

Business Meeting

Tuesday, May 23, 2023 6:00 PM

Oak Park Building, 6355 Osman Avenue North, Stillwater, MN 55082

I. Recognition	Speaker (s) : Ms. Alison Sherman, School Board Chair
II. Public Comment	Speaker (s) : Ms. Alison, School Board Chair
III. Call to Order	Speaker (s) : Ms. Alison Sherman, School Board Chair
IV. Roll Call	Speaker (s) : Ms. Alison Sherman, School Board Chair
V. Pledge of Allegiance	Speaker (s) : Ms. Alison Sherman, School Board Chair
VI. Approval of Agenda	Speaker (s) : Ms. Alison Sherman, School Board Chair
VII. Student Report	Speaker (s) : Ms. Iliana Balok and Ms. Keira Jelinek, Student Representatives
VIII. Superintendent Report	Speaker (s) : Dr. Mike Funk, Superintendent
IX. Board Chair Report	Speaker (s) : Ms. Alison Sherman, School Board Chair
X. Consent Agenda	
X.A. School Board Business Meeting Minutes, April 25, 2023	Speaker (s) : Ms. Katie Hockert, School Board Clerk
X.B. School Board Work Session Minutes, May 9, 2023	Speaker (s) : Ms. Katie Hockert, School Board Clerk
X.C. Payment of Invoices from May 6, 2023 - May 19, 2023	Speaker (s) : Ms. Marie Schrul, Executive Director of Finance
X.D. 2023-2024 Q-Comp Memorandum Of Understanding (MOU)	
X.E. 916 Services Contract 23-24 SY	Speaker (s) : Mr. Paul Lee, Director of Student Support Services
X.F. Human Resources Personnel Report	Speaker (s) : Mr. Bob Graf, Executive Director of Human Resources
XI. Strategic Direction - Utilize Systems and Align Resources in an Efficient Manner to Support Learning	

XI.A.	Action: St. Croix Valley Area Learning Center Renovations	Speaker (s) : Mark Drommerhausen, Director of Operations
XI.B.	Action: 2023 Pavement Rehabilitation	Speaker (s) : Mark Drommerhausen, Director of Operations
XI.C.	Action: Resolution Non-Renewing Probationary Teaching Contracts	Speaker (s) : Mr. Bob Graf, Executive Director of Human Resources
XI.D.	Report: Facilities Planning Team Recommendations	Speaker (s) : Ms. Carissa Keister, Chief of Staff
XI.E.	Report: 2023-24 Preliminary Budget Update	Speaker (s) : Ms. Marie Schrul, Executive Director of Finance
XII. Strategic Direction - Ensure the Learning Process is Adaptable to Meet Individual Student Needs		
XII.A.	Action: Curriculum Purchase	Speaker (s) : Dr. Caleb Drexler Booth, Director of Teaching and Learning
XII.B.	Report: High School Schedule Considerations	Speaker (s) : Mr. Rob Bach, Principal of Stillwater Area High School
XII.C.	Report: Pathways Programming Review	Speaker (s) : Ms. Dawn Waller Lueck, Director of Schools
XIII. Strategic Direction - Foster a Safe, Welcoming and Inclusive Environment for all Staff and Students		
XIV. Strategic Direction - Develop Strong Partnerships with the Communities We Serve		
XV.	Adjournment	Speaker (s) : Ms. Alison Sherman, School Board Chair
XVI. Attachments		

- I. Recognition: The school board recognized Nile Kriesel, a long-time district resident, with an honorary high school diploma. Due to unusual circumstances, Nile was unable to complete the requirements for graduation with his class in 1958. He went on to receive his GED, graduate from college, and become a loyal and contributing member of the greater Stillwater community.
- II. Public Comment: No speakers
- III. Call to Order: The meeting was called to order at 6:14 p.m.
- IV. Roll Call: Present: Katie Hockert, Pete Kelzenberg, Chris Lauer, Beverly Petrie, Annie Porbeni, Alison Sherman, Andrew Thelander
- V. Pledge of Allegiance
- VI. Approval of Agenda: Motion made by Sherman and seconded by Hockert, Carried 7-0.
- VII. Student Report: Keira reported on sports. Iliana shared an update on student academics and activities.
- VIII. Superintendent Report: The four-year graduation rate for high school students increased from 94.9% in 2021 to 96.23% in 2022 and the St. Croix Valley Area Learning Center (ALC) increased from 42% in 2021 to 47.7% in 2022.
- IX. Board Chair Report: Nothing to report.
- X. Consent Agenda:
 - A. School Board Minutes, March 28, 2023
 - B. School Board Minutes, April 11, 2023
 - C. Payment of Invoices - April 8, 2023 - April 21, 2023
 - D. Treasurer's Report - October - December 2022, January - February 2023
 - E. Gifts & Donations - October - December 2022, January - February 2023
 - F. Lily Lake Fall Zone Surfacing
 - G. Memorandum Of Understanding - Discretionary Leave
 - H. Human Resources Personnel ReportMotion made by Porbeni to approve consent agenda A-H and seconded by Petrie, Carried 7-0.
- XI. Actions Items
 - A. Insurance Renewal Information 2023-2024 - Mr. Bob Graf, Executive Director of Human Resources: The board reviewed the 13% increase for the district's insurance plan effective July 1, 2023 through June 30, 2024. The increase is due, in large part, to increased usage of medical insurance benefits. Motion by Porbeni and seconded by Kelzenberg, Carried 7-0.
 - B. Resolution Non-Renewing Probationary Teaching Contracts-Mr. Bob Graf, Executive Director of Human Resources: This is part of the annual staffing process. Motion by Sherman and seconded by Kelzenberg, Carried.7-0.
 - C. NE Metro 916 Long Term Facility Maintenance (LTFM) Budget - Mr. Mark Drommerhausen, Director of Operations; As a member of this consortium of school districts, Stillwater schools are responsible for a portion of the maintenance costs of 916's facilities. Funding for the projects comes from a local non-voter approved levy. Our share of the annual costs for NE Metro 916 will be \$43,019. Motion made by Hockert and seconded by Sherman, Carried 7-0.
 - D. 2023-2024 Preliminary Budget Guidelines & Assumptions - Ms. Marie Schrul, Executive Director of Finance: The board reviewed the timeline and assumptions that will guide the development of the 2023-24 budget. The preliminary budget is based on a set of assumptions including, but not limited to, enrollment projections and current law and regulations. A draft of a preliminary budget is expected to come before the board in May, with approval of a preliminary budget required by June 30. Motion by Sherman and seconded by Petrie, carried 7-0.
- XII. Reports

- A. Facility Teams Update - Ms. Carrisa Keister, Chief of Staff: The planning team has been meeting to review enrollment projections and consider the district's long-term facility needs. Recommendations will come to the board in June 2023.
- B. Operational Planning Update - Ms. Carissa Keister, Chief of Staff: School board members received an update on the district's operational planning process, which is being used to create new strategic directions to guide district initiatives. The plan is being created with input from students, staff and families and is focused on system-wide improvements to improve outcomes for students.
- C. Legislative Update - Dr. Mike Funk, Superintendent: The board reviewed the House's Omnibus Education bill, which includes additional funding for the general education formula as well as funding to reduce the special education and English language learner cross-subsidies. The bill also includes a variety of unfunded mandates, which district leaders fear will cost our schools millions of dollars.

XIII. Adjourn

- A. The meeting adjourned at 8:02 p.m.

Respectfully submitted, Katie Hockert, Board Clerk

Independent School District 834 – Stillwater Area Public Schools
Oak Park Building, 6455 Osman Ave N, Stillwater MN 55082
Work Session Tuesday, May 9, 2023 6:00 PM

- I. **Call to Order:** The meeting was called to order at 6:01 p.m.
- II. **Roll Call:** Present: Katie Hockert, Pete Kelzenberg, Chris Lauer, Beverly Petrie, Annie Porbeni, Alison Sherman, Andrew Thelander,
- III. **Pledge of Allegiance**
- IV. **Approval of Agenda:** Motion made by Sherman to approve the agenda, seconded by Petrie, Carried 7-0.
- V. **Consent Agenda:**
 - A. Treasurer’s and Gifts and Donations Reports March 2023, Payment of Invoices - April 22, 2023 to May 5, 2023
Motion made by Sherman to approve consent agenda A, seconded by Lauer, Carried 7-0.
- VI. **Study Session**
 - A. Operational Planning - Ms. Carissa Keister, Chief of Staff
Dennis Cheesebrow from TeamWorks International worked with the board members and directors to develop their school board governance work plan, which identifies school board goals, defines the district's vision, and creates Guiding Change documents.
- VII. **Adjourn:** The meeting adjourned at 8:50 p.m.

Respectfully submitted, Katie Hockert, Board Clerk



**MEMORANDUM OF UNDERSTANDING
Q-COMP
2023-2024 School Year**

This Memorandum of Understanding is entered into between Independent School District No. 834, Stillwater, Minnesota (hereinafter referred to as the “School District”) and the St. Croix Education Association (hereinafter referred to as the “SCEA”).

WHEREAS, the District and the SCEA worked collaboratively to develop and submit a Q-Comp plan to the Minnesota Department of Education in February, 2015; and

WHEREAS, such plan was approved by the Commission of Education as provided in the letter to the District dated June 3, 2015; and

WHEREAS, such plan became effective with the beginning of the 2016-2017 school year; and

WHEREAS, each year the District and the SCEA review and update the Q-comp Plan and submit revisions to the Minnesota Department of Education; and

WHEREAS, the District and the SCEA agreed to review and update a Q-Comp Memorandum of Understanding (MOU) defining the terms of the Q-Comp plan no later than the last day of February each year.

NOW THEREFORE, it is mutually agreed by and between the undersigned parties as follows:

1. The Stillwater Teacher Development and Evaluation Plan (TDEP) will provide the structure upon which the compensation of teachers shall be based; and
2. The following positions and related compensation have been agreed to as a part of the Q-Comp Plan:
 - a. QComp Chair \$600
 - b. QComp Board (four positions)
 - i. Compensation shall consist of \$300 annually
 - c. Professional Development/QComp Program Leader (one positions)
 - i. Compensation shall consist of full time release to complete duties.
 - d. Instructional Coaches (7.6 FTE).
 - i. Compensation shall consist of full time release to complete duties.
 - e. Special Education Site Consultants (12 positions)
 - i. Compensation shall consist of \$300 annually
 - f. Site Professional Development/PLC Leads (17 positions)
 - i. Compensation shall consist of \$950 annually
 - g. Induction Mentor
 - i. P1 Compensation shall consist of \$500 annually
 - ii. P2 Compensation shall consist of \$300 annually
 - iii. P3 Compensation shall consist of \$150 annually

3. A teacher's annual performance pay will be based on the following factors:
 - a. School-wide student achievement goal of designated building
 - i. \$1 for meeting or exceeding the goal
 - b. Individual student achievement
 - i. \$100 for rating of "progress towards"
 - ii. \$124 for ratings of "meeting or exceeding" the individual student achievement goal
 - c. Completion of TDEP and Proficiency Rating
 - i. \$1350 for completing all aspects of TDEP and demonstrating a rating of "Proficient" or demonstrating progress toward proficiency on a majority of the rubric elements by the end of the year
 - ii. Teachers on a teacher improvement plan (TIP) must complete all aspects of TDEP and the TIP and demonstrate progress toward proficiency by improving at least one rubric level for the identified deficient rubric elements by the end of the year.
4. Payment of performance pay will be made in a lump sum no later than August 15 each school year.
5. A teacher will move through the performance increments on the salary schedule by completing all aspects of TDEP and demonstrating a rating of Proficient or demonstrating progress toward proficiency on a majority of the rubric elements by the end of the year. A teacher not meeting such requirements will not be eligible for a performance increment.
6. The Q-Comp Board shall review the budget, and all associated costs shall be re-evaluated, on an annual basis, or as needed.
7. Continuation of the Q-Comp plan shall be considered on an annual basis. Annual mutual agreement of the SCEA and the District will be required in order to continue the plan into the upcoming school year.
8. If, at any time, funding from the Department of Education or other sources for the Q-Comp plan should cease, the District and the SCEA mutually agree to revert back to the SCEA Master Contract.

ST. CROIX EDUCATION ASSOCIATION

DATE: _____ BY _____
IT'S PRESIDENT

INDEPENDENT SCHOOL DIST. 834, STILLWATER

DATE: _____ BY _____
FOR THE DISTRICT

Agreement To Provide Special Education and Related Staffing

This Agreement is made and entered into by and between the Northeast Metropolitan Intermediate School District No. 916 (“Northeast Metro 916”) and Independent School District No. 834 (“School District”) on this 1st day of July 2023, for the purpose of Northeast Metro 916 providing special education and/or related staffing to students enrolled in and receiving educational and related services at the School District.

WHEREAS, Northeast Metro 916 is a Minnesota intermediate school district providing special education and related services to students whose resident school districts request such services to be provided by Northeast Metro 916; and

WHEREAS, the School District is a Minnesota independent school district providing educational services to or for its resident students; and

WHEREAS, the School District desires Northeast Metro 916 to provide special education and/or related services to those students enrolled in and as requested by the School District; and

WHEREAS, Northeast Metro 916 is willing and has the authority to enter into an Agreement to provide special education and/or related services to students enrolled in the School District, pursuant to Minnesota Statutes, Chapter 136D;

NOW, THEREFORE, IT IS AGREED BY AND BETWEEN THE SCHOOL DISTRICT AND NORTHEAST METRO 916 AS FOLLOWS:

I. School District Obligations

1. The School District shall be solely responsible for ensuring that appropriate special education and/or related services are made available to its resident students.
2. The School District shall submit any requests for educational and related services for its students in writing in any format, including electronic. Such requests shall specify the nature of the services requested, the number of students to be served, the full time equivalent (FTE) needed, and the location at which the services will be provided.
3. The School District shall be responsible to pay, on a timely basis, any and all invoices submitted by Northeast Metro 916 for the services it provides on behalf of the School District.
4. The School District shall be responsible for state and federal reporting requirements relating to the students receiving educational and/or related services under this Agreement, such as MARSS reporting.
5. The School District shall provide supervision of Northeast Metro 916 employees providing special education and/or related services at the School District, as it relates to sign-in/sign-out procedures, classroom and office usage, and similar site procedures,

although the Northeast Metro 916 employees shall remain employees only of Northeast Metro 916. The School District shall notify Northeast Metro 916 of any known non-compliance by Northeast Metro 916 employees with such School District procedures.

6. The number of days in this contract shall be determined by the Northeast Metro 916's employee's labor agreement subject to the School District's pro rata share of the FTE assignment.

