

Special Meeting of the St. Anthony-New  
Brighton School Board  
Thursday, July 10, 2025 5:30 PM

MS/HS Media Center  
3303 33rd Ave NE  
Entry available at door #16  
St. Anthony, MN 55418

## **Agenda**

1. **PLEASE NOTE THE MEETING START TIME OF 5:30PM**  
Call to Order School Board Special Meeting  
  
**Speaker(s):** Dr. Cassandra Palmer - Vice Chair
2. Approval of Agenda  
**Speaker(s):** Dr. Cassandra Palmer - Vice Chair
3. Approval of Consent Agenda
  - 3.1. Personnel and Payment of Bills
  - 3.2. Meeting Minutes from June 17, 2025 Work Session
4. Ceremonial Swearing-In  
**Speaker(s):** Dr. Cassandra Palmer - Vice Chair
5. Discussion - Election of Chairperson  
**Speaker(s):** Dr. Cassandra Palmer - Vice Chair
6. Action Item - Election of Chairperson  
**Speaker(s):** Dr. Cassandra Palmer - Vice Chair
7. Adjourn School Board Meeting  
**Speaker(s):** Board Chair

**SCHOOL BOARD CONSENT AGENDA**  
**07/10/2025**

PRESENTER(S): School Board Chair

**1. Personnel**

Hire(s)

Last Name	First Name	Position	School	Date Effective
Hunter, IV	Charles	LTS-Biology	SAVHS	08.20.25
Laney	Molly	Kindergarten Teacher	WP	08.20.25
McLean	Merrissa	Building Sub/Bldg Supervision	SAVHS	08.20.25
Miller	Soren	Chemistry/Earth Science	SAVHS	08.20.25
O'Donnell	Jennifer	Multilingual Intervention	SAVHS	08.20.25
Morris	Kristen	Community Services Coordinator	Community Services	07.01.25

Resignation(s)

Last Name	First Name	Position	School	Date Effective
Norgren	Ammy	SpEd Teacher	WP	06.25.25
Anderson	Timothy	HR & Operations Director	District	07.01.25
Bell	Norman	Principal	SAVHS	07.01.25

LOA requests:

Last Name	First Name	Position	School	Date Effective
Stanley	Jaimee	Literacy Coordinator	WP/CS	07.09.25

MOUs:

Last Name	First Name	Position	School	Date Effective
Morris	Kristen	Temporary Asst. Cmty Svcs Director	Community Services	06.09.25
School Service Employees, Local 284 Food Service		Summer Food Service Employee MOU		June 10-August 22, 2025 <b>(Dates Amended from Approval on 05/06)</b>

Hope	Fagerland	Executive Director of Academics MOU	District	July 1, 2025
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**2. Consideration of separation agreement with an employee.**

**3. Payment of Bills Checks Paid 06/13/2025**

01- General Fund	\$184,803.98
02- Food Service Fund	\$9,383.14
03- Transportation Fund	\$5,890.86
04- Community Serv Fund	\$9,331.73
05- Capital Expenditure Fund	\$149,723.51
07- Debt Redemption Fund	\$549.00
08- Agency Fund	\$10,500.00
09- Trust Fund	\$559.84
25- Student Activities	\$49,582.79
<b>Total: \$</b>	<b>\$420,324.85</b>

Memorandum of Understanding  
Between the  
School Service Employees, Local 284 Food Service  
And  
Independent School District #282  
Regarding 2025 Summer Employment

This Memorandum of Understanding ("MOU") is entered into by and between the St. School Service Employees, Local 284 Food Service ("Food Service") and Independent School District #282 ("District").

WHEREAS, Food Service and the District are parties to a Master Agreement, for the period of July 1, 2024 through June 30, 2026, which governs the general terms and conditions of employment for food service employees; and

WHEREAS, Article X, Hours of Work, Section 3, Normal Work Year of the Master Agreement specifies the normal work year of a full-time employee will be those days during a school year on which food is served;

WHEREAS, School year does not include summer food service programs.

