MANKATO AREA PUBLIC SCHOOLS
Independent School District No. 77

Mankato Teachers Association
Part-time Seniority List

Final
March 1, 2023

MASTER AGREEMENT
ARTICLE XXIV
PART-TIME SENIORITY

Section 1. Definitions: It is understood that in all instances, a full-time teacher shall be more senior than a part-time teacher. For the purposes of this Article, "part-time seniority" shall mean no less than 0.50 FTE's, part-time employment for at least 100 days during the school year under a continuing contract with a part-time seniority date as determined by Section 2 hereof involving continuous service with the School District. For purposes of part-time seniority standing, it is understood that a teacher on unrequested leave of absence pursuant to this Agreement shall continue to accrue part-time seniority during such leave of absence.

Section 2. Establishment of Part-time Seniority: A teacher who has completed the probationary period and has achieved continuing contract status within the School District, and who is employed on a part-time basis for at least 100 days during the school year and for no less than 0.50 FTE's, shall acquire part-time seniority rights in the School District and shall be placed on the appropriate part-time seniority list(s) in accordance with the following provisions.

Subd. 1. Part-time seniority rights shall be granted within an area of licensure and a teacher shall appear on the part-time seniority list within that area of licensure if the teacher is licensed in and is currently teaching in the School District in that area of licensure for at least 100 days during the school year and for no less than 0.50 FTE's.

Subd. 2. Teachers employed on a part-time basis for no less than 0.50 FTE's prior to January 1, 1994, shall have a part-time seniority date of September 7, 1993. The part-time seniority date for teachers who are first employed on a part-time basis for no less than 0.50 FTE's on or after January 1, 1994, shall be the date on which the teacher's appointment to a part-time, 0.50 FTE or greater teaching position within the School District was approved by official School Board action. Beginning with the 2006-07 school year, the initial seniority date shall be the first day of service all new part-time teachers who start at the beginning of the normal contract year. For purposes of this section, the normal contract year shall include days designated for new teacher workshops. The seniority date will be the actual beginning date of employment for teachers who are scheduled to begin a part-time assignment prior to the beginning of the contract year, or for teachers who begin a part-time assignment after the beginning of the contract year. If a teacher holds licensure in more than one area, he/she shall be granted seniority in each area from this date if the conditions in Section 2, Subds. 1 and 3 have been met. In the event that two (2) or more teachers have the same part-time seniority date, the teacher whose most recent date of hire in District 77 is the earliest shall be the most senior. In the event that two (2) or more teachers have the same seniority date and the same most recent date of hire in District 77, the teacher with the highest degree shall be the most senior. In the event that two (2) or more teachers have the same part-time seniority date, the same most recent date of hire in District 77, and equal level of degree, the teacher with the lower file folder number (as assigned by the Department of Education) shall be the most senior.

Subd. 3. Once a teacher has been granted part-time seniority rights within an area of licensure in accordance with Subd. 1 hereof, he or she shall maintain part-time seniority rights within that area of licensure and shall continue to appear on the part-time seniority list for that area of licensure if and only if one or more of the following conditions is met:

1. The teacher is licensed in and is currently teaching in the School District in that area of licensure for at least 100 days during the school year and for no less than 0.50 FTE's.
2. The teacher is licensed in and taught in the School District in that area of licensure for at least one quarter during a school year on a not less than 0.50 FTE basis following the date on which the teacher's license was most recently renewed, or during the five-year period immediately preceding the date on which the teacher's license was most recently renewed, or within the past ten (10) years if the teacher holds a life license.
3. At least forty-five (45) of the teacher's continuing education clock hours approved at the time the teacher's license was most recently renewed were directly related to the area of licensure. Any disagreement regarding the direct relationship of continuing clock hours to the area of licensure shall be resolved by the Meet and Confer Council, and shall not be subject to the grievance procedure.

Subd. 4. Within an area of licensure, any teacher who fails to satisfy at least one of the conditions set forth in Subd. 2 shall not continue part-time seniority rights within that area of licensure and shall not appear on the part-time seniority list for that area of licensure.

Subd. 5. If a teacher who has lost his or her part-time seniority rights within an area of licensure for failure to comply with at least one of the conditions set forth in Subd. 2 should subsequently reestablish his or her part-time seniority rights within that area of licensure by meeting one of the conditions set forth in Subd. 2, his or her part-time seniority date within that area of licensure shall be July 1 of the school year during which he or she reestablished his or her part-time seniority rights within that area of licensure.

Subd. 6. In specific areas of special temporary license permissions, including but not limited to out-of-field permission, innovative program permission, and discretionary variances, teachers who have achieved continuing contract status will be placed on the part-time seniority list for the license area in which the teacher has a special permission. Said teacher will be considered to be the least senior in that license area, regardless of hire date.

Section 3. Seniority Lists:

Subd. 1. Publication: The School District shall establish and maintain a part-time seniority list for each area of licensure. A preliminary list shall be published on January 15th of each year. An official list, incorporating any changes resulting from the appeal process set forth in Subd. 2, shall be published on March 1st of each year, and a copy shall be forwarded to the Association. This official list as published on March 1st, and as amended in accordance with Subd. 3, shall govern the application of the unrequested leave of absence provisions of this Agreement (Article XXI) until thereafter revised.

Subd. 2. Appeal: Any teacher who believes that the preliminary seniority list as published on 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 Council shall be convened to consider all appeals submitted on or before February 1st. The decision of the Meet and Confer Council shall be final and shall not be subject to the grievance procedure or to arbitration.