II. Northeast Metro 916 Obligations

7. Northeast Metro 916 shall provide special education and/or related services as requested by the School District with appropriately licensed Northeast Metro 916 employees. Northeast Metro 916 shall be responsible for STAR reporting requirements relating to the staffing provided the School District.
8. The individuals assigned to provide special education and/or related services at the School District by Northeast Metro 916 shall be Northeast Metro 916 employees, and shall be hired, retained, assigned, directed, supervised, evaluated, compensated, disciplined or terminated by Northeast Metro 916, according to applicable Northeast Metro 916 employment agreements, Northeast Metro 916 policies and procedures and any applicable state or federal laws or regulations.
9. Despite the preceding language, the parties expect that the School District shall provide site supervision of the Northeast Metro 916 employee while providing services at the School District as it relates to sign-in/sign-out, classroom and office usage, and other site procedures. The Northeast Metro 916 employees assigned to work at the School District shall abide by any and all School District procedures of which s/he is notified.
10. Northeast Metro 916 shall set staffing reimbursement rates for the special education and related services it provides at the School District and shall issue billing invoices quarterly, consistent with the Northeast Metro 916 billing cycle. Billing shall also include reimbursement for staff mileage and travel time and the costs of supplies, equipment and overhead.
11. This Agreement shall not be construed to give rise to any employment relationship between the School District and any Northeast Metro 916 employee assigned to work at the School District.

III. Transportation of Students

Student transportation shall be provided and paid for by the School District, as required by state and federal laws.

IV. Data Practices

Nothing in this Agreement shall be construed to be contrary to Minnesota Statutes, Chapter 13, the Minnesota Government Data Practices Act ("MGDPA"), and in particular, Minn. Stat. § 13.32, and the Federal Educational Rights and Privacy Act, 20 U.S.C. § 1232g ("FERPA") regarding the creation and maintenance of educational records. All of the data created, collected, received, stored, used or maintained by the parties in performing functions under this Agreement

is subject to the requirements of the MGDPA and FERPA and the parties must comply with those requirements.

V. Insurance and Liability

Nothing in this Agreement shall constitute a waiver of the rights, privileges and benefits to which either party is entitled under Minnesota Statutes. The liability and monetary limits of liability of the School District and Northeast Metro 916 shall be governed by the Minnesota Government Tort Claims Act, Minnesota Statutes, Chapter 466, et. seq., and other applicable law. Northeast Metro 916 and the School District shall each maintain insurance against claims arising out of or relating to the provision of services under this Agreement, in an amount and of a nature consistent with each party's Board policies, procedures or practices and as required by the laws of the State of Minnesota.

VI. Term and Cancellation

This Agreement shall commence on the date indicated below and shall remain in effect through June 30, 2024, unless Northeast Metro and the School District mutually agree to terminate or cancel the Agreement prior to that date by 60 days written notice. Written notices under this Agreement shall be sent to:

For Northeast Metro 916:

Assistant Superintendent of Specialized Services
Northeast Metro 916
2540 East County Road F
White Bear Lake, MN
55110

For The School District:

Director of Student Support Services
Stillwater Independent School District No. 834
1875 Greeley St S
Stillwater, MN
55082

VII. Renewal

The parties to this Agreement may renew this Agreement if mutually agreed upon in one-year increments by executing a written renewal agreement at least sixty (60) days prior to expiration of the Agreement or any subsequent renewal period, subject to the same terms and conditions as this Agreement, or as otherwise mutually agreed upon.

VIII. Assignment

Neither party to this Agreement shall assign, delegate or transfer any rights or obligations under this Agreement without the prior written consent of the other party.

X. Amendments

This Agreement may be amended during the term of this Agreement and may only be amended in writing by the mutual agreement of the parties.

XI. Entire Agreement

This Agreement contains the entire Agreement between the parties with regard to the matters set forth herein.

IN WITNESS WHEREOF, Independent School District No. 834 and Northeast Metropolitan Intermediate School District No. 916 have executed this Agreement this _____ day of _____, 2023.

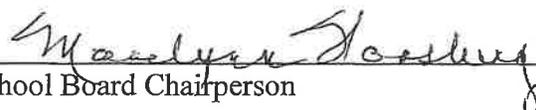
INDEPENDENT SCHOOL DISTRICT NO. 834

School Board Chairperson Date: _____

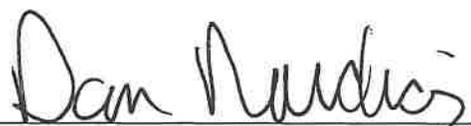


Director of Student Support Services Date: 5/17/23

NORTHEAST METROPOLITAN INTERMEDIATE SCHOOL DISTRICT NO. 916



School Board Chairperson Date: 4/5/2023



Assistant Superintendent of Specialized Services Date: 5/31/23

(New Hires, Resignations, Retirements, Terminations, Leave Requests)

RETIREMENT/RESIGNATION/RELEASE

NAME	STATUS	ASSIGNMENT	GROUP	EFFECTIVE DATE
Anderson, Jessica	Resignation	1.0 FTE School Psychologist Brookview Elementary	SCEA	June 8, 2023
Anderson, Kristine	Retirement	Paraprofessional, 5.0 hours/day Stillwater Middle School	SCPA	June 8, 2023
Blackwell, June	Retirement	Paraprofessional, 7.25 hours/day Oak-Land Middle School	SCPA	June 8, 2023
Chmielewski, Victoria	Resignation	Community Ed Assistant, 13 hours/week Afton-Lakeland Elementary	Community Ed Leads & Assistants	May 3, 2023
Durham, Lisa	Resignation	Paraprofessional, 24 hours/week Lake Elmo Elementary	SCPA	May 25, 2023
Higgins, Autumn	Resignation	Community Ed Aide, 6.0 hours/week Afton-Lakeland Elementary	Community Ed Leads & Assistants	April 27, 2023
Huntress, Connar	Termination	Community Ed Assistant, 8.75 hours/week Stonebridge Elementary	Community Ed Leads & Assistants	May 22, 2023
Huntress, Connar	Termination	Paraprofessional, 6.0 hours/day Stonebridge Elementary	SCPA	May 22, 2023
Kalka, Joseph	Resignation	1.0 FTE Social Studies Teacher & Speech Advisor Stillwater Area High School	SCEA	June 8, 2023
Klawitter, Wendy	Resignation	Preschool Assistant, 25 hours/week Stonebridge Elementary	Community Ed Leads & Assistants	May 25, 2023
Lo, Abby	Resignation	Preschool Assistant, 22.5 hours/week Early Childhood Family Center	Community Ed Leads & Assistants	May 25, 2023
Lundgren, Tessa	Resignation	Paraprofessional, 3.25 hours/day Afton-Lakeland Elementary	SCPA	June 8, 2023
Martin, Chandra	Resignation	1.0 FTE Elementary Education Teacher Andersen Elementary	SCEA	June 8, 2023
McCann, Hannah	Resignation	1.0 FTE Special Education Teacher Stonebridge Elementary	SCEA	June 8, 2023
Rafferty, Patrick	Resignation	Paraprofessional, 6.5 hours/day Afton-Lakeland Elementary	SCPA	June 8, 2023
Shelton, Alyssa	Resignation	1.0 FTE PE / DAPE Teacher Stillwater Middle School	SCEA	June 8, 2023
Webb, Rebecca	Retirement (23 years)	Secretary - Elementary Principal, 8.0 hours/day Lily Lake Elementary	Tech Support	June 30, 2023
Welsh-Click, Colleen	Retirement	Paraprofessional, 5.5 hours/day Andersen Elementary	SCPA	June 8, 2023
Williams, Donna	Retirement (24 years)	1.0 FTE Elementary Education Teacher Andersen Elementary	SCEA	June 8, 2023
Wohlens, McKenna	Resignation	Paraprofessional, 6.25 hours/day Afton-Lakeland Elementary	SCPA	June 8, 2023

HIRES/REHIRES

NAME	ASSIGNMENT	SALARY PLACEMENT/ HOURLY RATE	REASON	GROUP	EFFECTIVE DATE
Ball, Marin rehire	.5 FTE Intervention Teacher Afton-Lakeland Elementary	\$60,529	2023-2024 Staffing	SCEA	August 21, 2023
Caudill, Bethany rehire	1.0 FTE Special Education Teacher Non Public Schools	\$79,640	2023-2024 Staffing	SCEA	August 21, 2023
Chang, Paul	Custodian VI, 8.0 hours/day Lily Lake Elementary	\$18.89 / hour	Replacement	Custodial	May 15, 2023
Corman, Valerie rehire	.4 FTE Elementary Education Teacher Andersen Elementary	\$89,853	Replacement	SCEA	August 21, 2023 - May 31, 2024
Crowley, Kathleen	1.156 FTE Agri-Science Teacher & FFA Advisor Stillwater Area High School	\$92,083.75 / \$4,555	Replacement	SCEA	August 15, 2023

(New Hires, Resignations, Retirements, Terminations, Leave Requests)

Dahl, Alex	Community Ed Assistant, 6.5 hours/day Early Childhood Family Center	\$16.86 / hour	2022-2023 Staffing	Community Ed Leads & Assistants	June 8, 2023 - August 18, 2023
Dahlberg, Bridgette rehire	1.0 FTE School Counselor Stillwater Middle School	\$81,714	Replacement	SCEA	August 21, 2023
Draveling, Benjamin	Summer Grounds Crew, 8.0 hours/day District Wide	\$15.50 / hour	2022-2023 Staffing	Custodial	June 5, 2023 - September 15, 2023
Frank, Whitney	Cafeteria Employee, 4.0 hours/day Stillwater Middle School	\$17.41 / hour	2022-2023 Staffing	Cafeteria	April 24, 2023
Froehlich, Abigail	Community Ed Assistant, 2.25 hours/week Brookview Elementary	\$16.86 / hour	2022-2023 Staffing	Community Ed Leads & Assistants	May 15, 2023
Gibson, Trevor	CE Program & Facility Lead Stillwater Area High School	\$21.50 / hour	2023-2024 Staffing	Community Ed Leads & Assistants	May 30, 2023
Graslewicz, Paula	Health Care Specialist, 6.5 hours/day Lake Elmo Elementary	\$77,072	2023-2024 Staffing	CSS	August 21, 2023
Haynes, Shelley	Paraprofessional, 3.0 hours/day Afton-Lakeland Elementary	\$16.98 / hour	2023-2024 Staffing	SCPA	August 28, 2023
Hinck, McKenna	Community Ed Assistant, 2.25 hours/week Rutherford Elementary	\$16.86 / hour	2023-2024 Staffing	Community Ed Leads & Assistants	May 15, 2023
Johannsen, Brittany rehire	1.0 FTE ELL Teacher Afton-Lakeland & Andersen Elementary	\$79,640	2023-2024 Staffing	SCEA	August 21, 2023
Jones, Heidi rehire	1.0 FTE English Teacher Oak-Land Middle School	\$87,933	Replacement	SCEA	August 21, 2023
Kane, Jaclyn rehire	1.0 FTE Special Education Teacher Lily Lake Elementary	\$54,728	2023-2024 Staffing	SCEA	August 21, 2023
Klayman, Emily rehire	1.0 FTE AVID & Tech Ed Teacher Stillwater Middle School	\$47,520	Replacement	SCEA	August 21, 2023
Lee, Eva rehire	1.0 FTE English Teacher St. Croix Valley ALC	\$69,187	Replacement	SCEA	August 21, 2023
Mayaka, Laura	Cafeteria Employee, 4.0 hours/day Mahtomedi High School	\$17.41 / hour	2022-2023 Staffing	Cafeteria	May 1, 2023
Ownbey, Julie	Technician - Enrollment Process Central Services	\$23.20 / hour	Replacement	Tech Support	May 15, 2023
Pike, Brad rehire	1.0 FTE Industrial Technology Teacher Stillwater Area High School	\$79,640	Replacement	SCEA	August 21, 2023
Potter, Ryan	Paraprofessional, 6.0 hours/day Lily Lake Elementary	\$16.78 / hour	2022-2023 Staffing	SCPA	May 15, 2023
Rambo, Samantha rehire	1.0 FTE Special Education Teacher Oak-Land & Stillwater Middle School	\$53,503	2023-2024 Staffing	SCEA	August 21, 2023
Rich, Kendall	Community Ed Aide, 2.5 hours/day Andersen Elementary	\$13.00 / hour	2022 - 2023 Staffing	Community Ed Leads & Assistants	May 2, 2023
Spain, Maggie	Community Ed Assistant, 5.35 hours/day Afton-Lakeland Elementary	\$16.86 / hour	2022-2023 Staffing	Community Ed Leads & Assistants	May 8, 2023
Stokes, William rehire	Coordinator - Special Education Stillwater Area High School	\$87,140	2023-2024 Staffing	CSS	July 3, 2023
Swanson, Mary rehire	1.0 FTE Special Education Teacher Andersen Elementary	\$60,529	Replacement	SCEA	August 21, 2023
Valerius, Megan rehire	1.0 FTE Immersion Teacher Oak-Land Middle School	\$62,997	2023-2024 Staffing	SCEA	August 21, 2023
Whisler, Brianna rehire	1.0 FTE Elementary Education Teacher Lily Lake Elementary	\$49,420	2023-2024 Staffing	SCEA	August 21, 2023

LEAVES OF ABSENCE

NAME	STATUS	ASSIGNMENT	GROUP	EFFECTIVE DATE
Halbakken, Michael	Approve	Custodian 8.0 hours/day Stillwater Area High School	Custodial	April 12, 2023 - July 29, 2023

(New Hires, Resignations, Retirements, Terminations, Leave Requests)

Mustar, Mike	Approve	1.0 FTE Physical Education Teacher Brookview Elementary	SCEA	October 13, 2022 - May 9, 2023 (revised dates)
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ASSIGNMENT CHANGES

