SECONDED by VanDenheuvel to approve the transfer of \$17,500 from the Special Education fund and \$17,500 from the Membership Fund to the OPEB reserve. VOTE- U/C

MOTIONED by Wright and SECONDED by Wolf to approve to update the Employee Handbook to align with Policy #412 - Expense Reimbursement. VOTE- U/C

Upcoming Meetings: *Reorganizational Meeting on January 28, 2026, 5 PM.*

MOTIONED by Tumberg and SECONDED by VanDenheuvel to adjourn the meeting at 5:46 p.m.

VOTE: U/C

Respectfully Submitted By:

_____ Date: _____
Scott Veronen, Clerk of
Freshwater Education District