Business Meeting

Tuesday, September 30, 2025 5:30 PM
Oak Park Learning Center, 6355 Osman Avenue North, Stillwater, MN 55082

I. **Recognition**	**Speaker(s):** Ms. Alison Sherman, School Board Chair
II. **Public Comment**	**Speaker(s):** Ms. Alison Sherman, 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):** Mr. Zach Cody and Ms. Aurora Swenson, 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 Meeting Minutes, August 19, 2025	**Speaker(s):** Ms. Katie Hockert, School Board Clerk
X.B. School Board Meeting Minutes, September 9, 2025	**Speaker(s):** Ms. Katie Hockert, School Board Clerk
X.C. Payment of Invoices, September 6 - 26, 2025	**Speaker(s):** Ms. Marie Schrul, Chief Financial Officer
X.D. Field Trip Request for Stillwater Area High School Wind Symphony and Concert Orchestra to San Diego, California	**Speaker(s):** Mr. Ryan Jensen, Orchestra Teacher and Mr. Tark Katzenmeyer, Band Teacher
X.E. Field Trip Request for CIS Advanced Communication and Pop culture class to New York	**Speaker(s):** Ms. Rachel Steil, Language Arts and Journalism Teacher
X.F. Policy 904.1 - Distribution of Materials by Non-School Persons	**Speaker(s):** Mr. Paul Lee, Executive Director of Student Support Services
X.G. St. Croix Paraprofessional Association Memorandum of	**Speaker(s):** Ms.

	Agreement (MOA) Regarding Deduction of Dues	Kristine Carlston, Executive Director of Human Resources
X.H.	Human Resources Personnel Report	**Speaker(s):** Ms. Kristine Carlston, Executive Director of Human Resources
XI.	**Strategic Direction A: Ensure the learning process is adaptable to meet individual student needs**	
XI.A.	Gifted Program Review: Next Steps	**Speaker(s):** Ms. Heather Murray, Principal on Special Assignment; Dr. Efe Agbamu, Assistant Superintendent; and Ms. Caitlyn Willis, Executive Director of Elementary Education
XII.	**Strategic Direction B: Foster a safe, welcoming and inclusive environment for all staff and students**	
XIII.	**Strategic Direction C: Utilize systems and align resources in an efficient manner to support learning**	
XIII.A.	Report: First Reading Policy 620 - Credit for Learning	**Speaker(s):** Mr. Paul Lee, Executive Director of Student Support Services
XIII.B.	Report: Pony Plan Update	**Speaker(s):** Ms. Carissa Keister, Chief of Staff
XIII.C.	Action: Adopt Preliminary Proposed Property Tax Levy 2025 Payable 2026	**Speaker(s):** Ms. Marie schrul, Chief Financial Officer
XIII.D.	Action: Resolution to Engage Professional Services for Negotiations Support	**Speaker(s):** Ms. Alison Sherman, School Board Chair
XIII.E.	Report: Negotiations Update	**Speaker(s):** Ms. Kristine Carlston, Executive Director of Human Resources
XIV.	**Strategic Direction D: Develop strong partnerships with the communities we serve**	
XIV.A.	Action: Boundary Guiding Change	**Speaker(s):** Mr. Mark Drommerhausen, Executive Director of Operations
XV.	**Closed Session**	**Speaker(s):** Ms. Alison Sherman, School Board Chair
XVI.	**Adjournment**	**Speaker(s):** Ms. Alison Sherman, School Board Chair
XVII.	**Attachments**	

Independent School District 834 – Stillwater Area Public Schools
Oak Park Building, 6355 Osman Avenue North, Stillwater, MN 55082
Business Meeting Tuesday, August 19, 2025 5:30 PM

I. Public Comment: Ellie Gray - Adventure Club child care.
II. Call to Order: The meeting was called to order at 5:35 p.m.
III. Roll Call: Present: Sarah Grcevich, Katie Hockert, Pete Kelzenberg, Chris Lauer, Robert Parker, Alison Sherman, Andrew Thelander.
IV. Pledge of Allegiance
V. Approval of Agenda: Motion by Sherman, second by Thelander, carried 7-0.
VI. Superintendent Report: Transportation has begun as a traditional year in terms of the volume of calls and concerns received. Adventure Club is actively hiring additional staff, which will allow for an increase in the number of students who can be accommodated in child care. Dr. Funk was able to visit most of the school buildings during back-to-school events. Cell phone policy implementation on the first day of school for our secondary buildings went smoothly and has been well-received so far.
VII. Board Chair Report: The Board met in closed session on August 5 to conduct the annual review of the Superintendent. The evaluation centered around key areas, including Teaching & Learning, Student Support, Recognition, and Overall District Accomplishments, while also identifying opportunities for continued growth. The Board acknowledged significant progress made under the Superintendent's leadership and looks forward to continued collaboration in advancing the district's goals in the year ahead.
VIII. Consent Agenda: A. School Board Meeting Minutes, July 16, 2025; B. School Board Meeting Minutes, August 5, 2025; C. Payment of Invoices, August 5 - 15, 2025, Treasurer's Report and Gifts and Donations-May, 2025; D. Policy 414 - Mandated Reporting of Child Neglect or Physical or Sexual Abuse; E. Policy 416 - Drug and Alcohol Testing; F. Policy 624 - Online Instruction; G: Policy 707 - Transportation of Public School Students; H. Policy 722 - Public Data and Subject Requests; I. Human Resources Personnel Report. Motion by Hockert, second by Lauer, carried 7-0.
IX. Strategic Direction A: Ensure the Learning Process is Adaptable to Meet Individual Student Needs.
    A. Start of School Update. The Board received a staffing update highlighting that all regular education teaching positions have been successfully filled. Recruitment efforts continue to ensure all remaining positions are filled as quickly as possible
X. Strategic Direction B: Foster a Safe, Welcoming and Inclusive Environment for all Staff and Students. Nothing to report.
XI. Strategic Direction C: Utilize Systems and Align Resources in an Efficient Manner to Support Learning.
    A. 2nd Reading Policy 616 - School District System Accountability. There have been no changes since the first reading on June 17, 2025.
    B. Approval Policy 616 - School District System Accountability. Motion by Thelander, second by Kelzenberg, carried 7-0.
    C. 2nd Reading Policy 612.1- Development of Parent and Family Engagement Policies for Title I Programs. There have been no changes since the first reading on June 17, 2025.
    D. Approval Policy 612.1- Development of Parent and Family Engagement Policies for Title I Programs. Motion by Sherman, second by Lauer, carried 7-0.
    E. 2nd Reading Policy 807 Health and Safety. There have been no changes since the first reading on June 17, 2025.
    F. Approval Policy 807 Health and Safety. Motion by Hockert, second by Thelander, carried 7-0.
XII. Strategic Direction D: Develop Strong Partnerships with the Communities We Serve. Nothing to report. Nothing to report.
    A. Bond Report. The board received an update on the four major construction projects funded by the 2023 voter-approved bond. This includes construction of the new

Bayport and Lake Elmo elementary buildings, as well as the addition and renovation of Oak-Land Middle School and Stillwater Area High School.