NAME	FROM	TO	REASON	GROUP	EFFECTIVE DATE
Anderson, Elizabeth	.4 FTE Intervention Teacher Rutherford Elementary	.5 FTE Intervention Teacher Rutherford Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Barber, Mikki	.6 FTE Intervention Teacher Rutherford Elementary	1.0 FTE Intervention Teacher Rutherford Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Barr, Amie	Coordinator - Food Service Central Services	Supervisor - Nutrition Services Central Services	2022-2023 Staffing	CSS	June 1, 2023
Bloch, Cristy	1.0 FTE Intervention Teacher Andersen & Lily Lake Elementary	1.0 FTE Elementary Education Teacher Andersen Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Boucher, Jolene	1.0 FTE Special Education Teacher Stillwater Area High School	1.0 FTE Elementary Education Teacher Lake Elmo Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Bryan, Joel	1.0 FTE Band Teacher Afton-Lakeland, Brookview & Stillwater Area HS	1.0 FTE Band & Music Teacher Oak-Land Middle School	Replacement	SCEA	August 21, 2023
Campbell, Kristin	.8 FTE Intervention Teacher Andersen Elementary	1.0 FTE Intervention Teacher Andersen Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Chapdelaine, Jennifer	1.0 FTE Speech Pathologist ECSE & Rutherford Elementary	1.0 FTE Speech Pathologist Rutherford Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Crisp, Jessica	.4 FTE Speech Pathologist Lily Lake Elementary	.4 FTE Speech Pathologist Stonebridge Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Danielson, Aaron	1.0 FTE Intervention & Elementary Education Teacher Andersen & Rutherford Elementary	1.0 FTE Elementary Education Teacher Rutherford Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Dougherty, MaryJo	1.0 FTE ELL & French Teacher Brookview Elementary, Stillwater & Oak-Land Middle	1.0 FTE ELL Teacher Brookview, Stonebridge & Stillwater Middle School	2023-2024 Staffing	SCEA	August 21, 2023
Farmer, Alicia	1.0 FTE Leave of Absence District Wide	1.0 FTE Instructional Coach Oak-Land Middle School	Replacement	SCEA	August 21, 2023
Flom, Stephanie	.6 FTE Speech Pathologist Rutherford Elementary	.8 FTE Speech Pathologist Rutherford Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Folden, Sheila	1.0 FTE PE Teacher Lake Elmo & Rutherford Elementary	1.0 FTE PE Teacher Rutherford Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Hammond, Laura	1.0 FTE English Teacher Stillwater Area High School	1.0 FTE English Teacher Oak-Land Middle School	Replacement	SCEA	August 21, 2023
Hartung, Tim	1.0 FTE Health Teacher Oak-Land Middle School	1.0 FTE PE / DAPE Stillwater Area High School	Replacement	SCEA	August 21, 2023
Hei, Sarah	.6 FTE Occupational Therapist Afton-Lakeland, Oak-Land & Stillwater Middle	.8 FTE Occupational Therapist Afton-Lakeland, Oak-Land & Stillwater Middle	2023-2024 Staffing	SCEA	August 21, 2023
Hill, Josiah	1.0 FTE Instructional Coach / LOA Oak-Land Middle School	1.0 FTE English Teacher Stillwater Area High School	Replacement	SCEA	August 21, 2023
Langness, Nichole	.5 FTE Elementary Education Lily Lake Elementary	1.0 FTE Elementary Education Lily Lake Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Holroyd, Megan	1.0 FTE Vocal Music Teacher Lake Elmo & Rutherford Elementary	1.0 FTE Vocal Music Teacher Rutherford Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Ihde, Madison	.9 FTE Vocal Music & Band Teacher Stonebridge Elementary	1.0 FTE Vocal Music & Band Teacher Lake Elmo & Stonebridge Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Johnson, Annie	.55 FTE Intervention Teacher Stonebridge Elementary	.5 FTE Intervention Teacher Stonebridge Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Johnson, Jessica	1.0 FTE Elementary Education Andersen Elementary	.8 FTE Elementary Education Andersen Elementary	2023-2024 Staffing	SCEA	August 21, 2023 - May 31, 2023
Kapfer, Stephanie	Health Care Specialist, 6.5 hours/day Rutherford & Stonebridge Elementary	1.0 FTE Licensed School Nurse Rutherford & Stonebridge Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Klancher, Rachel	.9 FTE Intervention Teacher Stonebridge Elementary	1.0 FTE Intervention Teacher Stonebridge Elementary	2023-2024 Staffing	SCEA	August 21, 2023

(New Hires, Resignations, Retirements, Terminations, Leave Requests)

Langness, Nichole	.5 FTE Elementary Education Lily Lake Elementary	1.0 FTE Elementary Education Lily Lake Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Lee, Jennie	.8 FTE Speech Pathologist Lily Lake Elementary	1.0 FTE Speech Pathologist Lily Lake Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Lindsay, Dennis	1.0 FTE Band Teacher Stillwater Area High School	1.0 FTE Band Teacher Andersen, Brookview & Stillwater Area High School	2023-2024 Staffing	SCEA	August 21, 2023
Martin, Laura	1.0 FTE Elementary Education Brookview Elementary	1.0 FTE Elementary Education Lily Lake Elementary	2023-2024 Staffing	SCEA	August 21, 2023
McConnell, Tristan	Custodian VI, 8.0 hours/day Stillwater Area High School	Custodian IV, 8.0 hours/day Stillwater Area High School	Replacement	Custodial	May 22, 2023
Morales, Annamarie	Health Care Specialist, 6.5 hours/day Brookview Elementary	Health Care Specialist, 6.5 hours/day Lake Elmo Elementary	2023-2024 Staffing	CSS	August 21, 2023
Musser, Kent	1.0 FTE Orchestra Teacher Andersen, Brookview & Stillwater Area HS	1.0 FTE Orchestra Teacher Lake Elmo Elementary & Stillwater Area HS	2023-2024 Staffing	SCEA	August 21, 2023
Potter, Lisa	1.0 FTE Intervention Teacher Lily Lake & Rutherford Elementary	1.0 FTE Intervention Teacher Lily Lake Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Rohde, Jason	1.0 FTE Art Teacher Stillwater Area High School	.8 FTE Art Teacher Stillwater Area High School	2023-2024 Staffing	SCEA	August 21, 2023
Samelian, Matt	1.0 FTE School Psychologist Stonebridge Elementary	1.0 FTE School Psychologist Stonebridge Elementary & Non Public	2023-2024 Staffing	SCEA	August 21, 2023
Schmalz, Wendy	1.0 FTE Elementary Education Andersen Elementary	.8 FTE Elementary Education Andersen Elementary	2023-2024 Staffing	SCEA	August 21, 2023 - May 31, 2023
Schmeltzer, Rachel	.8 FTE Vocal Music Teacher Oak-Land Middle School	1.0 FTE Vocal Music Teacher Oak-Land Middle School	2023-2024 Staffing	SCEA	August 21, 2023
Shelton, Alyssa	1.0 FTE PE / DAPE Teacher Stillwater Middle School	.6 FTE PE / DAPE Teacher Stillwater Middle School	2023-2024 Staffing	SCEA	August 21, 2023
Smith, Sarah	.6 FTE Intervention Lake Elmo Elementary	1.0 FTE Intervention Lake Elmo Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Valbuena, Tracey	.4 FTE Spanish Teacher Stillwater Area High School	1.0 FTE Spanish Teacher Stillwater Area High School	2023-2024 Staffing	SCEA	August 21, 2023
Wagner, Teri	Health Care Specialist, 6.5 hours/day Andersen & Lily Lake Elementary	1.0 FTE Licensed School Nurse Andersen & Lily Lake Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Waseen, Sarah	1.0 FTE Speech Pathologist Lake Elmo & Rutherford Elementary	1.0 FTE Speech Pathologist Afton-Lakeland & Lake Elmo Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Yates, Carrie	1.0 FTE ELL Teacher Andersen, Lily Lake, Rutherford & Stonebridge Elementary	1.0 FTE ELL Teacher Lily Lake and Rutherford Elementary	2023-2024 Staffing	SCEA	August 21, 2023
Zabadal, Rochelle	1.0 FTE School Psychologist Afton-Lakeland Elementary	1.0 FTE School Psychologist Afton-Lakeland Elementary & District Wide	2023-2024 Staffing	SCEA	August 21, 2023

ADDITIONAL ASSIGNMENTS

NAME	Position	Reason	Group	EFFECTIVE DATE
Buberl, Torie	Assistant Girls Swim Coach Stillwater Area High School	Replacement	Co-Curricular	April 18, 2023
Frederick, Alex	Summer Grounds Crew District Wide	2022-2023 Staffing	Custodial	June 12, 2023 - September 15, 2023
McCabe, Julie	Community Ed Assistant, 27 hours/week Early Childhood Family Center	2022-2023 Staffing	Community Ed Leads & Assistants	June 8, 2023 - August 18, 2023
Olson, Andrew	Assistant Girls Track Coach Stillwater Area High School	Replacement	Co-Curricular	April 17, 2023
Pults, Don	Yearbook Advisor Stillwater Area High School	Replacement	Co-Curricular	August 21, 2023
Sanders-Johnson, Susan	Credit Recovery Summer School St. Croix Valley ALC	Student Need	SCEA	June 12, 2023 - June 30, 2023



EXPENDITURE APPROVAL FORM

Fiscal Year 2022-2023

Instructions: This form is to be completed any time a lease, purchase, or contract for goods or services exceeds \$175,000.

REQUESTED BY: Mark Drommerhausen, Director of Operations

DATE: May 18, 2023

DESCRIPTION OF REQUEST

Bridge Transitions Renovations

The St. Croix Valley Area Learning Center (ALC) program has been operating out of the Stillwater Area High since 2016. Starting in the summer of 2024, they will relocate to the Oak Park Building. Building renovations will need to be done to provide the ALC students and staff with a suitable educational setting that will accommodate their needs. It will include the replacement of casework, domestic water piping, plumbing fixtures, doors, ceilings, floors and light fixtures. In addition, the kitchen and lunchroom will be upgraded for Nutrition Services to serve breakfast and lunch to the Bridge Transitions and ALC programs. These projects are part of the FY23/24 Long-Term Facilities Maintenance program and Capital Facility budget. Construction costs were estimated to total \$4,875,615. Kraus-Anderson Construction Company worked with Stillwater Area Public Schools to solicit bids for St. Croix Valley Area Learning Center Renovations project. Bids were opened on May 16, 2023. To obtain the lowest construction cost for the project, Kraus-Anderson Construction Company broke the project down into 14 work scopes. Their role during the renovation will be coordinating each work scope and monitoring construction methods and details. Stillwater Area Public Schools will enter into a separate contract with the lowest responsible bidder for each work scope.

The following is a description of the work scope and amount for each lowest responsible bidder:

Work Scope 03-A: Concrete	5 bids were received; The lowest responsible bidder is Maertens-Brenny Construction Company, of Minneapolis, MN for a bid total of \$121,800.00
Work Scope 06-A: Carpentry	6 bids were received; The lowest responsible bidder is Kellington Construction, Inc. of Minneapolis, MN for a bid total of \$648,900.00
Work Scope 07-F: Metal Panel	4 bids were received; The lowest responsible bidder is Berwald Roofing and Sheet Metal Company of North St. Paul, MN with a combined bid total for Work Scopes 07-F and 07-H totaling \$134,200.00.
Work Scope 07-H: Roof Patching	3 bids were received; The lowest responsible bidder is Berwald Roofing and Sheet Metal Company of North St. Paul, MN with a combined bid total for Work Scopes 07-F and 07-H totaling \$134,200.00. Their Roofing Base Bid is \$113,200
Work Scope 08-D: Specialty Doors	2 bids were received: The lowest responsible bidder is Crawford Door Sales Company Twin Cities, Inc. of West St. Paul, MN for a bid total of \$32,753.00
Work Scope 08-F: Exterior Glass and Glazing	1 bid was received. The lowest responsible bidder is Northern Glass & Glazing, Inc. of Bloomington, MN for a bid total of \$239,000.00
Work Scope 09-A: Drywall	5 bids were received; The lowest responsible bidder is RTL Construction, Inc. of Shakopee, MN for a bid total of \$202,939.00
Work Scope 09-B: Tile	4 bids were received; The lowest responsible bidder is Commercial Flooring Services, LLC of Eagan, MN for a bid total of \$119,516.00
Work Scope 09-C: Ceilings and Acoustical Treatment	3 bids were received. The lowest responsible bidder is Acoustics Associates, Inc. of Brooklyn Park, MN for a bid total of \$168,444.00
Work Scope 09-D: Flooring (Resilient and Carpet)	4 bids were received. The lowest responsible bidder is St. Paul Linoleum & Carpet Company, of Eagan, MN for a bid total of \$121,055.00
Work Scope 09-K: Wall Covering and Painting	4 bids were received. The lowest responsible bidder is Mulcahy Nickolaus, LLC, Inc. of Oakdale, MN for a bid total of \$46,023.00
Work Scope 11-F: Food Service Equipment	2 bids were received. The lowest responsible bidder is Plexus Company dba Culinex of Fargo, ND for a bid total of \$448,879.00
Work Scope 23-B: Combined Mechanical	6 bids were received. The lowest responsible bidder is St. Cloud Refrigeration, Inc. dba SCR Inc. of St. Cloud, MN for a bid total of \$1,338,000.00
Work Scope 26-A: Electrical	6 bids were received. The lowest responsible bidder is O'Neill Electric, Inc. of Stillwater, MN for a bid total of \$485,000.00

EXPENDITURE APPROVAL FORM (continued)

The total amount for the 14 work scopes is \$4,156,509.00. Additional costs may be incurred during the project to resolve issues not identified in the construction documents. Kraus-Anderson Construction Company recommends entering into a contract with each lowest responsible bidder identified above. Administration requests approval to award the bids to the respective bidders.

FINANCIAL IMPACT

Budget(s) Impacted: \$2,591,071.00 Long-Term Facilities Maintenance Fund and \$1,565,438.00 Capital Facility Fund

Additional costs may be incurred to remedy issues not identified in the construction bidding documents.

Is This a One-Time Expenditure?

- Yes**, once implemented there will be no ongoing costs
- No**, it will need to be funded indefinitely
- No**, it will need to be funded for Fiscal Years 2023-?

Is there an off-setting revenue source(s)?

- Yes** List Source(s): Long-Term Facilities Maintenance and Capital Facility
- No**

PROGRESS MONITORING:

Work to be completed in the spring of 2024



EXPENDITURE APPROVAL FORM

Instructions: This form is to be completed any time a lease, purchase, or contract for goods or services exceeds \$175,000.

REQUESTED BY: Mark Drommerhausen **DATE:** 5/23/2023

DESCRIPTION OF REQUEST

This project will mill and overlay the bituminous surfaces of the playgrounds at Afton-Lakeland Elementary, Lily Lake Elementary and Stonebridge Elementary. It will also replace a portion of the parent drop off area at Stillwater Middle School. Construction costs for this project were estimated to be \$395,000 and are part of the approved FY 2024 Long-Term Facilities Maintenance funding. Two bids were received on May 11, 2023 for the pavement rehabilitation project. The lowest responsible bidder is Minnesota Roadways Company from Shakopee, MN for a bid total of \$371,499. Larson Engineering recommends them as the lowest responsible bidder. Administration is requesting a contract be awarded to Minnesota Roadways Company for the 2023 Pavement Rehabilitation project.

FINANCIAL IMPACT

\$ 371,499.00. Additional costs may be incurred to remedy issues not identified in the construction plans.

Budget(s) Impacted: \$371,499.00 Long-Term Facility Maintenance Budget.

Is This a One-Time Expenditure?

- Yes**, once implemented there will be no ongoing costs
- No**, it will need to be funded indefinitely.
- No**, it will need to be funded for Fiscal Years 2022-?

Is there an off-setting revenue source(s)?