NOW, THEREFORE, IN CONSIDERATION OF the mutual promises contained in this MOU and other valuable consideration, the sufficiency of which is hereby acknowledged, the parties agree as follows:

1. Summer food service employment starts on June 10, 2025 and ends on August 22, 2025.
2. Food Service Employees working the summer food service program until August 22, 2025 will be paid the 2024-2026 contract rate of pay following Article VII, Section I.
3. Food Service Employees shall be paid at the rate of their 2024-2025 contract prior to July 1, 2025 then their 2025-2026 step after July 1, 2025.
4. Pay rates shall be determined by 2024-2026 Article VII, Section 1 Hourly Rates of Pay and Longevity.
5. Food Service Employees employed for summer food service who have an active Minnesota School Food Service Association Certificate shall receive additional compensation per work hour as determined by Article VII, Section 7 Certification.
6. Food Service Employees who worked after being called back from the normal work day shall be compensated at the rate of 1 and 1/2 times the employee's hourly rate of pay as stated in Article X Hours of Work, Section 4, Subd. 4.
7. Assignment sheets issued for summer food service are temporary assignments and will end at the end of the summer food service program.
8. Paid Absences - Employees employed for summer food service shall not accrue any personal, vacation and sick days. Employees working Summer program may use their accumulated sick leave if they are unable to work their summer position. Use of sick leave is subject to the same terms and conditions as is found in Article VIII.
9. Holiday - Employees employed for summer food service shall receive holiday pay for July 4, 2025 (Independence day) and June 19, 2025 (Juneteenth).

10. Tax Sheltered Annuity - Employees employed for summer food service are not eligible to participate and receive a matching contribution from the District during this period.

11. Uniform allowance - There will be no additional uniform allowance for employees employed for summer food service.

12. Seniority and Step Advancement - Seniority and step advancement cannot be gained while working in summer food service.

Entire Agreement.

This MOU constitutes the entire agreement between the parties relating to the subject matter described in this document. No party has relied on any statements or promises that are not set forth in this document. The MOU controls to the extent that is in conflict with the Master Agreement. No changes in this MOU are valid unless they are in writing and signed by both parties.

IN WITNESS WHEREOF, the parties have entered into this MOU on the dates shown below: Summer food service employment starts on June 10, 2025 and ends on August 22, 2025.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Employee

Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Laurel Hood, School Board Clerk

Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Dr. Renee Corneille, Superintendent

Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
Dr. Tim Anderson, HR & Operations Director

  
**St. Anthony New Brighton**  
INDEPENDENT SCHOOL DISTRICT 282

**St. Anthony–New Brighton School Board Work Session**

Tuesday, June 17, 2025

6:00 PM

SANB Media Center Work Session , 3303 33rd Ave NE, Entry available at door

#16, St. Anthony, MN 55418

[www.isd282.org/discover/school-board](http://www.isd282.org/discover/school-board)

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**Minutes**

Attendance Taken at 6:00 PM.

Laurel Hood:	Present
Laura Oksnevad:	Present
Mike Overman:	Present
Cassandra Palmer:	Absent
PJ Striker:	Present

**1. Call to Order School Board Work Session**

**Discussion:** Clerk Hood called the meeting to order at 6:05pm

Staff present: Hope Fagerland, Executive Director of Academics; Dr. Tim Anderson, Executive Director of Human Resources and Operations

**2. Approval of Agenda**

**Action(s):**

The recommended motion is to approve the June 17, 2025 agenda as presented. This motion, made by Striker and seconded by Oksnevad, Carried.

**Voting Detail:**

Laurel Hood:	Yea
Laura Oksnevad:	Yea
Mike Overman:	Yea
Cassandra Palmer:	Absent
PJ Striker:	Yea

**Voting Summary:** Yea: 4, Nay: 0, Absent: 1

**3. Approval of Consent Agenda**

**Action(s):**

The recommended motion is to approve the consent agenda as presented, including: minutes from June 3, 2025 Regular Meeting and June 10th Special Meeting, personnel, and payment of bills. This motion, made by Overman and seconded by Striker, Carried.