XIII. Closed Session. Motion by Sherman and second by Thelander to move to a closed session pursuant to Minn. Stat. § 13D.05, subd. 3(c)(3), which allows the Board to go into closed session to develop or consider an offer to purchase or sell real properties. The property is identified as 11030 Stillwater Blvd, Lake Elmo, MN 55042: (the current Lake Elmo Elementary School property) at 6:23 p.m. carried 7-0. Present: Grcevich, Hockert, Lauer, Kelzenberg, Parker, Sherman, Thelander, Funk, Drommerhausen, Brian Zeller. Motion by Sherman and second by Grcevich to adjourn to open session at 6:48 p.m. carried 7-0.

XIV. Closed Session. Motion by Thelander and second by Sherman to move to a closed session pursuant to Minnesota Statute 13D.03(b). The governing body of a public employer may, by a majority vote in a public meeting, decide to hold a closed meeting to consider strategy for labor negotiations, including negotiation strategies or developments or discussion and review of labor negotiation proposals, conducted pursuant to sections 179A.01 to 179A.25 at 6:49 p.m. carried 7-0. Present: Grcevich, Hockert, Lauer, Kelzenberg, Parker, Sherman, Thelander, Funk, Carlston, Schrul. Motion by Thelander and second by Sherman to adjourn to open session at 7:58 p.m. carried 7-0.

XV. Adjourn

A. The meeting adjourned at 8:00 p.m.
Respectfully submitted, Katie Hockert, School Board Clerk

Independent School District 834 – Stillwater Area Public Schools
Oak Park Building, 6355 Osman Avenue North, Stillwater, MN 55082
Business Meeting Tuesday, September 9, 2025 5:30 PM

I. Call to Order: The meeting was called to order at 5:30 p.m.
II. Roll Call: Present: Sarah Grcevich, Katie Hockert, Pete Kelzenberg, Chris Lauer, Alison Sherman, Andrew Thelander.
III. Pledge of Allegiance
IV. Approval of Agenda: Motion by Sherman, second by Hockert, carried 6-0.
Robert Parker joined the meeting at 5:33 p.m.
I. Consent Agenda: A. Payment of Invoices, August 16 - September 5, 2025; C. Acceptance of $5000 Grant to Afton-Lakeland Elementary School. Motion by Sherman, second by Lauer, carried 7-0. B. Memorandum of Understanding (MOU). Motion by Sherman, second by Grcevich, carried 7-0.
V. Business Items
    A. In preparation for the opening of the new Lake Elmo and Bayport elementary schools, the district is initiating a boundary adjustment process focused on the southern portion of the district. A boundary change committee will begin its work this fall. The board reviewed the Guiding Change Document, which outlines the key parameters, goals, and constraints for the committee's work.
    B. The board is being asked to approve the resolution to rename Andersen Elementary to Bayport Elementary, effective with the opening of the new building. Motion by Sherman, second by Lauer, carried 7-0.
VI. Workshop Topic
    A. Each year, the Minnesota Department of Education releases statewide assessment results, which help districts evaluate student achievement and inform instructional planning. This report provides a summary of Stillwater Area Public Schools' performance on the 2025 MCA assessments in math and reading across all grade levels.
VII. Closed Session. Motion by Sherman and second by Parker to adjourn to a closed session at 6:43 p.m. Pursuant to § Minnesota Statute 13D.03(b). The governing body of a public employer may, by a majority vote in a public meeting, decide to hold a closed meeting to consider strategy for labor negotiations, including negotiation strategies or developments or discussion and review of labor negotiation proposals, conducted pursuant to sections 179A.01 to 179A.25, carried 7-0. Present: Grcevich, Hockert, Lauer, Kelzenberg, Parker, Sherman, Thelander, Funk, Carlston, Schrul. Motion to reconvene to open session by Sherman, second by Thelander at 8:16 p.m. carried 7-0.
XII. Adjourn
    A. The meeting adjourned at 8:18 p.m.
    Respectfully submitted, Katie Hockert, School Board Clerk

Field Trip / Overnight Athletic Team Trip
Pre-Approval Form

PLEASE REVIEW FIELD TRIP PROCEDURES/REQUIREMENTS ON BACK OF FORM PRIOR TO SUBMITTING FOR APPROVAL.

Teacher/Coach/Advisor: Katzenmeyer **Cell Phone #:** (727) 776-1492

In conjunction with (team/class/organization): The Stillwater Concert Wind Symphony and Concert Orchestra

Educational/Trip Purpose: Perform in the WorldStrides Heritage Music Festival

☒ Itinerary details must be attached

Destination: San Diego, CA

Destination Address/Phone: _____ (Address, City, State) _____ (Phone number)

Departure from school Date: 3/25/26 **Return to school Date:** 3/29/26

Depart from school Time: 3:15 PM Arrival to destination Time: 10 PM

Departure from destination Time: N/A **Return to school Time:** N/A

Number of: Students/Team Members: (Attach List) See Attached

Directors/Coaches: 2 Names: Ryan Jensen & Teri Katzenmeyer

Chaperones*: 10 Names: TBD with Background check

* All chaperones must have a completed and approved criminal background check.

Mode of Travel (see back for more info): Plane (TBD)

Lodging Information (if overnight): TBD
(Hotel Name, Address, City, State) (Phone number)

☒ **Safety/Security Plans Reviewed** Ryan and I read through them online 9/2/25
(Date and manner in which information provided)

☒ **Discipline & Chemical Policy & Rules Reviewed** "
(Date and manner in which information provided)

Estimated Cost $
Transportation $ 800
Housing $ 488
Fees $ 700
Supplies $ _____
_____ $ _____
(other)

Total Cost $ 1988/student

Student Cost $ _____ **District Cost $** 0

Funding Source (i.e. grant, prof. dev., etc.): Fundraising $ Students to pay 9/2/25 online

Teacher/Coach Signature: _____ (Date)

Department Chair/Athletic Director Approval: _____ (Date)

Building Administration Approval: _____ 9/3/25 (Date)

FOR OVERNIGHT FIELD TRIPS AND ATHLETIC TEAM TRIPS ONLY

District Administrative Approval: _____ 9/3/25 (Date)

Field Trip / Overnight Athletic Team Trip Pre-Approval Form

PLEASE REVIEW FIELD TRIP PROCEDURES/REQUIREMENTS ON BACK OF FORM PRIOR TO SUBMITTING FOR APPROVAL.

Teacher/Coach/Advisor: Rachel Steil **Cell Phone #:** (651) 338-0373

In conjunction with (team/class/organization): CIS Adv Comm + Bsp Culture

Educational/Trip Purpose: Journalism exploration, Career awareness ✓

☐ **Itinerary details must be attached**

Destination: New York,

Destination Address/Phone: Hotel: 136 W 42nd St. New York, NY (Address, City, State) (Phone number)

Departure from school Date: 4/23/26 **Return to school Date:** 4/27/26 612-340-4600

Depart from school Time: 12:30 p.m. Arrival to destination Time: 7:00 pm

Departure from destination Time: 9:05 **Return to school Time:** 5:13 pm

Number of: Students/Team Members: (Attach List) TBD

Directors/Coaches: Steil Names:

Chaperones*: TBD Names:

* All chaperones must have a completed and approved criminal background check.