- Yes** List Source(s): Long-Term Facilities Maintenance Revenue
- No**

PROGRESS MONITORING

Work to be completed by August 15, 2023

BID TABULATION

2023 Pavement Rehabilitation - Stillwater Area Public Schools Thursday May 11, 2023 @ 11:00am

Contractor	Minnesota Roadways	TA Schisky & Sons		
Respons Contractor Forms	Yes	Yes		
Bid Bond	Yes	Yes		
Addendum #1	Yes	Yes		
Bid Item #1 - Afton Lakeland Elem	\$67,965.00	\$69,850.00		
Bid Item #2 - Lily Lake Elem	\$231,450.00	\$264,850.00		
Bid Item #3 - Stonebridge Elem	\$41,734.00	\$35,500.00		
Bid Item #4 Stillwater Middle School	\$30,350.00	\$44,000.00		
TOTAL BASE BIDS #1 THROUGH #4	\$371,499.00	\$414,200.00		
UNIT PRICES				
<i>UNIT PRICE #1 - Crack Sealing (LF)</i>	\$1.54	\$2.50		
<i>UNIT PRICE #2 - 6" Conc. Sidewalk (SF)</i>	\$21.00	\$15.00		
<i>UNIT PRICE #3- B612 Concrete Curb (LF)</i>	\$65.00	\$55.00		

Larson Engineering, Inc.
3524 Labore Road
White Bear Lake, MN 55110-5126
651.481.9120 Fax: 651.481.9201
www.larsonengr.com



May 12, 2023

Mr. Anthony Willger
Stillwater Area Public Schools
1875 South Greeley Street
Stillwater, MN 55082

Re: Contractor Recommendation
2023 Pavement Rehabilitation
Stillwater Area Public Schools
LEI Project No: 12226185

Dear Mr. Willger:

Based upon our review of the bid results for the above referenced project, we recommend the apparent low bidder, Minnesota Roadways, be awarded the contract in the amount of \$371,499.00 including all four bid items.

We have experience working with Minnesota Roadways on similar projects and we have found their overall performance, workmanship, scheduling, and quality control to be good. Minnesota Roadways has also satisfactorily worked for Stillwater Area Schools in the past.

If you have any questions, please do not hesitate to contact our office.

Sincerely,
Larson Engineering, Inc.

A handwritten signature in black ink, appearing to read "Greg A. Buchal".

Greg A. Buchal, PE
Project Manager

Attachment: Bid Tabulation



Member _____ introduced the following Resolution and moved its adoption:

RESOLUTION NON-RENEWING PROBATIONARY TEACHING CONTRACTS

WHEREAS, Minnesota Statutes section 122A.40, subdivision 5, states that the first three consecutive years of a teacher’s first teaching experience in Minnesota in a single district is deemed to be a probationary period of employment, and that the probationary period in each district in which the teacher is thereafter employed is one year; and

WHEREAS, Minnesota Statutes section 122A.40, subdivision 5, further states that any annual contract with a probationary teacher may or may not be renewed as the school board shall see fit, provided that the board gives the teacher written notice of the nonrenewal before July 1;

NOW, THEREFORE, BE IT RESOLVED by the School Board of Independent School District No. 834 as follows:

1. Pursuant to Minnesota Statutes section 122A.40, subdivision 5, the School Board hereby declines to renew the annual teaching contract of the following probationary teacher(s) effective at the end of this school year:

Colleen Fecht

2. As a result of this Resolution, the District’s employment relationship with the above-named probationary teacher(s) will terminate effective June 8, 2023.

3. The School Board has reviewed and hereby approves the written notice of nonrenewal for each affected teachers. The notice to each affected teachers states the reasons for the non-renewal. The School Board Chair is directed to sign the written notice(s) on behalf of the School Board. The reasons for non-renewal are classified as private personnel data under the Minnesota Government Data Practices Act, unless the non-renewal represents the final disposition of disciplinary action.

4. The Superintendent, or a designee, is directed to serve the affected teacher(s) with a copy of this Resolution and the approved written notice for that teacher before July 1. If possible, the notice(s) should be hand-delivered.

The motion for the adoption of this Resolution was duly seconded by Member _____ and upon vote being taken, the following voted in favor of this Resolution:

And the following voted against this Resolution:

Based upon the vote, this Resolution was declared duly passed and adopted.

WHEREUPON said resolution was duly declared passed and adopted.

STATE OF MINNESOTA)
) ss.
COUNTY OF WASHINGTON)

I, the undersigned, being the duly qualified and acting Clerk of Independent School District No. 834 (Stillwater Area Public Schools), State of Minnesota, hereby certify that the attached and foregoing is a full, true and correct transcript of the minutes of a meeting of the school board of said school district duly called and held on the date therein indicated, so far as such minutes relate to authorizing the issuance of a certificate of election, and that the resolution included therein is a full, true and correct copy of the original thereof.

WITNESS MY HAND officially as such clerk this 23rd day of May 2023.

Signature _____
 Katie Hockert, School Board Clerk

Date: _____.



Facilities Planning Team Recommendation

May 23, 2023

Community Presenters:

Molly Arnason, Graham Arntzen, Jeff Holtz, Sarah VanNiewaal

Facility Team's Charge

- Review work of the CDT to date
- Understand new and additional data about district facilities/operations:
 - Enrollment updates | Updated Community Survey | Physical building conditions | Site limitations | Funding needs | Community expectations
- Review current district priorities/needs

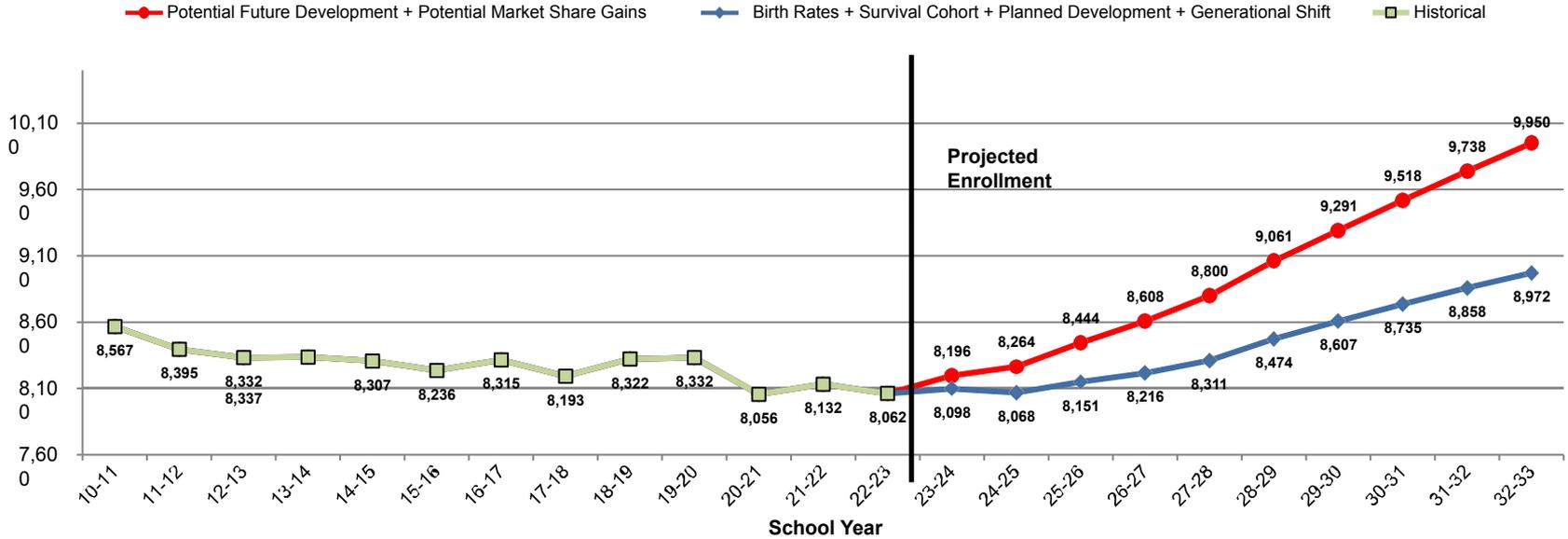
Outcome:

Provide an updated recommendation to district leaders on facility planning priorities for a potential bond referendum.



Stillwater
AREA PUBLIC SCHOOLS

Chart 1: Total Student Enrollment (K-12)



Enrollment Scenarios	% Facility Utilization 2022-2023	% Facility Utilization 2026-2027	% Facility Utilization 2031-2032
Current	87.6%	Not Applicable	Not Applicable
Birth Rates + Survival Cohort + Planned Development + Generational Shift	Not Applicable	90.3%	97.5%
Above Scenarios + Future Development + Potential Market Share	Not Applicable	95.6%	108.1%
Current K-12 Capacity	9,206		

ENROLLMENT: AREAS OF CONCERN

Projected = Birth rate + Survival Cohort + Planned Development + Generational Shift

Potential = Potential Future Development + Potential Market Share Gain

		Afton-Lakeland	Andersen	Lake Elmo	Oak-Land
CURRENT 2022-2023	Operational Capacity	500	375	675	1,041
PROJECTED 2031-2032	Enrollment	578	434	881	1,252
	% Facility Utilization	115.6%	115.8%	130.5%	120.3%
POTENTIAL 2031-2032	Enrollment	644	469	914	1,381
	% Facility Utilization	128.8%	125.1%	135.4%	132.7%

Superintendent's Priorities

1. Provide the **best educational environment** that meets the needs of our students and staff.
2. Prepare the district for **future growth**.
3. Operate in a **fiscally responsible manner**, balancing student need with taxpayer support.



Stillwater
AREA PUBLIC SCHOOLS

North Star Elementary

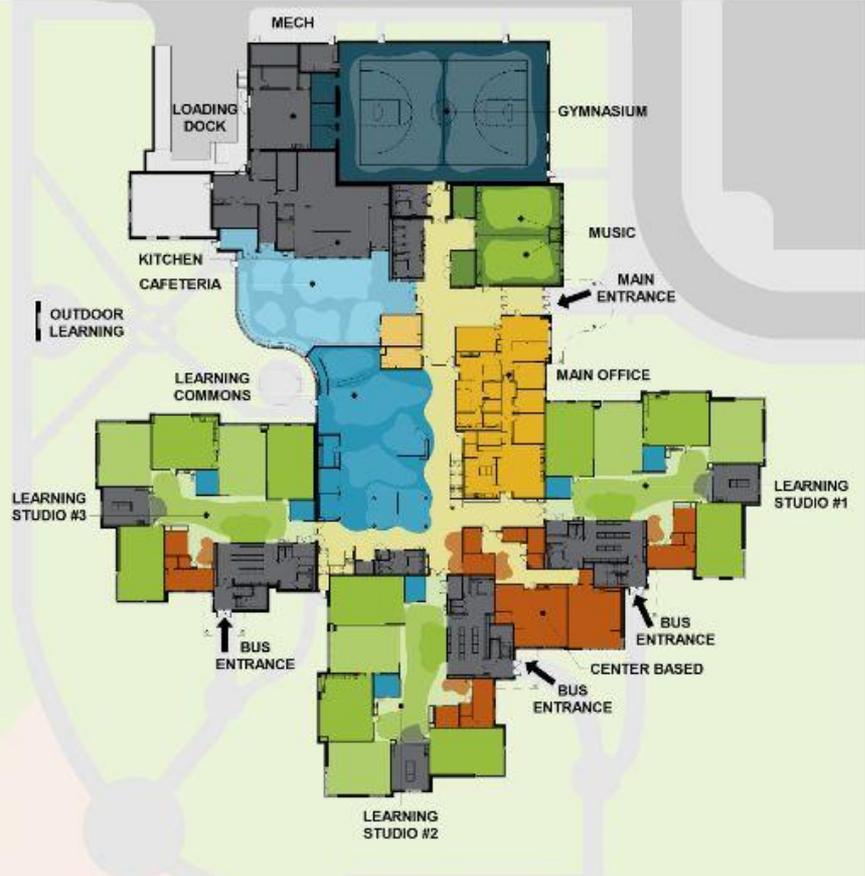
White Bear Lake Area Schools | Hugo, MN

Highlights:

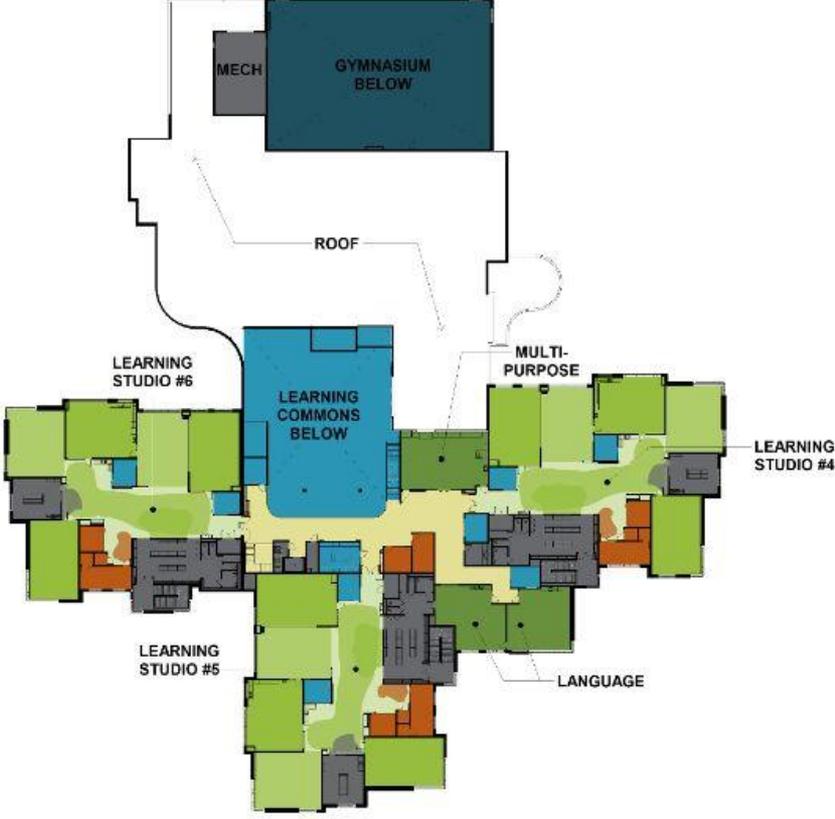
- K-5 elementary
- Designed around “Leaning Studios” with multi-grade opportunities
- 750 student enrollment
- Storm shelter construction



North Star Elementary: *Floor Plans*



- LEGEND**
- CIRCULATION
 - ADMINISTRATION
 - CLASSROOM
 - SPECIALISTS
 - CAFETERIA
 - LEARNING COMMONS
 - GYMNASIUM
 - SPECIAL EDUCATION INTERVENTION SERV
 - BUILDING SUPPORT