Subd. 3. Extension of Deadlines: By mutual written consent between the parties, an appeal submitted after February 1st may be submitted for consideration by the Meet and Confer Council. In such instances, if the Council's decision upholds the appeal, and the official seniority list has already been published, a copy of the Council's decision shall be attached to and shall become part of the official list.

Subd 4. In the event a tenured teacher is placed on ULA, his/her areas of licensure will be seriously considered for appointment to retain employment.

Section 4. Reassignment:

Subd 1. A teacher who has been granted part-time seniority rights shall not be entitled to use that status to increase his or her FTE assignment. The District may employ a probationary, or less senior teacher, for a position in an area of licensure in which another teacher holds part-time seniority so long as the FTE's associated with that position are greater than the FTE's associated with the other teacher's current assignment or are greater than the FTE's associated with the other teacher's assignment when he or she was placed on unrequested leave of absence.

ART				DEGREE	FILE FOLDER #
08	22	2005	Schroeder, Lorrie	Masters	417680
10	22	2012	Fitzsimmons, Heather	Masters	448562
08	19	2013	Zimmerman, Sarah JM	Masters	470834
08	19	2013	Wolff, Stephanie	Bachelors	475356
08	24	2020	Kuhlers, Erika	Bachelors	485345
BUSINESS				**DEGREE**	**FILE FOLDER #**
08	27	2018	Olinger, Kristen	Masters	486769
ELEMENTARY				**DEGREE**	**FILE FOLDER #**
05	05	2003	Fischer, Annette	Masters	283513
08	25	2003	Zimmerman, Katie	Bachelors	408179
08	30	2010	Brennan, Rachel (Interv)	Masters	341489
08	20	2012	Peterson, Sarah (Interv)	Bachelors	453324
09	18	2012	Petersen, Joyce (Interv)	Bachelors	436213
10	01	2012	Ekstrom, Michele	Bachelors	464137
08	19	2013	Fitzloff, Megan L.(Interv)	Masters	472031
08	19	2013	McConkey, Kelsey (Interv)	Masters	439239
08	19	2013	Sundermeyer, Jennifer (Interv)	Bachelors	386063
08	26	2013	Breitbarth, Katie (Interv)	Bachelors	414140
08	18	2014	Smith, Stacie (Interv)	Bachelors	472217
08	20	2018	Chapman, Carole (Interv)	Bachelors	357450
KINDERGARTEN				**DEGREE**	**FILE FOLDER #**
05	05	2003	Fischer, Annette	Masters	283513
08	25	2003	Zimmerman, Katie	Bachelors	408179
08	20	2012	Peterson, Sarah (Interv)	Bachelors	453324
09	18	2012	Petersen, Joyce (Interv)	Bachelors	436213
08	19	2013	Fitzloff, Megan L. (Interv)	Masters	472031
08	19	2013	McConkey, Kelsey (Interv)	Masters	439239
08	26	2013	Breitbarth, Katie (Interv)	Bachelors	414140
COUNSELOR				**DEGREE**	**FILE FOLDER #**
01	06	2020	Hood, Shanna	Specialist	456178
ENGLISH – GRADES 5-12				**DEGREE**	**FILE FOLDER #**
08	22	2016	Dedinsky Doell, Angelyn	Masters	464622
HEALTH				**DEGREE**	**FILE FOLDER #**
08	22	2005	Hames, Toni	Bachelors	369889

HEALTH (Cont.)				DEGREE	FILE FOLDER #
08	24	2015	French, Wade	Bachelors	486127

LIBRARY MEDIA SPECIALIST				DEGREE	FILE FOLDER #
08	30	2010	Healy, Kari	Masters	354877
08	22	2011	Stenzel, Amanda	Masters	435691

MEDICAL CAREERS				DEGREE	FILE FOLDER #
08	20	2018	Sill, Emma	Bachelors	503506

MUSIC				DEGREE	FILE FOLDER #
09	08	1998	Ries, Leah	Bachelors	377418
08	24	2009	Engel, Eberhard	Masters	412001
09	02	2010	Baty, Kristin	Masters	429706

OCCUPATIONAL THERAPIST				DEGREE	FILE FOLDER #
11	01	2003	Grabau, Hope	Bachelors	#N/A

PHYSICAL EDUCATION				DEGREE	FILE FOLDER #
09	07	1993	Brunz, Jane	Bachelors	290292
09	05	1995	Carlson, Scott	Masters	359576
08	21	2000	Enderle, Barbara	Bachelors	318123
07	16	2001	Burger, Jeremy	Specialist	391499
08	24	2015	French, Wade	Bachelors	486127

PHYSICAL THERAPIST	DEGREE	FILE FOLDER #

READING K-12				DEGREE	FILE FOLDER #
08	25	2003	Edelstein, Amy	Specialist	410173

SOCIAL STUDIES 5-12				DEGREE	FILE FOLDER #
08	21	2017	Iverson, Ashley	Masters	492469

SPECIAL EDUCATION

ADAPTIVE PE				DEGREE	FILE FOLDER #
11	06	1990	Johns, Dianne	Bachelors	323297

LD				DEGREE	FILE FOLDER #
08	25	2003	Edelstein, Amy	Specialist	410173

SPEECH/LANGUAGE PATHOLOGIST				DEGREE	FILE FOLDER #
01	03	1995	Hokeness, Kelley	Bachelors	320291
06	07	2004	Strand, Olive Kimberly	Masters	324425
08	19	2013	Myhr, Anica	Masters	475048
08	19	2019	Elledge, Rebekah	Masters	511803