Mode of Travel (see back for more info): Airline, Delta (see attached)

Lodging Information (if overnight): 136 W 42nd St. New York, NY 612-340-4600 (Hotel Name, Address, City, State) (Phone number)

☐ **Safety/Security Plans Reviewed** Student Handbook (Date and manner in which information provided)

☐ **Discipline & Chemical Policy & Rules Reviewed** Student Handbook (Date and manner in which information provided)

Estimated Cost	$
Transportation	$ 418
Housing	$ 634.20
Fees	$ 444
Supplies	$
(other)	$

Total Cost $ 1196/Student

Student Cost $ ↓ **District Cost** $ 3000

Funding Source (i.e. grant, prof. dev., etc.): Perkins for Steil

Teacher/Coach Signature: (Date)

Department Chair/Athletic Director Approval: 8/22/25 (Date)

Building Administration Approval: 9/9/25 (Date)

FOR OVERNIGHT FIELD TRIPS AND ATHLETIC TEAM TRIPS ONLY

District Administrative Approval: (Date)

Stillwater AREA PUBLIC SCHOOLS

Consent Agenda: 9/30/2025

SCHOOL/COMMUNITY RELATIONS

POLICY TITLE	POLICY NUMBER	ADOPTED	REVIEW FREQUENCY
Distribution of Materials by Non-School Persons	**904.1**	**First Reading: 02-23-2017 Adopted: 04-13-2017 Renumbered: 3-11-21**	**Three Year Cycle**

1. Outside (non-school district) persons or organizations are not allowed to distribute materials on school district property, except non-profit organizations, and in limited situations for-profit organizations, as set forth in this policy.

2. Each year, the District will establish and post on the District website, the guidelines and procedures for distribution of materials.

3. Organizations or persons seeking to distribute materials must comply with District established guidelines, including pre-approval prior to distribution.

    3.1. Approval of the posting or distribution of materials does not imply endorsement or support on behalf of school and district administration, staff or students.

    3.2. The School District reserves the right to deny permission for distribution or posting of materials including, but limited to materials that directly compete with district programs or services and/or are not suitable for the school environment, because the materials contain content that is vulgar, obscene, harassing, constitutes hate speech, endangers the health and safety of students, promotes illegal activity, or will create a material and substantial disruption. Any permissions to distribute will be subject to reasonable time, place, and manner restrictions.

4. Distribution of Information through Electronic Media

    4.1. All distribution of materials shall be limited to posting by the school district via electronic media and/or e-mail transmission to parents by the school district.

    4.2. The Board recognizes that many local non-profit community organizations provide the Districts' students quality learning opportunities outside of the regular school day. The Board will consider the posting and transmission of information about these opportunities through the District's electronic media, including the following criteria:
    4.2.1. Groups posting information must:

        4.2.1.1. Be local, non-profit organizations with an official 501(c)3 designation or similar non-profit status; and

        4.2.1.2. Offering activities, events, classes, or resources, which contribute to the positive academic, social, or physical development of students.

4.3. The District will consider posting or transmission of information by for-profit organizations only when the information meets the criteria in 4.2.1.2 of this policy, and the event or activity is determined not to be a method to create a captive audience for proprietary interests, as determined by the school district.

5. Any party violating this policy or distributing materials on school district property without permission will be directed to leave the property immediately and, if necessary, law enforcement will be contacted.

6. The school district administration may develop additional guidelines and procedures necessary to implement this policy for submission to the school board for approval. Upon approval by the school board, such guidelines and procedures shall be an addendum to this policy.

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

RETIREMENT/RESIGNATION/RELEASE

NAME	STATUS	ASSIGNMENT	GROUP	EFFECTIVE DATE
Attaway, Elizabeth	Resignation	Paraprofessional, 6.25 hours/day Stillwater Area High School	SCPA	October 2, 2025
Borowska, Lee	Resignation	Nutrition Services Employee, 4.0 hours/day Mahtomedi High School	Nutrition Services	September 4, 2025
Crnich, Claire	Resignation	Paraprofessional, 12 hours/week Early Childhood Family Center	SCPA	September 4, 2025
Dammann, Amy	Resignation	Paraprofessional, 6.5 hours/day Stonebridge Elementary	SCPA	August 14, 2025
Donar, Lucy	Resignation	Community Education Program Assistant Stonebridge Elementary	Community Education	August 8, 2025
Ertle, Katherine	Resignation	Nutrition Services Employee, 4.0 hours/day Mahtomedi High School	Nutrition Services	September 17, 2025
Feidt, Tanya	Resignation	Nutrition Services Employee, 5.75 hours/day Mahtomedi Middle School	Nutrition Services	August 15, 2025
Hansen, Debra	Retirement	Administration Assistant Elementary, 6.0 hours/day & Paraprofessional, .75 hours/day Rutherford Elementary	Technical Support SCPA	September 30, 2025
Holger, Jerry	Retirement 25 years	Head Custodian Engineer, 8 hours/day Afton Lakeland Elementary	Custodial	September 2, 2025
Houde, Kassidy	Resignation	Paraprofessional, 11 hours/week Early Childhood Family Center	SCPA	June 3, 2025
Keene, Anne	Resignation	Paraprofessional, 6.25 hours/day Lily Lake Elementary	SCPA	July 31, 2025
Kropacz, Laurene	Resignation	Nutrition Services Employee, 3.0 hours/day St. Croix Catholic School	Nutrition Services	August 28, 2025
Kirn, Ann	Resignation	ABE Assistant Early Family Childhood Center	Community Education	September 16, 2025
Lavergne, Amber	Resignation	Transportation Coordinator II Central Services Building	CSS	September 19, 2025
Lickness, Janis	Resignation	Paraprofessional, 7.0 hours/day Stillwater Middle School	SCPA	August 7, 2025
Mackey, Megan	Resignation	Nutrition Services Employee, 4.0 hours/day Stillwater Area High School	Nutrition Services	September 5, 2025
Nobles, Jill	Resignation	Paraprofessional, 12 hours/week Early Childhood Family Center	SCPA	June 3, 2025
Pelletier, Kate	Resignation	Paraprofessional, 6.25 hours/day Lily Lake Elementary	SCPA	August 14, 2025
Sheer, Jeremy	Resignation	Custodian, 8.0 hours/day Rutherford Elementary	Custodial	July 18, 2025
Sheneman, Deanna	Resignation	Paraprofessional, 6.7 hours/day Brookview Elementary	SCPA	June 3, 2025
Vang, Pa	Resignation	Nutrition Services Manager, 8.0 hours/day Lake Elmo Elementary	Nutrition Services	September 12, 2025
Warner, Kim	Resignation	Paraprofessional, 2.0 hours/day Stonebridge Elementary	SCPA	September 5, 2025