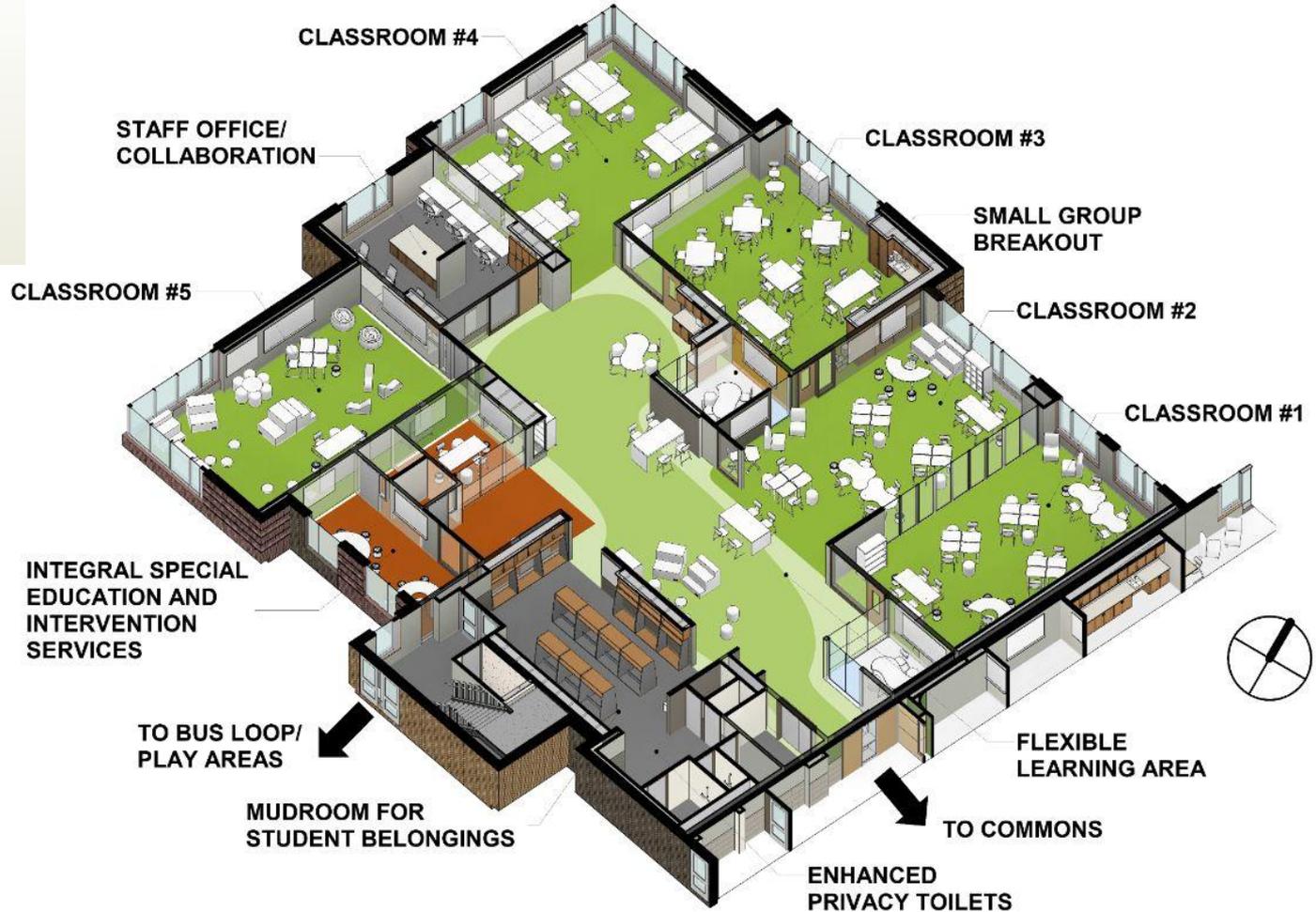
North Star Elementary
Learning Commons (Media Center)

North Star Elementary

Cafeteria



North Star Elementary *Learning Studio*



North Star Elementary

Classroom Flexibility



North Star Elementary

Classroom Flexibility





North Star Elementary
Variety of Learning Environments



Facility Planning Team's **RECOMMENDATIONS**

BOND 2023: Top Facility Priorities

- Replace Lake Elmo Elementary within the city of Lake Elmo
 - Co-locate Lake Elmo and Amigos Unidos in a single 1,000+ student campus
- Replace Andersen Elementary, preferably in Bayport
 - Construct a new 600 student school on a campus with appropriate green space, fields and parking
- Add on to and remodel Oak-Land Middle School to accommodate up to 300 additional students
- Improve safety and security at Stillwater Area High School
- Improve safety and security at schools district-wide



Stillwater
AREA PUBLIC SCHOOLS

BOND 2023: Projected Costs

In alignment with Community Survey #1:

- Keep estimated tax impact on median home at or below \$20 per month (generates about \$195 million)

**Median price home - \$500,000 (estimated for 2024 Taxes Payable)*



Stillwater
AREA PUBLIC SCHOOLS

Opportunities with a new facility:

- Increased capacity (up to 1,100 students) to address future growth within the community
- Room to expand Amigos Unidos Dual Language Spanish Immersion
- Located further south; closer to population center
- ADA accessibility
- Designated specialist spaces
- Larger gymnasium, cafeteria and other community/gathering spaces
- Flexible learning spaces and modern learning environments
- Improved/safer traffic flow

Benefits of 1 larger school

Lower construction costs:

- 1 larger school is approx. 20% less than two smaller schools (+/- \$18M)

(project cost incl. land)

Lower annual operating costs

- Not duplicating admin, support, custodial, etc.

Opportunities with a new facility:

- Increased capacity to address growth at Andersen, as well as relieve pressure at Afton-Lakeland
- Staffing efficiencies and turnover of shared staff
- Designated specialist spaces
- Flexible learning spaces and modern learning environments
- Green space, recreation/field spaces for community use
- Dedicated parking and improved/safer traffic flow



Important Considerations

Minnesota Department of Education (MDE) guidelines identify an elementary school site is to be 10-15 usable acres, plus 1 acre for each 100 students of enrollment

- **Andersen Elementary School:** Per guidelines should have a 14-19 acre site
 - Currently sits on 1.4 acres
 - Playground is on 0.7 acres owned by city
- **Lake Elmo Elementary School:** Per guidelines should have 17-22 acre site
 - Currently sits on 12.8 acres



Stillwater
AREA PUBLIC SCHOOLS

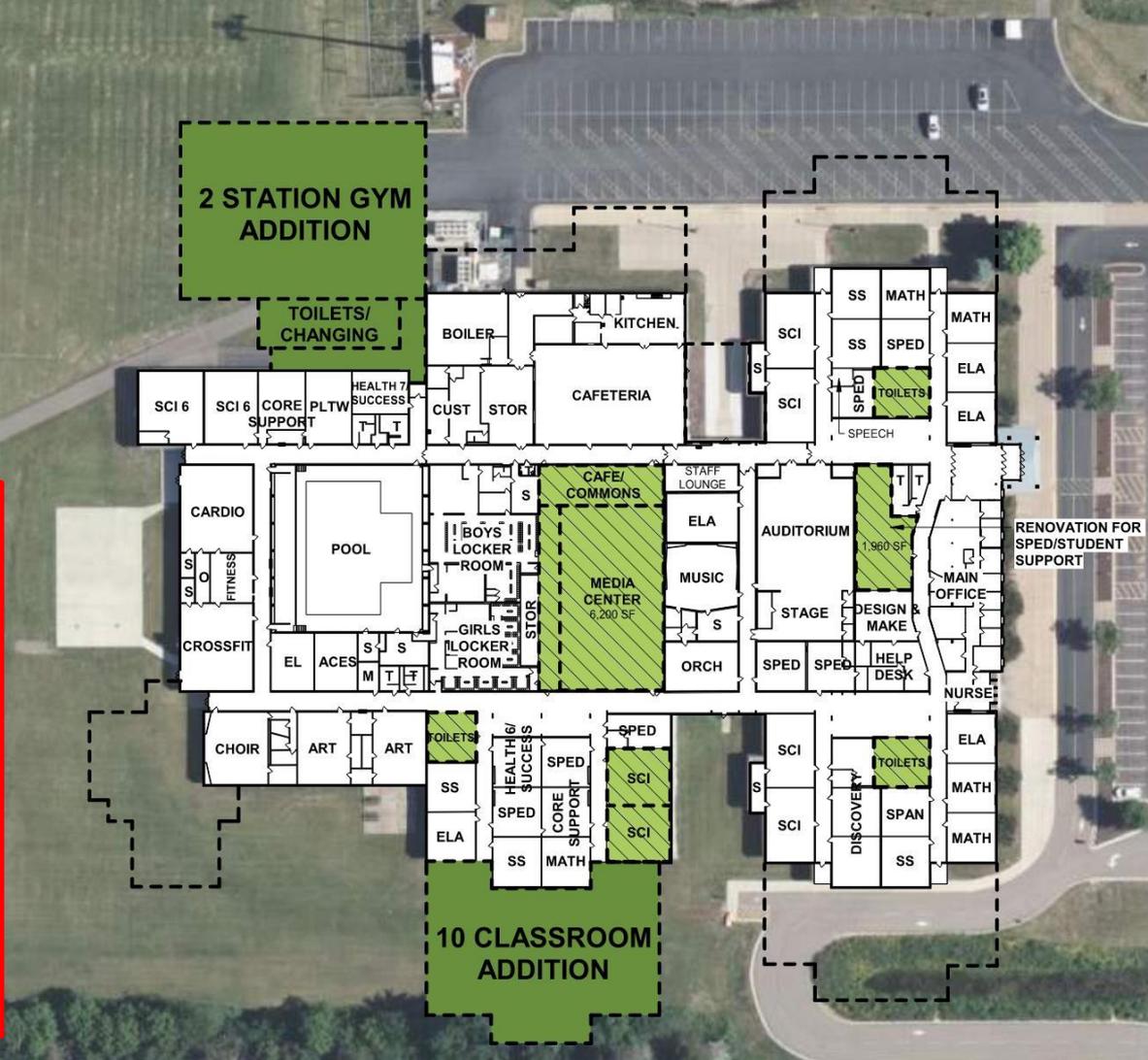
Opportunities with addition:

- Expand building capacity to handle the increase in enrollment (up to 300 students)
- Improve the building's core functionality
 - Improve circulation
 - Appropriately sized media center
 - Creating common space in center of building
 - Improve proximity of programs in areas of the building
 - Provide ADA accessible restrooms
- Add gym space to provide adequate teaching spaces for physical education, as well as extracurricular activities and community use

Oak-Land Middle

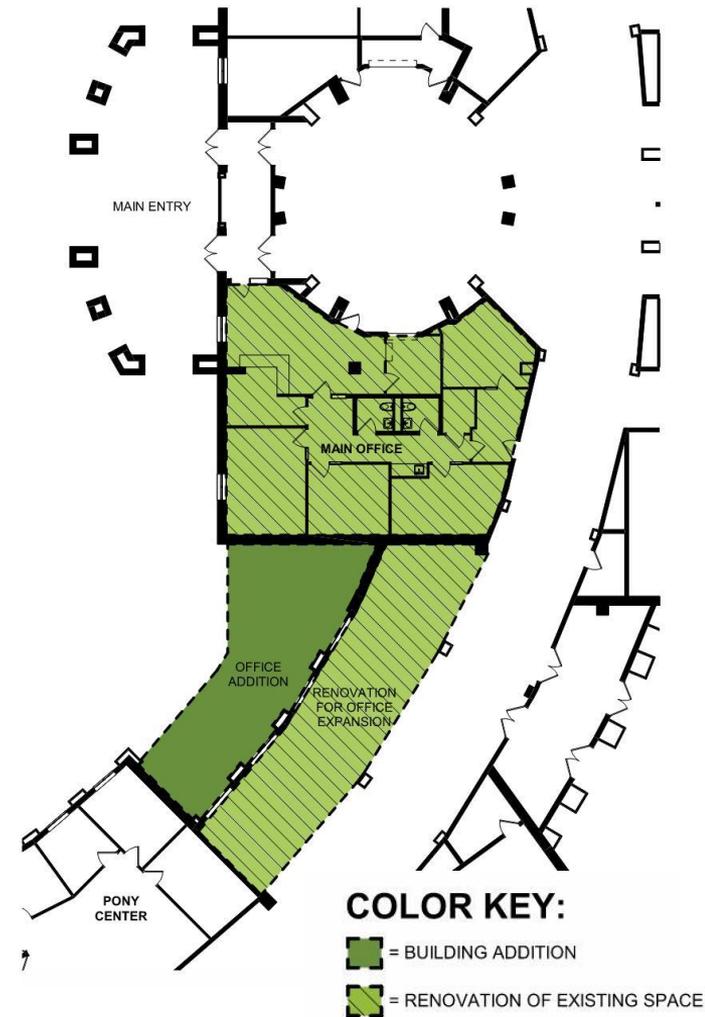
COLOR KEY:

-  = BUILDING ADDITION
-  = RENOVATION OF EXISTING SPACE
-  = OUTLINE OF MASTER PLANNED ADDITION



Opportunities with remodeled entry:

- Create a larger space to meet the volume of students, staff, community that enter the building
 - Improve traffic flow
 - More space for waiting/visitors checking in
 - Meeting space within office area
- Improve security by providing for:
 - Additional supervision, backup staff



Districtwide Security Improvements

- Security strobes for high noise areas (music, cafeteria, gym, playground, etc.)
- Security glazing at additional points of entry and building separation (Most of district already done)



Stillwater
AREA PUBLIC SCHOOLS

Long-Range Facilities Master Plan

- Building an Early Childhood Learning Center in the southern part of the district
- Creating more equitable learning spaces districtwide
 - Full-sized gymnasiums
 - Flexible learning spaces
 - Natural light
- Providing new shared student and community spaces at the high school (ie. auditorium)
- Providing additional and updated cameras for each school



Stillwater
AREA PUBLIC SCHOOLS



Questions



Fiscal Year 2023-24 Preliminary Budget Update

**Presented to the School Board
Marie Schrul
Executive Director of Finance
May 23, 2023**

FY24 Preliminary Budget Influencing Factors

- Fiscal year-end **projected vs. actual** revenue & expenditures **impact fund balance**
- **Enrollment** fluctuations impact revenue, class size and building capacity
- Contractual settlements
- **Legislative adjustments** impact revenue and expenditures
- Bond ratings
- **Funding that is one-time only**, or expires after a given time period
- Inflation

FY24 Preliminary General Fund Budget

	Revised Budget 2022-23	Preliminary Budget 2023-24	Difference
Revenue	\$128,187,796	\$137,080,038	\$8,892,242
Use of Restricted Fund Balance for Planned Projects & Expenditures*	5,766,009	2,000,000	(3,766,009)
Expenditures	133,953,805	139,080,038	5,126,233
Total	\$0	\$0	\$0

*2022-23 Restricted fund balance uses include: Long-Term Facilities Maintenance (LTFM), Operating Capital, Medical Assistance & Safe Schools
2023-24 Restricted fund balance use planned in Operating Capital

FY24 Preliminary General Fund Revenue

Additional Revenue from Legislature (estimate)

FY24 Additional General Fund Revenue (included in Preliminary Budget)*	Amount
● General Education formula increase (4%, or \$7,138 per pupil for FY24)	\$2,448,380
● English Learner cross-subsidy (per pupil allowance increased by \$524 in FY24)	170,300
● Student Support Personnel Aid (\$11.94 per APU in FY24)	106,304
● School Library Aid (\$16.11 per APU in FY24)	143,431
● Pupil transportation	131,817
● Operating capital (\$2 per APU for menstrual products & opiate antagonists)	17,806
● Special Education cross-subsidy aid factor increased to 44% in FY24	<u>4,826,000</u>
Total:	\$7,844,038

*Not an all-inclusive list; subject to change

*Revenue and cost estimates for unemployment & paid family medical leave bills are not included

2023-24 Budget Timeline

May 23 School Board Meeting: 2023-24 Preliminary Budget Update

June 13 School Board Study Session: 2023-24 Preliminary Budget Update

June 27 School Board Meeting: 2023-24 Preliminary Budget presented to the School Board for approval



Questions?