**Voting Detail:**

Laurel Hood:	Yea
Laura Oksnevad:	Yea

  
**St. Anthony New Brighton**  
INDEPENDENT SCHOOL DISTRICT 282

Mike Overman:           Yea  
Cassandra Palmer:       Absent  
PJ Striker:               Yea

**Voting Summary:** Yea: 4, Nay: 0, Absent: 1

3.1. Meeting Minutes from June 3, 2025 Regular Meeting and June 10, 2025 Special Meeting

3.2. Personnel and Payment of Bills

**4. Discussion Items**

4.1. Community Engagement Share-out

**Discussion:** Susan Brott, of the CESO, provided the school board with a summary report of the Community Engagement Session held on May 28, 2025. Strengths, challenges, recommendations, and next steps for continual, intentional engagement that reaches a broader audience and upholds the SANB Mission and Vision were shared.

4.2. Human Resources Report

**Discussion:** Executive Director of Human Resources and Operations, Dr. Tim Anderson took time to reflect on the school district's achievements, opportunities and stories of staff on the operational side of human resources.

4.3. Food Services and Transportation Report

**Discussion:** Executive Director of Human Resources and Operations, Dr. Tim Anderson took time to reflect on the school district's achievements, events and stories of staff on the operational side of transportation and nutrition services.

4.4. Collaborative Process for Effective Instruction Implementation Update

**Discussion:** For the past few months, District and Union leadership have met collaboratively with qualified neutrals to ensure the implementation of Effective Instruction is done in partnership. Dr. Tim Anderson provided the board with an update on the collaborative process.

4.5. First reading of School Board Handbook

**Discussion:** The School Board Onboarding Taskforce merged the MSBA Handbook with the SANB Handbook. The board had the opportunity to review the draft and provide edits and feedback before approval in August.

4.6. School Board Evaluation Tool Dissemination

**Discussion:** Effective school boards engage in a continuing process of self-assessment and use the results to identify opportunities for improvement. Using the MSBA five standards of school board leadership (conduct & ethics, vision, structure, accountability, advocacy & communication), an evaluation tool was developed for the St. Anthony-New Brighton school board to identify effectiveness and opportunities for improvement. The school board received the evaluation tool and will discuss results at the August 19th board meeting.

4.7. Legislative Update: first discussion about legislative platform

**St. Anthony**  **New Brighton**  
INDEPENDENT SCHOOL DISTRICT 282

and MSBA resolutions

**Discussion:** School board members had the opportunity to share legislative priorities and needs in anticipation of the development of the 2026 SANB Legislative Platform and potential MSBA legislative resolutions. This will be an ongoing discussion in preparation for the 2026 legislative session.

5. **Reports**

5.1. School Board Planning Update

**Discussion:** Director Oksnevad shared the timeline of the school board vacancy process.

5.2. ISD282 District, Program, and Building Report

5.3. Board Reports

6. **Adjourn School Board Meeting**

**Discussion:** Clerk Hood adjourned the School Board Work Session at 7:49pm.

Approved by: School Board Clerk or Board Chair

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



## School Board Member Oath of Office

It is an honor that you were elected to guide the education of our community's children. As you recite the oath of office, you assume a tremendous responsibility as a director of our school district with the duties empowered by the Minnesota Legislature. This power puts you and the other members of our school board in the position of being both morally and legally responsible for equitable, quality education of every student in the district.

In carrying out this responsibility, you will be asked to fulfill the roles of vision, structure, accountability, and advocacy. In providing vision, the board, with extensive participation of the community, envisions the community's educational future and then formulates the goals, defines the outcomes, and sets the course for the public schools.

To achieve the vision, the board establishes a structure and creates an environment designed to ensure all students the opportunity to attain their maximum potential through a sound organizational framework.

Because as a board we must be accountable to the community, we must ensure a continuous assessment of student achievement and all conditions affecting the education of our children. As board members, we serve as education's key advocate on behalf of students and our community schools to advance the vision for our schools.

Furthermore, we must strive to work together with the superintendent and staff to lead the district toward fulfilling the vision we have created, fostering excellence for every student in the areas of academic skills and knowledge, citizenship and personal development.

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Having signed the acceptance of office and oath of office, I hereby publicly affirm my commitment to the oath of office: I swear/affirm that I will support the Constitution of the United States and of this state, and that I will discharge faithfully the duties of the office of school board member of Independent School District No.282 to the best of my judgment and ability.

\_\_\_\_\_  
Board Chair

\_\_\_\_\_  
Date

\_\_\_\_\_  
Member

\_\_\_\_\_  
Date