HIRES/REHIRES

NAME	ASSIGNMENT	SALARY PLACEMENT/ HOURLY RATE	REASON	GROUP	EFFECTIVE DATE
Anderson, Jeffrey	Nutrition Services, 3.0 hours/day Afton-Lakeland Elementary	$18.58 / hour	2025-2026 Staffing	Nutrition Services	August 25, 2025
Boe, Barrett	Assistant Girls Hockey Coach Stillwater Area High School	$4,466.00	2025-2026 Staffing	Co-Curricular	October 27, 2025
Cerra-Castaner, Maria	Grade 1 Spanish Immersion 1.0 FTE Lake Elmo Elementary	$90,148.00	2025-2026 Staffing	SCEA	August 11, 2025
Cleary, Matthew	Assistant Football Coach Stillwater Area High School	$3,451.00	2025-2026 Staffing	Co-Curricular	August 11, 2025
Erickson, Bailey	Pony Express Assistant Advisor Stillwater Area High School	$2,042.00	2025-2026 Staffing	SCEA	August 11, 2025
Everest, Adrien	Media Technician Lily Lake Elementary	25.97 / hour	2025-2026 Staffing	Technical Support	August 18, 2025
Fields, Mersadie	Paraprofessional, 6 hours/day Stillwater Area High School	$21.00 / hour	2025-2026 Staffing	SCPA	August 18, 2025
Flattum, Gwen	Community Education Aide Andersen Elementary	$16.29 / hour	2025-2026 Staffing	Community Education	August 27, 2025
Gillstrom, Mandy	Nutrition Services Employee, 4.0 hours/day Stillwater Area High School	$18.92 / hour	2025-2026 Staffing	Nutrition Services	August 18, 2025

Golberg, Elizabeth	Nutrition Services Employee, 4.0 hours/day District Wide Float	$18.92 / hour	2025-2026 Staffing	Nutrition Services	August 10, 2025
Gutierrez de Jimenez, Lyzbeth	Nutrition Services Employee, 5.5 hours/day St. Croix Catholic School	$18.58 / hour	2025-2026 Staffing	Nutrition Services	September 8, 2025
Henderson, Jill	Paraprofessional, 6.5 hours/day Stillwater Middle School	$21.00 / hour	2025-2026 Staffing	SCPA	September 2, 2025
Holmen, Mallory	Assistant Girls Volleyball Coach Stillwater Middle School	$2,233.00	2025-2026 Staffing	Co-Curricular	August 25, 2025
Jacobs, Sameh	Custodian VI, 8 hours/day Stillwater Area High School	$20.77 / hour	2025-2026 Staffing	Custodial	September 22, 2025
Johnson, Jacob	Community Education Assistant Brookview Elementary	$19.06 / hour	2025-2026 Staffing	Community Education	September 22, 2025
Kidane, Yordanos	West & East African Community & Family Engagement Specialist District Wide	$22.94 / hour	2025-2026 Staffing	Technical Support	August 19, 2025
Kindel, Aren	Community Education Program Assistant - Pre K Lake Elmo Elementary	$19.06 / hour	2025-2026 Staffing	Community Education	August 25, 2025
Kirn, Ann	ABE Assistant Early Family Childhood Center	$18.44 / hour	2025-2026 Staffing	Community Education	August 18, 2025
Knox, Olivia	Girls Soccer Coach Stillwater Middle School	$2,030.00	2025-2026 Staffing	Co-Curricular	August 25, 2025
Kovala, Tess	Assistant Girls Volleyball Coach Stillwater Area High School	$3,451.00	2025-2026 Staffing	Co-Curricular	August 11, 2025
Laiti, Scott	Girls Tennis Coach Oakland Middle School	$3,045.00	2025-2026 Staffing	Co-Curricular	August 11, 2025
Le, Tyler	Assistant Boys Soccer Coach Oak-Land Middle School	$1,827.00	2025-2026 Staffing	Co-Curricular	August 11, 2025
Leivian, Christina	Paraprofessional, 6.5 hours/day Stonebridge Elementary	$21.00 / hour	2025- 2026 Staffing	SCPA	September 8, 2025
Lenander-Tholo, Parrin	Girls Swim Coach Oakland Middle School	$2,436.00	2025-2026 Staffing	Co-Curricular	August 25, 2025
Majeski, Adele	Community Education Program Aide Andersen Elementary	$16.29 / hour	2025-2026 Staffing	Community Education	August 18, 2025
McCallum, Chad	Nutrition Services Employee, 4.0 hours/day Oak-Land Middle School	$18.92 / hour	2025-2026 Staffing	Nutrition Services	September 2, 2025
Miller, Amanda	Nutrition Services Employee, 5.75 hours/day Mahtomedi Middle School	$18.92 / hour	2025-2026 Staffing	Nutrition Services	September 2, 2025
Mendoza, Marvin	Paraprofessional, 6.25 hours/day Lily Lake Elementary	$21.00 / hour	2025-2026 Staffing	SCPA	September 16, 2025
Morin, Linda	Paraprofessional, 2.0 hours/day Stonebridge Elementary	$21.00 / hour	2025- 2026 Staffing	SCPA	September 4, 2025
Neumann, Renee	Nutrition Services Employee, 4.0 hours/day Stillwater Area High School	$18.92 / hour	2025-2026 Staffing	Nutrition Services	September 19, 2025
Nybakken, Eric	Boys Soccer Coach Oakland Middle School	$2,436.00	2025-2026 Staffing	Co-Curricular	August 25, 2025
Olson, Andrew	Girls Soccer Coach Stillwater Middle School	$3,857.00	2025-2026 Staffing	Co-Curricular	August 11, 2025
Schmidt, Brandon	Girls Soccer Coach 8th Grade Oakland Middle School	$2,233.00	2025-2026 Staffing	Co-Curricular	August 25, 2025
Seekon, Charlotte	Paraprofessional, 6.25 hours/day Lily Lake Elementary	$21.00 / hour	2025-2026 Staffing	SCPA	September 2, 2025
Siedschlag, Lucille	Girls Swim Coach Stillwater Middle School	$2,030.00	2025-2026 Staffing	Co-Curricular	August 28, 2025
Snyder, Elin	Community Education Program Assistant Lily Lake Elementary	$19.06 / hour	2025-2026 Staffing	Community Education	September 9, 2025
Sullivan, Jenna	Paraprofessional, 6.5 hours/day Andersen Elementary	$23.00 / hour	2025-2026 Staffing	SCPA	August 28, 2025
Sullivan, Molly	Community Education Program Assistant Andersen Elementary	$20.30 / hour	2025-2026 Staffing	Community Education	September 15, 2025
Totzke, Amanda	Health Care Specialist Andersen Elementary	$41.18 / hour	2025-2026 Staffing	Technical Support	August 11, 2025
Van Tassel, Kayla	Nutrition Services Employee, 4.0 hours/day Stillwater Area High School	$18.92 / hour	2025-2026 Staffing	Nutrition Services	September 2, 2025
Wold, Taylor	Assistant Dance Coach Stillwater Area High School	$913.50	2025-2026 Staffing	Co-Curricular	August 11, 2025
Zastrow-Sammon, Donna	College & Career Admin Assistant Stillwater Area High School	$22.20 / hour	2025-2026 Staffing	Technical Support	September 15, 2025

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

LEAVES OF ABSENCE

NAME	STATUS	ASSIGNMENT	GROUP	EFFECTIVE DATE
Murphy, Britta	Approve	Parent Educator Early Childhood Family Center	SCEA	09/02/25 - 10/13/25
Murphy, Ally	Approve	Community Education Lead Andersen Elementary	Community Education	09/04/2025 - 11/24/2025
Willius, Matthew	Approve	Custodian, 8.0 hours/day Rutherford Elementary	Custodial	09/03/25 - 10/27/25