Stillwater
AREA PUBLIC SCHOOLS

Curriculum Proposal:



Smithsonian

SCIENCE
for the classroom

Improving Student Learning

Smithsonian Science for the classroom curriculum will:

- Ensure consistency in science instruction across the district
- Provide opportunities for students to develop deep questioning skills
- Allow for hands-on exploration and real world application
- Teach students to analyze and interpret data

– Students in conversations from evidence

Purchase Details

- 6-year purchase (replacement and consumable materials to be purchased later to extend the implementation)
- Every teacher in grades K-3 gets their own set of materials (and K-5 Amigo Unidos)
- Departmentalized staff at 4-5 (generally 1 set per school per grade)
- 29 trainers to provide professional development included as gratis

Split Payments

\$920,250.84 (Fits within Budget)

- **FY 2023 - 7,351.74 (initial)**
- **FY 2024 - \$503,002.55**
- **FY 2025 - \$409,896.55**



Science Curriculum Purchase Agreement

between

Carolina Biological Supply Co. (Carolina)

and

Stillwater Public Schools (Stillwater)

1. Carolina will supply the Smithsonian Science for the Classroom materials outlined on each school's proposal for the start of the 23-24 school year (estimated 8/1/23).
2. Refurbishment vouchers will be supplied electronically. Carolina will assist in the redemption of the refurbishment vouchers. The refurbishment vouchers have no expiration date, but are non-refundable and are not redeemable for cash or credit. They are redeemable only for the specific merchandise identified on the prepaid coupon or voucher. Redirection of materials among schools within the District is allowed to accommodate enrollment changes.
3. Stillwater may issue one purchase order or one purchase order per school. The total amount will be \$912,899.09. Carolina will process the orders separately and ship to each school as noted on the proposals with payment split over two years.
4. Carolina will invoice upon shipment (expected July 2023) in the amounts of \$503,002.55 due 30 days after invoice and the remaining \$409,896.55 due 365 days after invoice.

Year 1

School	Amount Due
Afton-Lakeland	\$ 118,839.52
Brookview	\$ 132,660.23
Lily Lake	\$ 117,888.02
Rutherford	\$ 133,614.78
Total Amount Due:	\$ 503,002.55
Estimated Payment Date:	August 21, 2023

Year 2

School	Amount Due
Anderson	\$ 89,641.99
Lake Elmo	\$ 212,900.51
Stonebridge	\$ 107,354.05
Total Amount Due:	\$ 409,896.55
Estimated Payment Date:	August 21, 2024

_____ Date

Stillwater Public Schools

_____ Date

Thomas Guetling
Director of Sales
Carolina Biological Supply Co.



High School Schedule Options

Presented to the school board
May 23, 2023

Current Reality: High School Schedule

- Current 6 period day/2 semester (6 x 2) schedule since 2005-2006
 - During the 2020-2021 school year, the high school ran a modified block schedule to support students through the COVID pandemic
- 5 period day/3 trimesters (5 x 3) schedule from 2001-2002 to 2005-2006
- 7 period day/2 semester (7 x 2) schedule prior to 2001-2002

Current Reality: 6x2 Schedule

Opportunities

- More “seat time,” which allows for completion of standards
- More efficient schedule, which equates to cost savings

Challenges

- Limited elective opportunities
- 6 classes at one time for students to manage
- Increased # of required credits

Goals of a Schedule Change

- Allow for students to explore more electives and opportunities
- Provide flexibility and time for both students and staff
- Address students' mental health need
 - Fewer periods each day = fewer transitions/less transition
 - Fewer courses at one time for student to manage
 - More time to dig deeper into content (depth over breadth)

4x4 Block Schedule



Opportunities

- Increased electives
- Depth vs. breadth
- Opportunities for Pathways and/or experiential learning
- Fewer daily transitions

Challenges

- Loss of 20% instructional minutes
- Scheduling to mitigate gaps in instruction

Considerations

- Professional development needed for longer periods
- Time to work with staff to determine how to run modify blocks



4x4 Block Schedule: Elective Options

	6 x 2 (current)	4 x 4
Class Periods	6	4
Grading Periods	2 semesters	4 quarters
Total Credits Available	48	64
Graduation Requirements*	43	58/60*
Required Credits	32	37*
Electives	11	23*

Opportunity for **12**
more elective credits

*Graduation requirements are flexible and may be adjusted per district policy

7x2 Schedule

Opportunities

- Opportunities for additional electives
- Intervention opportunities

Challenges

- Scheduling of staff and students
- Shorter class periods = more transitions

Considerations

- Would likely require students to only take 6 out of 7 classes

Period 1	50 MINUTES
Period 2	50 MINUTES
Period 3	50 MINUTES
Period 4	50 MINUTES
Lunch	36 MINUTES
Period 5	50 MINUTES
Period 6	50 MINUTES
Period 7	50 MINUTES

7x2 Schedule: Elective Options

	6 x 2 (current)	7 x 2
Class Periods	6	7
Grading Periods	2 semesters	2 semesters
Total Credits Available	48	48/56
Graduation Requirements*	43	43/50*
Required Credits	32	32/32*
Electives	11	11/18*

Opportunity for **up to 7**
more elective credits

*Graduation requirements are flexible and may be adjusted per district policy

Odd Day

Block 1	90 minutes
Block 3	90 minutes
Lunch	30 minutes
Block 5	90 minutes
Block 7	90 minutes

Even Day

Block 2	90 minutes
Check/Connect	30 minutes
Lunch	30 minutes
Block 4	90 minutes
Block 6	90 minutes
Flex Block	60 minutes

7x2 Modified Schedule

Opportunities

- Opportunities for additional electives
- Intervention opportunities
- Depth vs. Breadth
- Fewer daily transitions
- Opportunities for Pathways and/or experiential learning
- No gaps in instruction
- Flexibility

Challenges

- Running multiple schedules during the week
- Scheduling of staff, students

Considerations

- Professional development needed for longer periods
- Time to work with staff to determine how to modify blocks

7 x 2 Modified Schedule

	6 x 2 (current)	7 x 2 modified
Class Periods	6	4
Grading Periods	2 semesters	2 semesters
Total Credits Available	48	48/56*
Graduation Requirements*	43	43
Required Credits	32	32*
Electives	11	11*

*Graduation requirements are flexible and may be adjusted per district policy

Opportunity for **up to 8**
more elective credits



Stillwater
AREA PUBLIC SCHOOLS

Estimated Scheduling Costs

	6 x 2	4 x 4	7 x 2	7 x 2 modified
Course Requests <i>(2,800 students)</i>	33,600	44,800	39,000	33,600 - 39,200
Total Sections <i>(staff ratio = 33.08)</i>	1,016	1,354	1,185	1,016 - 1,185
FTE Required	101.6	112.8	118.5	101.6 - 118.5
Staffing Costs (FTE = \$130,000)	\$13.2 million	\$14.7 million	\$15.4 million	\$13.9 million
Additional Expense	-	\$1.5 million	\$2.2 million	\$0.7 million

NOTE: Costs projected based on staffing. Does not include additional professional development, curriculum writing, etc.



Schedule Comparisons

District	Schedule
Stillwater	6 x 2
Wayzata	4 x 4
Edina	7 x 2 modified
White Bear	6 x 2/7 x 2*
Mahtomedi	6 x 2
Minnetonka	6 x 2
Mounds View	6 x 2
Forest Lake	8 x 2
Cretin-Derham Hall	7 x 3
South Washington County	6 x 3
Roseville	5 x 3

*White Bear currently has two campuses with different schedules

What's Next?

If the board is interested in considering a change to the high school schedule:

- **Fall 2023:**

- Gather feedback from SAHS students, staff and families
- Work with staff to develop a recommended schedule
- Present a recommendation to the school board for the 2024-2025 school year

- **Winter 2024:**

- School board to approve schedule changes

- **Fall 2024:**

- Implement a new high school schedule



Questions



Stillwater

AREA PUBLIC SCHOOLS

Pathways Programming Review

Presented to the School Board - May 23, 2023

Stillwater's Vision For Pathways

Vision: To create meaningful real-world opportunities, inside and outside the classroom, to promote academic achievement for all students at Stillwater Area High School.

Mission: To prepare all students for the future by offering career-relevant coursework and creating passion-led and interest-focused work experiences and opportunities.



What is Stillwater Pathways?

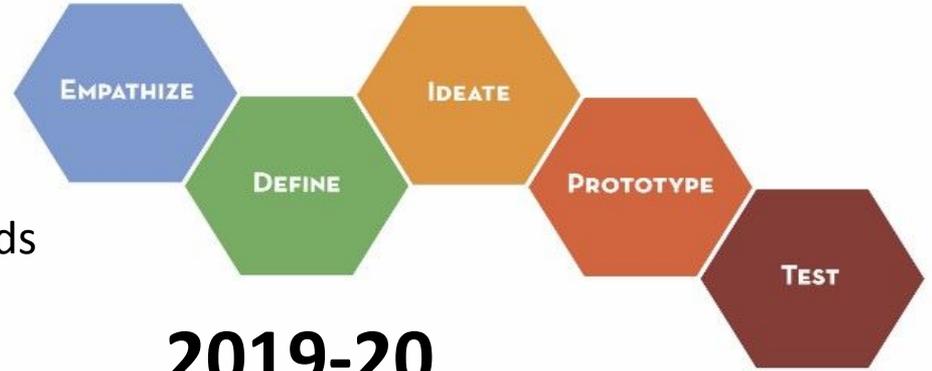
- Pathways comprises dozens of individual offerings and initiatives into one coordinated program.
- Pathways aligns high school curriculum to four unique, job-focused groups and 15 programs of study; we call these our *career pathways*.
- Students are encouraged to move between many career pathways and opportunities.
- Students experiment in a safe space and make educated choices about future careers they eventually pursue.



History of Pathways in Stillwater

2018-19

- School board, administrators, and teachers visited Alexandria, and Mounds View
- Student and staff interviews/surveys
- Site visits to other schools
- Research/data collection
- Identify Pathways, align current class offerings



2019-20

- Focused PD
- Reformat registration guide
- Partner with Century College
- Develop business partnerships
- Pathways program initiated

History of Pathways in Stillwater

Designing With Students in Mind

Students feel ...

- like there aren't enough extended learning opportunities (beyond school offerings).
- like they do not understand what **skills are needed beyond high schools**, and/or qualify as skills instruction.
- like they don't have **enough time** in their schedule or that the schedule is flexible enough.
- unaware of the **relevance of our course offerings**.

Stillwater could expand its post-secondary focus beyond just college/university. It is important to recognize that a 4 year college may not be the right choice for all students. It would be great to inform students of ALL options.
Staff Members
4.2 ★★★★★

Develop partnerships with local businesses to expose students to more career options and help with funding programs & facilities. Its a win-win if local businesses help develop the types of graduates they need. Partnerships could creatively fill funding gaps the district faces.
Community Members
4.1 ★★★★★

Bring back the shop classes. Not everyone is going to go to college. The trades are so important! And it teaches hobbies that kids can do too!
Parents/Guardians of Child in High School
4.2 ★★★★★ (53)

Doing well in preparing students for 4 year secondary education. Need to improve opportunities for secondary education options that are not 4 year.

Gap between what many students needs and interests are. Missing chances to align better with job market and financial capacity of students to attend.

Community Members

4.0 ★★★★★ (65)

Defining Pathways vs. Academy

Pathways provides comprehensive programming to help students find their unique path

Key elements:

- Sequential academic programming, early college credits, and career clusters
- Career exploration and reflection
- Hands-on experiences that allow students to “try out” careers and network with employers

Academy is a school-within-a-school that links students with peers, teachers, and community partners in a structured environment

Key elements:

- A small learning community
- A college-prep sequential curriculum with a career theme
- An advisory board that forges partnerships with employers, higher education and community

Benefits of Pathways

Pathways improve student outcomes:

- Attendance
- GPA
- Graduation rates
- College attendance
- Labor market outcomes
- *The National Career Academy Coalition*



Pathways 3 Key Goals:

- Academic
- Exploratory
- Experiences

Programming aligns with Minnesota Department of Education's Four Domains of College and Career Readiness

	Career Days	Career Fair	Career Conversations	Game Day	Pathways Projects	Career Coaching	Career Internship	Career Seminar	Personalized Learning Plan
Communication	✓	✓	✓	✓	✓	✓	✓	✓	
Technology & Information					✓		✓	✓	
Academic Content Knowledge								✓	
Collaboration		✓	✓		✓	✓	✓	✓	
Creativity		✓			✓	✓	✓	✓	
Critical Thinking		✓			✓	✓	✓	✓	
Growth Mindset		✓	✓	✓	✓	✓	✓	✓	
Relationship skills	✓		✓						
Cultural fluency							✓	✓	
Global awareness							✓		
Self-management		✓		✓	✓	✓	✓	✓	
Problem-solving					✓				
Decision-making									
Self-advocacy							✓	✓	
Career Awareness	✓	✓	✓	✓		✓	✓	✓	
Career Exploration	✓	✓	✓	✓	✓	✓	✓	✓	
Career preparation		✓	✓		✓		✓	✓	
Career field and post-secondary		✓	✓	✓			✓	✓	