ASSIGNMENT CHANGES

NAME	FROM	TO	REASON	GROUP	EFFECTIVE DATE
Ament, Tim	Custodian VI, 8 hours/day Stillwater Area High School	Custodian V, 8 hours/day District Wide	2025-2026 Staffing	Custodial	August 18, 2025
Auge, Brandon	ESL Teacher (.60 FTE), TOSA (.40 FTE) Lake Elmo Elementary/ District Wide	ESL Teacher (.77 FTE), TOSA (.40 FTE) Lake Elmo Elementary/ District Wide	2025-2026 Staffing	SCEA	August 11, 2025
Boehle, Sophie	Community Education Program Assistant, .5 hours/day Lake Elmo Elementary	Community Education Program Assistant, 3 hours/day Lake Elmo Elementary	2025-2026 Staffing	Community Education	August 11, 2025
Carlson, Luke	Community Education Program Assistant, 2 hours/day Lily Lake & Stonebridge Elementary	Community Education Program Assistant,1.2 hours/day Stonebridge Elementary	2025-2026 Staffing	Community Education	August 11, 2025
Coash, Elizabeth	Music Teacher 1.0 FTE Lily Lake / Andersen	Music Teacher 1.0 FTE Lily Lake / Lake Elmo	2025-2026 Staffing	SCEA	August 11, 2025
Eder, Janet	Nutrition Services Employee, 4.0 hours/day Lake Elmo Elementary	Nutrition Services Employee 3.5 hours/day St. Croix Catholic School	2025-2026 Staffing	Nutrition Services	September 15, 2025
Feldhahn, Hannah	Community Education Program Assistant, .6 hours/day Lily Lake Elementary	Community Education Program Assistant,.6 hours/day Andersen Elementary	2025-2026 Staffing	Community Education	August 21, 2025
Fog, Michelle	Paraprofessional, 16 hours/week Early Childhood Family Center	Paraprofessional, 21 hours/week Early Childhood Family Center	2025-2026 Staffing	SCPA	September 17, 2025
Gooso, Raina	Community Education Program Assistant, 3 hours/day Lily Lake, Lake Elmo, & Andersen Elementary	Community Education Program Assistant, 3.5 hours/day Lake Elmo Elementary	2025-2026 Staffing	Community Education	August 11, 2025
Henderson, Marisa	Nutrition Services Employee, 4.0 hours/day Stillwater Area High School	Nutrition Services Employee 5.75.5 hours/day Stillwater Area High School	2025-2026 Staffing	Nutrition Services	September 11, 2025
Hollerbach, Casey	Community Education Program Assistant, 6.5 hours/day Afton-Lakeland Elementary	Community Education Program Assistant, 1 hour/day Afton-Lakeland Elementary	2025-2026 Staffing	Community Education	August 11, 2025
Hoskins, Kelly	BARR Coordinator, 1.0 FTE Stillwater Middle Schools/ Oakland Middle School	BARR Coordinator, 0.80 FTE Stillwater Middle Schools/ Oakland Middle School	2025-2026 Staffing	SCEA	August 11, 2025
Hugger, Christine	Special Education Teacher, 1.0 FTE Stillwater Area High School	Special Education Teacher, 1.2 FTE Stillwater Area High School	2025-2026 Staffing	SCEA	08/11/25 - 10/30/25
Johnson, Anna	Paraprofessional, 6.0 hours/day Lily Lake Elementary	Paraprofessional, 6.25 hours/day Lily Lake Elementary	2025-2026 Staffing	SCPA	September 2, 2025
Konrad, Luda	Nutrition Services, 4.75 hours/day Brookview Elementary	Nutrition Services, 5.75 hours/day Brookview Elementary	2025-2026 Staffing	Nutrition Services	August 21, 2025
Kindel, Aren	Community Education Program Assistant, 4.25 hours/day Lake Elmo Elementary	Community Education Program Assistant, 4.25 hours/day Early Childhood Family Center	2025-2026 Staffing	Community Education	September 10, 2025
Krannich, Ansel	Community Education Program Assistant, 8 hours/day Lake Elmo Elementary	Community Education Program Assistant, 1.5 hours/day Brookview Elementary	2025-2026 Staffing	Community Education	August 11, 2025
Laming, Christine	Paraprofessional, 2.0 hours/day Lily Lake Elementary	Paraprofessional, 1.75 hours/day Lily Lake Elementary	2025-2026 Staffing	SCPA	September 2, 2025
Law, Emerie	Community Education Program Aide, 2.25 hours/day Rutherford Elementary	Community Education Program Assistant, 2.15 hour/day Rutherford & Lake Elmo Elementary	2025-2026 Staffing	Community Education	August 11, 2025
Martin, Jamie	Community Education Program Assistant, 4 hours/day Lily Lake & Stonebridge Elementary	Community Education Program Assistant, 2.6 hour/day Lily Lake Elementary	2025-2026 Staffing	Community Education	August 11, 2025
Meyer, Sherrie	Paraprofessional, 8.0 hours/day Stillwater Area High School	Paraprofessional, 8.25 hours/day Stillwater Area High School	2025-2026 Staffing	SCPA	August 18, 2025
Nelson, Linda	Licensed School Nurse 1.0 FTE District Wide	Licensed School Nurse 1.0 FTE Lake Elmo/ Brookview	2025-2026 Staffing	SCEA	August 11, 2025
Peltier, Kady	Community Education Program Assistant, 1.4 hours/day Afton-Lakeland Elementary	Community Education Program Assistant, .7 hours/day Afton-Lakeland Elementary	2025-2026 Staffing	Community Education	August 11, 2025
Regis, MaryLyn	Preschool Teacher 7.0 hours/day Early Childhood Family Center	Preschool Teacher 3.5 hours/day Early Childhood Family Center	2025-2026 Staffing	SCEA	August 11, 2025
Reeves, Mya	Community Education Program Assistant, 6 hrs/day Afton-Lakeland Elementary	Interim Community Education Program Site Lead, 8 hrs/day Andersen Elementary	2025-2026 Staffing	Community Education	08/08/25 - 12/01/25
Ross, Nelly	Student, Family, & Community Engagement Specialist, 175 days / year Stillwater Area High School	Student, Family, & Community Engagement Specialist, 179 days / year Stillwater Area High School	2025-2026 Staffing	Technical Support	August 11, 2025
Sadow, Grif	Theater Director .90 FTE Stillwater Area High School	Theater Director 1.0 FTE Stillwater Area High School	2025-2026 Staffing	CSS	September 1, 2025
Sanchez, Octavio	Custodian VI, B shift 8 hours/day Stillwater Area High School	Custodian VI, A shift 8 hours/day Stillwater Area High School	2025-2026 Staffing	Custodial	August 19, 2025

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

Sullivan, Robert	Custodian IV, B shift 8 hours/day Stillwater Middle School	Custodian IV, A shift 8 hours/day Stillwater Area High School	2025-2026 Staffing	Custodial	August 25, 2025
Stahl, Fiona	Community Education Program Assistant, 7.5 hours/day Brookview Elementary	Community Education Program Assistant, 2.4 hours/day Andersen Elementary	2025-2026 Staffing	Community Education	August 21, 2025
Wagner, Teri	Licensed School Nurse 1.0 FTE Lily Lake/ Andersen/ Afton-Lakeland	Licensed Registered Nurse 1.0 FTE Lily Lake/ Andersen	2025-2026 Staffing	SCEA	August 11, 2025
Webster, Kate	Music Teacher 1.0 FTE Brookview / Lake Elmo Elementary	Music Teacher 1.0 FTE Brookview Elementary	2025-2026 Staffing	SCEA	August 11, 2025
Wurm, Lloyd	Physical Ed. Teacher 1.0 FTE Lily Lake / Andersen	Physical Ed. Teacher 1.0 FTE Lily Lake / Lake Elmo	2025-2026 Staffing	SCEA	August 11, 2025

ADDITIONAL ASSIGNMENTS

NAME	Position	Reason	Group	EFFECTIVE DATE
Bockman, Chelsey	Girls Volleyball Coach (B-Squad) Stillwater Area High School	2025-2026 Staffing	Co-Curricular	August 11, 2025
Brown, Melissa	Girls Volleyball Coach (9th Grade) Stillwater Area High School	2025-2026 Staffing	Co-Curricular	August 11, 2025
Caudill, Bethany	Girls Volleyball Coach 7/8th Grade Stillwater Middle School	2025-2026 Staffing	Co-Curricular	August 11, 2025
Hoff, Nicholas	Trust Club Advisor Stillwater Area High School	2025-2026 Staffing	Co-Curricular	August 11, 2025
Olson, Jacob	9/10 Chamber Choir Advisor Stillwater Area High School	2025-2026 Staffing	Co-Curricular	August 11, 2025
Pilz, Tyler	Physical Education Teacher .20 FTE ALC	2025-2026 Staffing	SCEA	August 11, 2025
Beasley, Marissa	Community Education Program Assistant Stonebridge Elementary	2025-2026 Staffing	Community Education	August 11, 2025
Schmidt, Jocelyn	Community Education Early Family Childhood Education Program Assistant Lily Lake Elementary	2025-2026 Staffing	Community Education	August 19, 2025

Gifted Program Review Next Steps

Presented to the School Board

Sept. 30, 2025

Gifted Program Review – Next Steps

- Using this school year to plan and design new program model
- Changes may be phased in over the next several years
- Continuing our focus on equity, access, and rigor
- Aligning services to best meet the needs of our students

Elementary Cluster Program

Focus Areas:

- Expanding cluster programming in all 7 elementary schools
- Strengthening curriculum and instructional supports
- Providing professional development for cluster teachers
- Exploring adjustments to the gifted identification process
- Reviewing and refining service model for consistency and impact

GATE 4/5 Program

Transition From Middle School → To Elementary Setting

Benefits of Elementary Placement:

- Developmentally appropriate environment for younger learners
- Stronger peer connections with same-age peers
- Enhanced collaboration with elementary teachers for both enrichment and core instruction
- Smoother transition into middle school enrichment/acceleration options

GATE 4/5 Program

Transition From Middle School → To Elementary Setting



Bayport Elementary School

Why Bayport:

- Centrally located
- Variety of collaborative learning spaces

Middle School Program

Shifting the Model

- Moving away from cluster placement at a single middle school
- Implementing enrichment and accelerated learning opportunities at both Stillwater and Oak-Land middle schools
- Increasing access and equity for all advanced learners across the district
- Aligning with best practices for supporting gifted students in middle-level settings

What's Happening Now

- **District Program Design**:
  - Establishing internal working group to finalize program model
- **Elementary Program**:
  - Gathering feedback from cluster teachers
  - Working with staff to support GATE 4/5 move
- **Middle School Program**:
  - Building out enrichment/accelerated course scope and sequence
  - Developing transition plan to new model

Watch for future updates to the board

Questions

Stillwater AREA PUBLIC SCHOOLS

First Reading: 9/30/25

EDUCATION PROGRAMS

POLICY TITLE	POLICY NUMBER	ADOPTED	REVIEW FREQUENCY
Credit for Learning	**620**	**Adopted: 11-14-2019** **Revised: 08-08-2023**	**3-year**

I. PURPOSE

The policy recognizes student achievement which occurs in Post-Secondary Enrollment Options and other advanced enrichment programs. The purpose of this policy also is to recognize student achievement which occurs in other schools, in alternative learning sites, and in out-of-school experiences such as community organizations, work-based learning, and other educational activities and opportunities. The purpose of this policy also is to address the transfer of student credit from out-of-state, private, or home schools and online learning programs and to address how the school district will recognize student achievement obtained outside of the school district.

II. GENERAL STATEMENT OF POLICY

The policy of the school district is to provide a process for awarding student's credit toward graduation requirements for credits and grades students complete in other schools, postsecondary or higher education institutions, other learning environments, and online courses and programs.

III. DEFINITIONS

A. "Accredited school" means a school that is accredited by an accrediting agency, recognized according to Minn. Stat. § 123B.445 or recognized by the Commissioner of the Minnesota Department of Education (MDE).

B. "Concurrent Enrollment" means nonsectarian courses in which an eligible pupil under subdivision 5 or 5b enrolls to earn both secondary and postsecondary credits, are taught by a secondary teacher or a postsecondary faculty member, and are offered at the high school, for which the district is eligible to receive concurrent enrollment program aid under Minnesota Statutes, section 124D.091.

C. "Course" means a course or program.

D. "Eligible institution" means a Minnesota public post-secondary institution, a private, nonprofit two-year trade and technical school granting associate degrees, an opportunities industrialization center accreditor recognized by the United States Department of Education, or a private, residential, two-year or four-year, liberal arts, degree-granting college or university located in Minnesota.

E. "Nonpublic school" is a private school or home school in which a child is provided instruction in compliance with the Minnesota compulsory attendance laws.

F. "Weighted grade" is a letter or numerical grade that is assigned a numerical advantage when calculating the grade point average.

IV. TRANSFER OF CREDIT FROM OTHER SCHOOLS

A. Transfer of Academic Requirements from Other Minnesota Public Secondary Schools

1. The school district will accept and transfer secondary credits and grades awarded to a student from another Minnesota public secondary school upon presentation of a certified transcript from the transferring public secondary school evidencing the course taken and the grade and credit awarded.

2. Credits and grades awarded from another Minnesota public secondary school will be used to compute GPA and Decile rank if a student has earned credit from the school district.

B. Transfer of Academic Requirements from Other Schools

1. The school district will accept secondary credits and grades awarded to a student for courses successfully completed at a public school outside of Minnesota or an accredited nonpublic school upon presentation of a certified transcript from the transferring public school in another state or nonpublic school evidencing the course taken and the grade and credit awarded.

a) When a determination is made that the content of the course aligns directly with school district graduation requirements, the student will be awarded commensurate credits and grades.

b) Commensurate credits and grades awarded from an accredited nonpublic school or public school in another state will be used to compute GPA and decile rank if a student has earned credit from the school district.

c) In the event the content of a course taken at an accredited nonpublic school or public school in another state does not fully align with the content of the school district's high school graduation requirements, but is comparable to elective credits offered by the school district for graduation, the student may be provided elective credit applied toward graduation requirements.

d) If no comparable course is offered by the school district for which high school graduation credit would be provided, an elective credit will be provided to the student.