Stillwater Pathways

Domains & Competencies

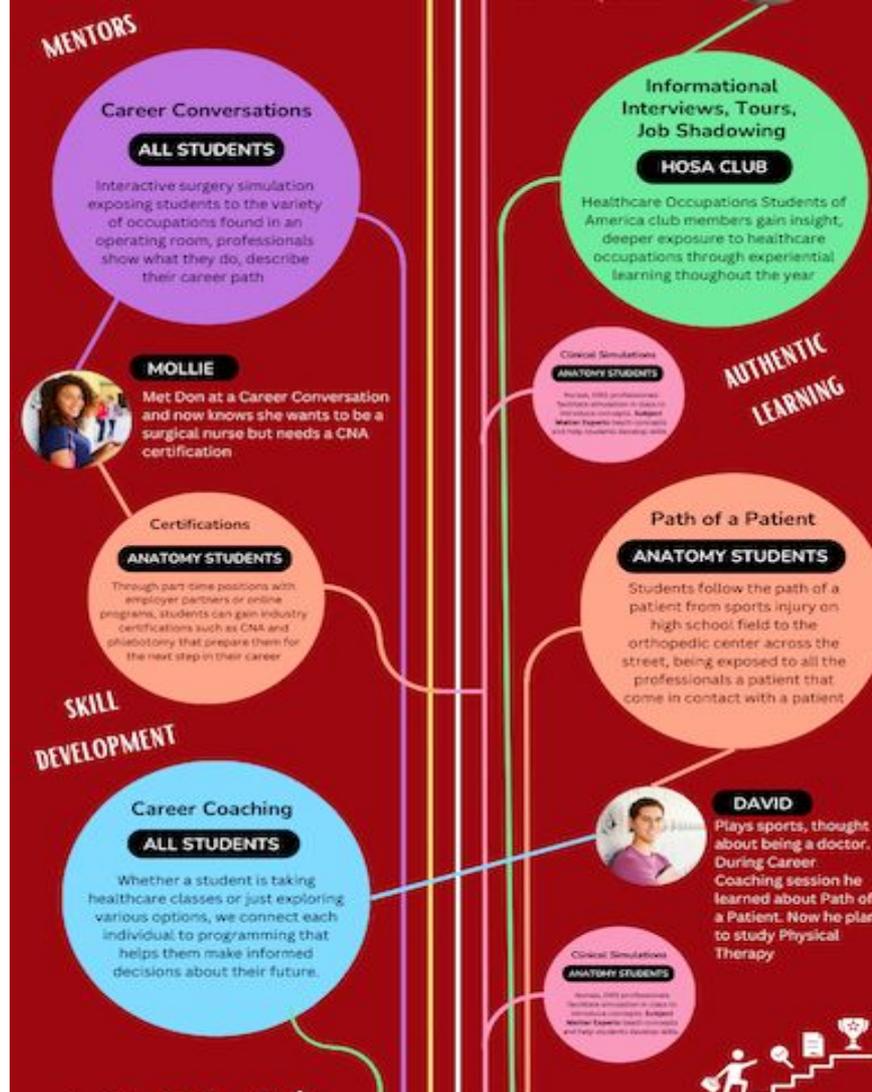
<p>Employability skills reflect the general knowledge and skills necessary for success in education, in all sectors of the labor market, and as part of the civic responsibility of all citizens</p>	<p>Mindsets and social awareness includes skills, habits, and beliefs critical to success in life and work. These include social-emotional learning (SEL) qualities such as relationship skills, self management, and decision making.</p>	<p>Career development emphasizes various types of experiential learning, specifically career awareness and preparation of academic and work-place learning options and supports organized and available to assist students in preparing for success in post secondary education or moving directly into the workforce.</p>	<p>Transitional knowledge, career- and college-ready students possess the knowledge and skills necessary to successfully adjust to and succeed in work and postsecondary education environments following their high school graduation.</p>
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Embedded programming

Programming for all: Every student at SAHS will interact with Pathways programming.

Programming for some: Includes programming to reach students who want to explore and experience career exploration at a deeper level.

Programming for few: Offers personalized programming students customize based on their unique interests and goals.



Programming by level

- **Career Days** (introductory)
- **Career Fair** (introductory)
- **Career Conversations** (introductory)
- **Game Day** (introductory)
- **Personalized Learning Plan** (introductory)



- **Pathways Projects** (intermediate)
- **Career Coaching** (intermediate)
- **Career Seminar** (advanced)
- **Career Internship** (advanced)

Pathways Experiences

Academic:

- Registration guide
- 6 CTE Teachers
- 5 courses, 11 course title changes
- 11 early college credit courses
- 6 Accelerated Pathways
- Healthcare programming
- Career Seminar and Internship course

Exploration:

- Expanded implementation of Personalized Learning Plan (grades 9-10)
- Game Day: College, career and military visits
- Career Fair
- Interest inventory tool: *YouScience* (grade 9)

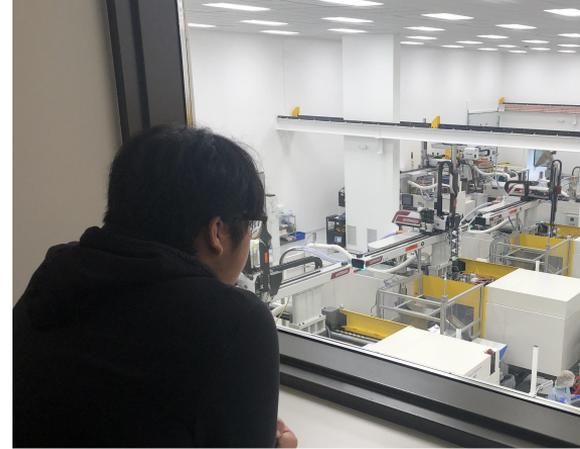
Experiential:

- Career Conversations
- Pathways projects
- Career Days
- Career Coaching
- Informational interviews, field trips, and site visits



Current Partnerships

- Andersen Corporation
- Boutwells Landing
- CG Hill & Sons
- Catalyst Story Institute
- Diasorin
- Eckberg Lammers Attorneys at Law
- HealthPartners
- JX Events Center
- Lakeview Hospital
- Lift Dental
- Presbyterian Homes & Services
- SMC, Ltd.
- Solution Design Group
- Style & Structure
- Stillwater Family Dental
- Twin Cities Orthopedics
- Royal Credit Union
- Valley Dental Arts
- Washington County Public Works



Over 45 local companies attended the first SAHS Career Fair



Four Pathways & 15 Programs of Study



Arts & Communications

Fine Arts
Visual Communication
Journalism
Performing Arts



Business

Accounting & Finance
Marketing



Health Sciences & Human Services

Healthcare
Exercise Science
Social Science
Education



STEM & Environment

Animal Sciences
Computer Science
Environment & Earth Sciences
Engineering
Manufacturing & Construction



UNIVERSAL ELECTIVES

What are Universal Electives?

Universal Electives are more general elective courses that fit broadly into a variety of different pathways, but are not aligned to any one program of study. The skills learned in a universal elective could benefit you in most any career you choose.

For students considering college as your next step, you'll note some of these course - like world languages - are strongly recommended or in some cases required for acceptance. Talk with your counselor for more information.

AVID ELECTIVES

Course #	Course Name	Level	Prerequisite	Semester Credits
AV12A, AV14B	AVID 9th Grade A & B*	Intro	Yes	2
AV500A, AV502B	AVID 10th Grade A & B*	Inter	Yes	2
AV504A, AV506B	AVID 11th Grade A & B*	Inter	Yes	2
AV508A, AV510B	AVID 12th Grade A & B*	Inter	Yes	2

**All students who want to enroll in the AVID elective must complete and submit the AVID Student Application, gather at least one teacher recommendation and be interviewed to be considered for possible selection. Incoming ninth grade students should register for the AVID 9th Grade during the registration process. You will be contacted later to participate in the application process described above.*

WORLD LANGUAGE ELECTIVES

Course #	Course Name	Level	Prerequisite	Semester Credits
W510, W512	American Sign Language I A & B	Intro	No	2
W610, W612	American Sign Language II A & B	Inter	Yes	2
W710, W712	American Sign Language III A & B	Adv	Yes	2
W613, W614	CE American Sign Language IV A & B	Adv	Yes	2 
W530, W532	French I A & B	Intro	No	2
W630, W632	French II A & B	Inter	Yes	2
W730, W732	French III A & B	Adv	Yes	2
W830, W832	French IV A & B	Adv	Yes	2 
W930, W932	CIS French A & B	Adv	Yes	2 
W560, W562	Spanish I A & B	Intro	No	2
W660, W662	Spanish II A & B	Inter	Yes	2
W760, W762	Spanish III A & B	Adv	Yes	2
W563, W564	CE Spanish IV A & B	Adv	Yes	2 
W565, W566	CE Spanish V A & B	Adv	Yes	2 

Did You Know?

Multilingual employees have more advantages and opportunities, and can make more money, than those who only speak English.

 Potential to earn college credit

OTHER ELECTIVES

Course #	Course Name	Level	Prerequisite	Semester Credits
HS11	Personal Leadership	10-12	yes	1
SS11	Ethnic & Cultural Studies	10-12	no	1
AD105	Directed Study	9-12	no	1

Learn more about registering for courses at SAHS on our website hs.stillwaterschools.org/courses

College Partnerships: 50 courses

Articulated Credits (16 courses)

- Century College
- Normandale College
- Hennepin Tech

College in the Schools, U of MN (3 courses)

Concurrent Enrollment (6 courses)

- Bethel
- Mankato
- Century College

Advanced Placement (21 courses)

Project Lead the Way (4 courses)



Enrollment: Early College Credits

- Over \$7,000 of free credits are left on the table each year
- 5-7 embedded credits in every program of study
- 11 new early college credit courses added since 2020
- Added Accelerated Pathways & Google form for seniors



**Your
Future,
Faster.**

Complete up to 66% of a 2-year degree in Exercise Science while still in high school with our Accelerated Pathway option.

Learn more at stillwaterschools.org/accelerated-hshs

Accelerated Pathways

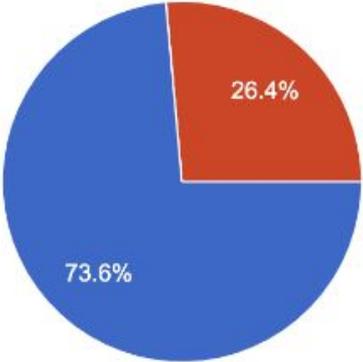
EXERCISE SCIENCE

Course #	Course Name	Level	Prerequisite	Credits
H514	Personal & Community Health	9-12	No	1
H515	Online Personal & Community Health**	9-12	No	1
P520	Fitness for Life	Intro	No	1
H513	Online Fitness for Life**	Intro	No	1
P560, P562	Weight Training & Conditioning A/B*	Intro	No	1
H512	Careers in Physical Education, Exercise Science, and Sport	10-12	Yes	1
C691, C693	CIS Human Physiology, Tech & Med Devices A & B	Adv	Yes	2

** In addition to your regular school day or during the summer

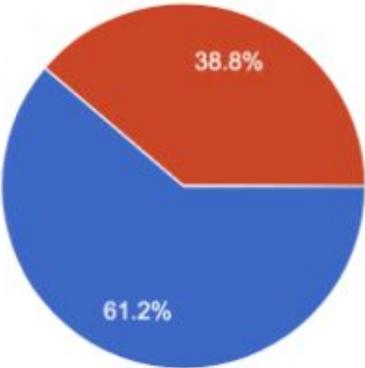
Enrollment: Early College Credits

Did you end your high school career with college credits (examples: AP, College in the Schools (CIS), articulated credits (i.e. Century College), or concurrent enrollment courses (i.e. Century College), or PSEO?



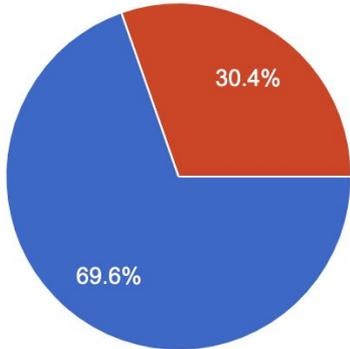
● Yes
● No

2021 Senior Survey Data



● Yes
● No

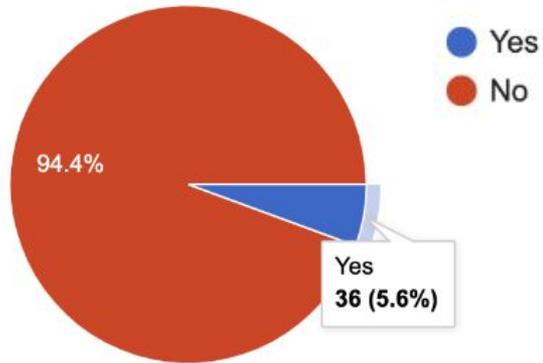
2022 Senior Survey Data



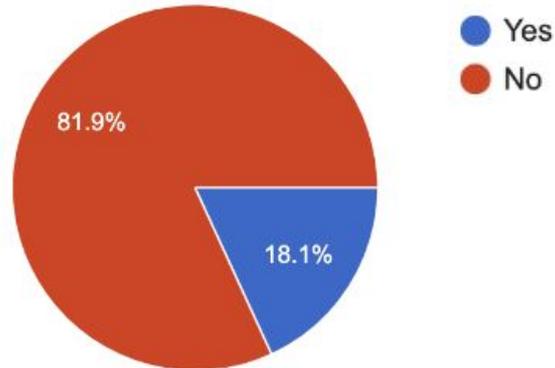
● Yes
● No

2023 Senior Survey Data

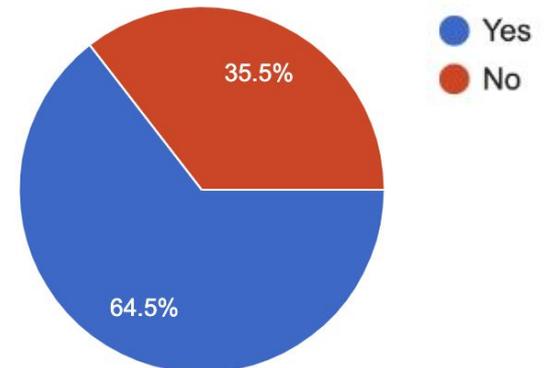
Students who participated in Pathways programming (Senior Survey)



2021 Senior Survey Data



2022 Senior Survey Data



2023 Senior Survey Data

Level of programming	Programming	Previous			Current	Projected	
		2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
STUDENT INVOLVEMENT							
Introductory	Career Days/Facility Tours	1	X	250	300	500	600
Introductory	Career Fair	X	X	X	400	500	600
Introductory	Career Conversations	X	X	75	450	600	700
Introductory	Game Day	X	X	993	1200	1800	2300
Intermediate	Pathways Projects	1	5	40	60	120	240
Intermediate	Career Coaching (Hours)	30	75	200	300	400	400
Advanced	Career Seminar	1	13	30	15	21	40
Advanced	Career Internship	1	X	2	6	15	20
Advanced	Personalized Learning Plan	X	X	640	1650	1650	2800

By the Numbers: Student Involvement

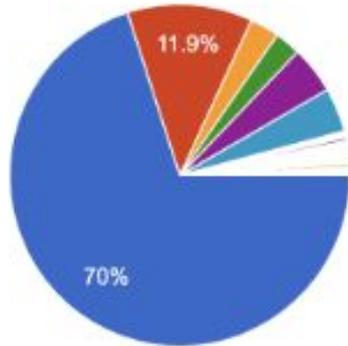
X = Program not active

2022-23 Enrollment: 2,724

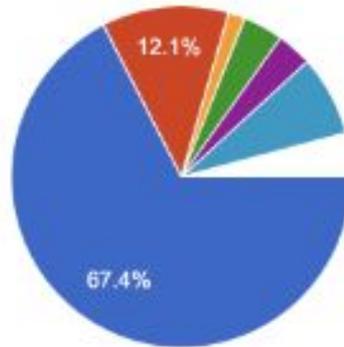


Stillwater
AREA PUBLIC SCHOOLS

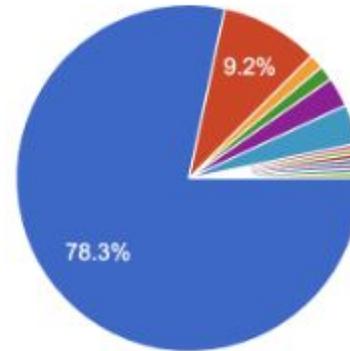
Where do our students go next?