2. Students transferring from a non-accredited, nonpublic school shall receive credit from the school district upon presentation of a transcript or other documentation evidencing the course taken and grade and credit awarded.

a) Students will be required to provide copies of course descriptions, syllabi, or work samples for determination of appropriate credit. In addition, students also may be asked to provide interviews/conferences with the student and/or student's parent and/or former administrator or teacher; review of a record of the student's entire curriculum at the nonpublic school; and review of the student's complete record of academic achievement.

b) Where the school district determines that a course completed by a student at a non-accredited, nonpublic school is commensurate with school district graduation requirements, credit shall be awarded, but the grade shall be "P" (pass).

c) In the event the content of a course taken at a non-accredited, nonpublic school does not fully align with the content of the school district's high school graduation requirements, the student may be provided elective credit applied toward graduation requirements.

d) If no comparable course is offered by the school district for which local high school graduation credit would be provided, no credit will be provided to the student.

e) Credit and grades earned from a non-accredited nonpublic school shall not be used to compute honor roll and/or class rank.

C. A student must provide the school with a copy of the student's grades in each course taken for secondary credit under this policy, including interim or nonfinal grades earned during the academic term.

V. POST-SECONDARY ENROLLMENT CREDIT

A. A student who satisfactorily completes a post-secondary enrollment options course or program under Minn. Stat. § 124D.09 that has been approved as meeting the necessary requirements is not required to complete other requirements of the Minnesota Academic Standards content standards corresponding to that specific rigorous course of study.

B. Secondary credits granted to a student through a post-secondary enrollment options course or program must be counted toward the graduation and credit requirements and subject area requirements of the district.

1. Course credit will be considered by the school district only upon presentation of a certified transcript from an eligible institution evidencing the course taken and the grade and credit awarded.
2. Seven quarter or four semester post-secondary credits shall equal at least one full year of high school credit. Fewer post-secondary credits may be prorated.
3. When a determination is made that the content of the post-secondary course aligns directly with a required course for high school graduation, the commensurate credit and grade will be recorded on the student's transcript as a course credit applied toward graduation requirements.
4. In the event the content of the post-secondary course does not fully align with the content of a high school course required for graduation the school district may provide elective credit and the grade may be recorded on the student's transcript as an elective course credit applied toward graduation requirements.
5. If no comparable course is offered by the school district for which high school graduation credit would be provided, the school district will notify the Commissioner, who shall determine the number of credits that shall be granted to a student.
6. When secondary credit is granted for post-secondary credits taken by a student, the school district will record those credits on the student's transcript as credits earned at a post-secondary institution.

C. A list of the courses or programs meeting the necessary requirements may be obtained from the school district.

D. By the earlier of (1) three weeks prior to the date by which a student must register for district courses for the following school year, or (2) March 1 of each year, the school district must provide up-to-date information on the district's website and in materials that are distributed to parents and students about the program, including information about enrollment requirements and the ability to earn postsecondary credit to all pupils in grades 8, 9, 10, and 11. To assist the school district in planning, a pupil must inform the district by October 30 or May 30 of each year of the pupil's intent to enroll in postsecondary courses during the following school year academic term. A pupil is

bound by notifying or not notifying the district by October 30 or May 30.

[NOTE: Because the 2024 Minnesota legislature amended the last two sentences, MSBA decided to add this language to this model policy.]

E. Postsecondary institutions must notify a pupil's school as soon as practicable if the pupil withdraws from the enrolled course. The institution must also notify the pupil's school as soon as practicable if the pupil has been absent from a course for ten consecutive days on which classes are held, based on the postsecondary institution's academic calendar, and the pupil is not receiving instruction in their home or hospital or other facility.

VI. CREDIT FOR EMPLOYMENT WITH HEALTH CARE PROVIDERS

Consistent with the career and technical pathways program, a student in grade 11 or 12 who is employed by an institutional long-term care or licensed assisted living facility, a home and community-based services and supports provider, a hospital or health system clinic, or a child care center may earn up to two elective credits each year toward graduation under Minnesota Statutes, section 120B.024, subdivision 1, paragraph (a), clause (7), at the discretion of the enrolling school district. A student may earn one elective credit for every 350 hours worked, including hours worked during the summer. A student who is employed by an eligible employer must submit an application, in the form or manner required by the school district, for elective credit to the school district in order to receive elective credit. The school district must verify the hours worked with the employer before awarding elective credit.

VII. ADVANCED ACADEMIC CREDIT

A. The school district will grant academic credit to a student attending an accelerated or advanced academic course offered by a higher education institution or a nonprofit public agency, other than the school district.
B. Course credit will be considered only upon official documentation from the higher education institution or nonprofit public agency that the student successfully completed the course, attended and passed an examination approved by the school district.
C. In the event the content of the course does not fully align with the content of a high school course required for graduation but is comparable to elective credits offered by the school district for graduation, the school district may provide elective credit and the grade will be recorded on the student's transcript as an elective course credit applied toward graduation requirements.
D. When a determination is made that the content of the advanced academic course aligns directly with a required course for high school graduation, the commensurate credit and grade will be recorded on the student's transcript as a course credit applied toward graduation requirements.
E. In the event the content of the advanced academic course does not fully align with the content of a high school course required for graduation but is comparable to elective credits offered by the school district for graduation, the school district may provide elective credit and the grade may be recorded on the student's transcript as an elective course credit applied toward graduation requirements.
F. If no comparable course is offered by the school district for which high school graduation credit would be provided, the school district will notify the Commissioner and request a determination of the number of credits that shall be granted to a student.

VIII. WEIGHTED GRADES

A. As of the fall of 2025, the school district does not offer weighted grades.

IX. PROCESS FOR AWARDING CREDIT

A. The building principal will be responsible for carrying out the process to award credits and grades pursuant to this policy. In the event of disputes, the building principal will decide how credits and grades will be awarded.

B. A student or the student's parent or guardian may seek reconsideration of the decision by the building principal as to credits and/or grades awarded upon request of a student or the student's parent or guardian if the request is made in writing to the superintendent within five school days of the date of the building principal's decision. The request should set forth the credit and/or grade requested and the reason(s) why credit(s)/grade(s) should be provided as requested. Any pertinent documentation in support of the request should be submitted.

C. The decision of the superintendent as to the award of credits or grades shall be a final decision by the school district and shall not be appealable by the student or student's parent or guardian except as set forth in Section X.D. below.

D. If a student disputes the number of credits granted by the school district for a particular post-secondary enrollment course, online learning course, or advanced academic credit course, the student may appeal the school district's decision to the Commissioner. The decision of the Commissioner shall be final.

E. At any time during the process, the building principal or superintendent may ask for course descriptions, syllabi, or work samples from a course where content of the course is in question for purposes of determining alignment with graduation requirements or the number of credits to be granted. Students will not be provided credit until requested documentation is available for review, if requested.