2021



2022



2023



Source: SAHS senior student survey

Pathways Overall Satisfaction

3.6★

Average STAFF rating



3.4★

Average STUDENT rating



2.9★

Average FAMILY rating



Student, Family Staff Survey

Most valuable outcomes of Pathways:

- Having an understanding of careers and post secondary training ...
- Utilizing self-evaluations and interest surveys to identify a Career Pathway and choosing courses
- Making connections with professionals
- Learning what different jobs entail
- Learning about different jobs and careers

% of respondents who **Agree** or **Strongly Agree** that *“career pathways experience are an important part of helping prepare students for college/career:”*

- **77%** of staff
- **69%** of families
- **61%** of students

Student, Family Staff Survey

% of respondents who said they are
Extremely Familiar or **Very Familiar** with
the Pathways program

- **57%** of staff
- **34%** of students
- **27%** of families



Most Familiar:

- Career Fair
- Game Day
- Career Conversations
- Career Days

Student, Family Staff Survey

% of respondents who **Strongly Agree** or **Agree** that *“students are comfortable making career choices based on interest/aptitude/experience/data instead of societal pressure”*

- **79%** students
- **25.5%** families



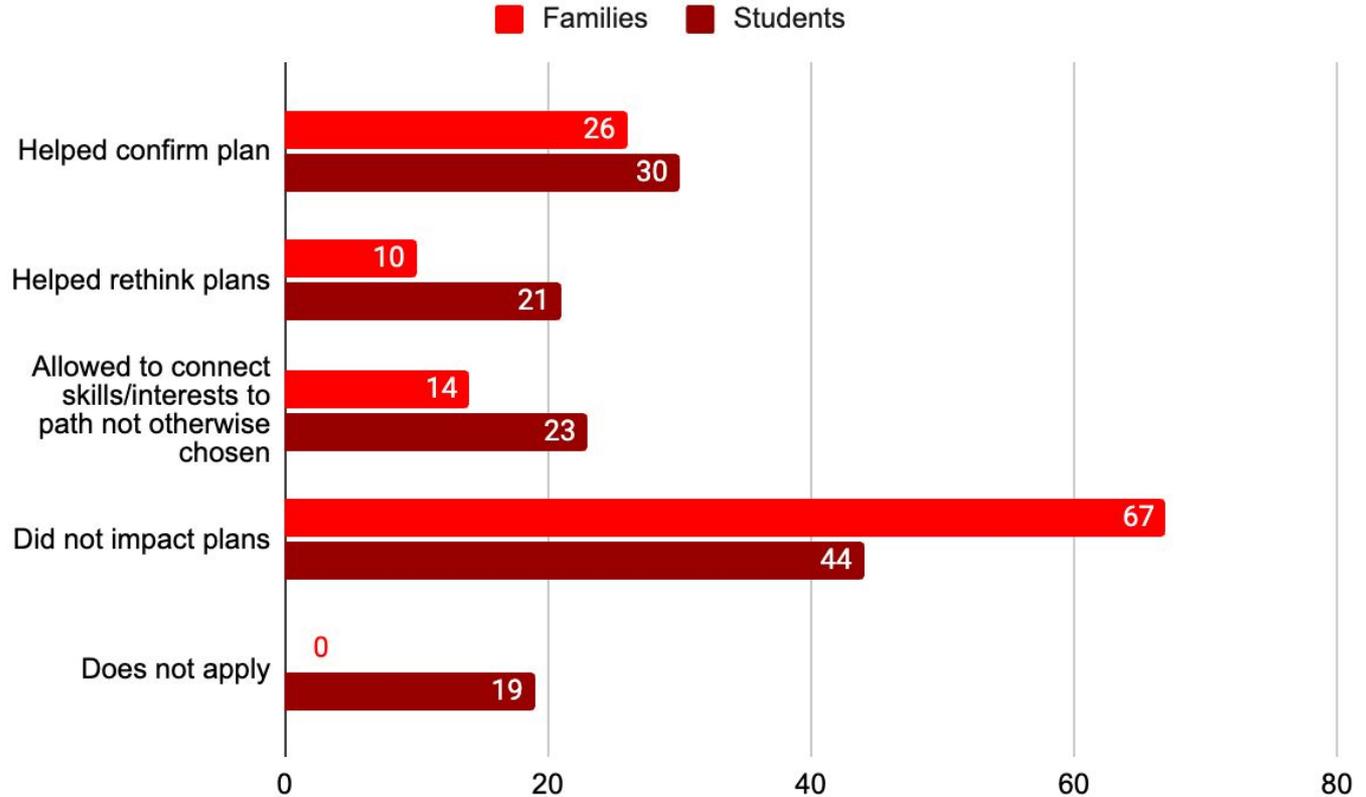
Student, Family Staff Survey

% of respondents who **Strongly Agree** or **Agree** that *“students gained confidence about pursuing post-high school plan through Pathways”*

- **37%** students
- **26%** families



In what ways did Pathways contribute to student's post-high school plan?



Pathway Program Costs

Annual Revenue

- Grants and donations
= \$73,274

Career Technical Education Revenue:

- CTE staff reimbursement (35%-50%):
\$297,109/year (+\$126,621/year from
Pathways work)
- Perkins funding grants \$30,054/year
(+\$16,916/year from Pathways work)

Annual Expenses

- 1.6 FTE = \$208,000
- Summer stipend = \$40,000
- Operating expenses = \$58,000

Costs based on 2022-2023 budget

Overview of Summer Work

Meet with staff:

- CTE portfolio development; CTE program review
- Pathways projects
- New courses or revisions

Community partnerships:

- Employer relationships and connections
- College partnerships and articulation agreements

Programming:

- Planning programming (i.e. Game Day college planning)
- Career Day and Career Conversation planning
- Planning for Advisory Boards, Career Fair, Employer Breakfast, Teacher Externships, and Speed Networking



Goal for Expanded Programming (by 2025-2026)

Required for students:

- Freshman Seminar
- Personalized Learning Plan experiences
- Take a least 2 courses in a program of study, and complete a post secondary plan
- Participate in at least one Pathways programming experience



Expanding Pathways Programming: 2023-24

Academic:

- Expand early college partnerships (ie. Accelerated Pathways) and college visits for all students
- Begin embedding Pathways programming and MDE's career competencies into curriculum for all

Exploration:

- Expand Personalized Learning Plan so all students grades 9-12 have a minimum of 3 experiences per year
- Determine interest and aptitude tool that meets our needs
- Acquire a system that tracks Pathways experiences

Experiences:

- Expand network and engagement of community partners (Advisory Board and Employer Breakfast, Teacher Externships)
- Interviews, job shadow, tours, internship opportunities attached to all Pathways activities



Expanding Pathways FrameWork: 2023-24

	Fall	Winter	Spring
9th grade	Aptitude & interest inventory	Goal setting and course planner	Resume builder
10th grade	Career Fair Lite/career exploration	Goal setting and course planner	Resume builder Mock interviewing Job Fair
11th grade	Financial literacy: Test Drive	Goal setting and course planner	College visits Career tours Career Fair Update resume
12th grade	College tours Career tours Military visits *College applications (English classes) *College applications (counseling)	*FAFSA & scholarship info (counseling) Complete post secondary plan	Career Fair Update resume

= New initiatives

Expanding Pathways Programming: 2024-25

Academic:

- Add Freshman Seminar
- Begin building courses that plug gaps in programs of study that have introductory to advanced options (i.e. CAPS) that embed profession-based skills, inquiry, and project-based learning
- Explore a “M-term” that promotes passion projects, inquiry, and project-based learning
- Increase electives based on labor market data, student interest, and workforce demands

Exploration:

- Create Personalized Learning Plan (PLP) resources for parents

Experiences:

- Increase Work Based Learning opportunities
- Offer industry credentials that are valued by employers



Stillwater
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Expanding Pathways Programming: 2025-26

Academic:

- Continue developing programs of study that have introductory to advanced options
- Increase electives based on labor market data and workforce demands

Exploration:

- Explore opportunities for E-8 to engage in exploration (STEM/ Social Studies, Virtual Reality)
- Summer program-Talent Development/AVID K-8

Experiences:

- E-12 age-appropriate programming



Opportunities: Program Design and Support

- Leverage professional development and teacher externships with all staff to support expansion of college and career readiness programming for *all* students (staff toolkit)
- Expand family education and awareness
- Identify sustainable personnel and operational funding for coordinators
- Adopt a new high school schedule
- Align BARR, AVID and Pathways frameworks
- Develop new courses within programs of study
- Provide professional development for staff to design May-term offerings
- Expand programming for grades E-8 in collaboration with curriculum coordinators (field trips, book choice, experiences, activities, professionals visit)
- Provide additional staffing to allow for scaling of Personalized Learning Plan, Work Based Learning, and E-8 expansion

Additional Program Costs

2023-2024	2024-2025	2025-2026
<ul style="list-style-type: none">● Summer Work = \$40,000	<ul style="list-style-type: none">● Pathways Coordinator .2 FTE = \$27,000● Professional Development; Interest/Aptitude tool & data management system = \$5,000 - \$20,000	<ul style="list-style-type: none">● Additional 1.0 FTE Pathways Coordinator = \$135,000

Impact of Pathways

- Pathways helps students discover courses and explore opportunities find they are more confident about what they want to do next after graduation. They can now make informed decisions based on their own, real life experience.
- Pathways help students and families navigate the high school and reach beyond the basics.
- Helps staff design relevant courses and curriculum and provides real world opportunities integrated into the classroom.
- Pathways allows the district to partner with businesses looking at their future needs to ensure young people entering the workforce have the skills and experiences needed to succeed.



Aligning with District's Strategic Directions

Strategic Direction	Pathways Objectives
A: Ensure the learning process is adaptable to meet individual student needs	Equitable college & career readiness programming for all students
A: Ensure the learning process is adaptable to meet individual student needs	Personalized to meet individual students in their own career journey
B: Foster a safe, welcoming and inclusive environment for all staff and students	
C: Utilize systems and align resources in an efficient manner to support learning	Embedded Pathways framework to maximize effectiveness and reach
D: Develop strong partnerships with the communities we serve	Community partnerships to bring real world and relevance to students



Questions



TO: Northeast Metro 916 Board of Education
FROM: Dr. Val Rae Boe
DATE: May 8, 2023
RE: May 3 Board of Education Meeting Talking Points

Members present: Knisely-12, Forsberg-16, Oksnevad-282, Westerman-621, Yener- 622, Clark-623, Daniels-624, Theisen-831, Dols-833 and Hockert-834.

Members absent: Palmer-13, Starck-14 and Payne-832.

Calendar Dates:

- Thursday, May 18, 2023- Awards Day at Career and Tech
 - 8:15 a.m. - North, Tartan, Stillwater, Mahtomedi, Forest Lake, St Anthony/New Brighton
 - 10:10 a.m. - White Bear Lake, South Washington
 - 12:45 p.m. - Mounds View, Irondale, Roseville, Centennial, Columbia Heights, Fridley, Spring Lake Park
- Wednesday, May 31, 2023- WELS North Graduation at Quora Education Center at 5:00 p.m.
- Thursday, June 1, 2023- Quora Graduation at Quora Education Center. Learning Community 7 at 4:30 p.m. and Learning Communities 3,4,5, and 6 at 6:00 p.m.
- Friday, June 2, 2023- Area Learning Centers Graduation at Quora Education Center at 6:00 p.m.
- Tuesday, June 6, 2023- South Campus Graduation at South Campus Education Center at 12:00 p.m.
- Wednesday, June 7, 2023- School Board Meeting at 6:00 p.m.
- Monday, June 19, 2023- 916 Education Foundation Golf Tournament at Oak Marsh, Oakdale

First Reading of Policies: The School Board was presented the first reading of the following policies:

- Policy 208- Development, Adoption, and Implementation of Policies
- Policy 516.5- Overdose Medication (new)
- Policy 524- Technology Responsible Use and Safety Policy
- Policy 721- Uniform Grant Guidance Policy Regarding Federal Revenue Sources
- Policy 722- Public Data Requests
- 722 Form- Public Data Requests Form (new)

These policies were updated based on recommended language from MSBA. Board Members were encouraged to read them over prior to the next meeting when they will be presented for approval.

First Reading of FY24 Budget: Mark Kumlien, executive director of finance, presented the first reading of the proposed FY24 budget to the School Board. He highlighted the preliminary financial assumptions and gave an overview of the revenues and expenditures, broken down by fund. Mark ended with information on the district's fund balance.

Superintendent Evaluation Tool: The School Board will be sent an email containing a link to a document with Superintendent Boe's self-reflection and artifacts and a link to a google survey that they will use to evaluate the performance of Superintendent Boe. Board Members were asked to participate by June 14th. The results will be put together and the Board Chair will provide a summary of this evaluation at the August School Board meeting.

Resolution in Support of 916 Center for Intensive Educator Preparation: The School Board approved a resolution supporting the creation and implementation of the 916 Center for Intensive Educator Preparation (CIEP) as an Alternative Licensure Program, as it aligns with the district's mission and vision. This program, set to start in Fall 2024, would provide both Autism Spectrum Disorder and Emotional Behavior Disorder licenses.

Adoption of 916 School Board Goals: The Board Goals Committee drafted and presented goals at the April 5th School Board Meeting. Board Members were given an opportunity to comment before approving the following goals:

- **Strategic Planning:** The Superintendent's Advisory Committee, or members of the 916 School Board as appointed by the Board Chair, will participate in the strategic planning process. Opportunities to participate will be held on July 11, July 18 or August 2. School Board Members will be asked to select one of these three dates.
- **Training and Development:** All Board Members should attend the 916 new School Board Member Onboarding Session, Program/Site Tours, and/or familiarize themselves with the School Board Resource Website.
- **Advocacy and Representation:** Each School Board Member will regularly report back to their home district on the work of District 916.