Legal References:

Minn. Stat. § 120B.02 (Educational Expectations and Graduation Requirements for Minnesota's Students)
Minn. Stat. § 120B.021 (Required Academic Standards)
Minn. Stat. § 120B.11 (School District Process for Reviewing Curriculum, Instruction, and Student Achievement Goals; Striving for Comprehensive Achievement and Civic Readiness
Minn. Stat. § 120B.14 (Advanced Academic Credit)
Minn. Stat. § 123B.02 (General Powers of Independent School Districts)
Minn. Stat. § 123B.445 (Nonpublic Education Council)
Minn. Stat. § 124D.03, Subd. 9 (Enrollment Options Program)
Minn. Stat. § 124D.09 (Postsecondary Enrollment Options Act)
Minn. Stat. § 124D.094 (Online Instruction Act)
Minn. Rules Parts 3501.0660 (Academic Standards for Language Arts)
Minn. Rules Parts 3501.0700-3501.0745 (Academic Standards for Mathematics)
Minn. Rules Parts 3501.0820 (Academic Standards for the Arts)
Minn. Rules Parts 3501.0900-3501.0960 (Academic Standards in Science)
Minn. Rules Parts 3501.1200-3501.1210 (Academic Standards for English Language Development)
Minn. Rules Parts 3501.1300-3501.1345 (Academic Standards for Social Studies)
Minn. Rules Parts 3501.1400-3501.1410 (Academic Standards for Physical Education)

Cross References:

MSBA/MASA Model Policy 104 (School District Mission Statement)
MSBA/MASA Model Policy 601 (School District Curriculum and Instruction Goals)
MSBA/MASA Model Policy 613 (Graduation Requirements)
MSBA/MASA Model Policy 614 (School District Testing Plan and Procedure)
MSBA/MASA Model Policy 615 (Testing Accommodations, Modifications, and Exemptions for IEPs, Section 504 Plans, and LEP Students)
MSBA/MASA Model Policy 616 (School District System Accountability)
MSBA/MASA Model Policy 618 (Assessment of Student Achievement)
MSBA/MASA Model Policy 624 (Online Instruction)

STILLWATER AREA PUBLIC SCHOOLS

Expect More.

Taking Action on our Pony Plan

Presented to the School Board
Sept. 30, 2025





2025-26 Pony Plan

Our Purpose
Why we are here

To inspire curiosity and the love of learning in every child. To provide a wide range of engaging learning opportunities to build the resilience and empathy learners need to successfully navigate their futures.

Our Beliefs
What we stand for

- Everyone belongs
- Everyone has a voice
- All students deserve an excellent education
- The whole child matters
- Curiosity thrives here

Our Personality
Who we are

- **Inclusive and welcoming:** Belonging is woven into the fabric of our community. No matter who you are – or where you were born – we welcome you!
- **Curious:** We ask questions. We challenge ourselves and each other to dig deeper and look at things differently.
- **Resilient:** We have grit and determination. We try harder, and never give up.
- **Empathetic:** We care. Feelings matter. And we learn how to look at the world from other peoples' perspectives.
- **Spirited and enthusiastic:** We have contagious enthusiasm that is unparalleled. Together, we are Ponies.

Strategic Directions
What we commit to creating

Direction A: Ensure the learning process is adaptable to meet individual student needs

Direction B: Foster a safe, welcoming and inclusive environment for all staff and students

Direction C: Utilize systems and align resources in an efficient manner to support learning

Strategic Direction D: Develop strong partnerships with the communities we serve

Pony Community Commitments
How we work together

As individuals working, serving and interacting within the Stillwater Area Public Schools, we commit to always:

- Foster a culture of belonging
- Use our voices for good and listen with empathy
- Demonstrate respect for all
- Have high expectations and seek feedback with openness and curiosity
- Embrace new ideas which improve our students' experiences

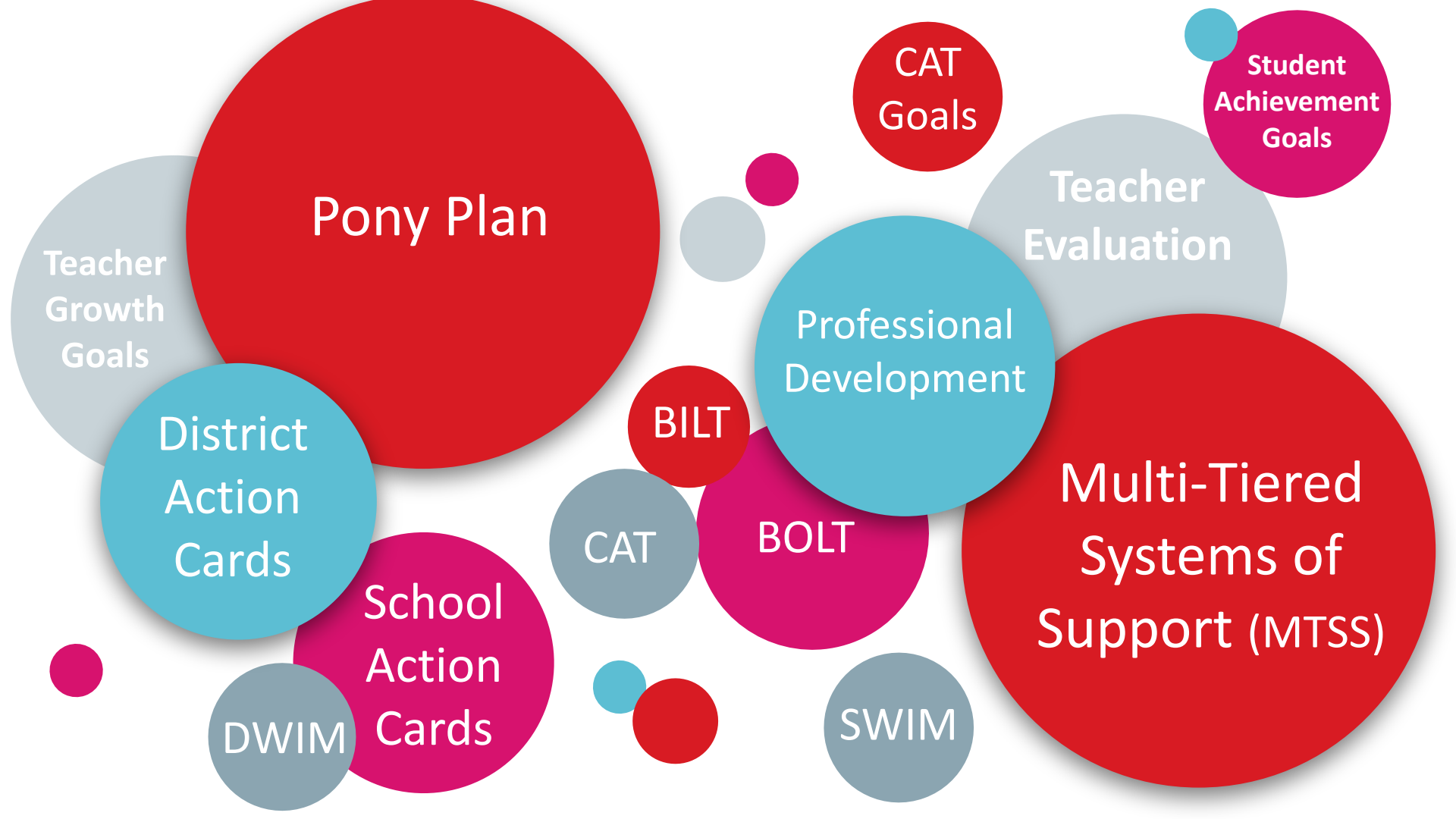
Key Initiatives
Where we will focus our resources

- Literacy
- Equity and Inclusion
- Social Emotional Learning and Mental Health

Our Focus:
High Quality Instruction

Strategic Directions

- **Strategic Direction A:** Ensure the learning process is adaptable to meet individual student needs
- **Strategic Direction B:** Foster a safe, welcoming and inclusive environment for all staff and students
- **Strategic Direction C:** Utilize systems and align resources in an efficient manner to support learning
- **Strategic Direction D:** Develop strong partnerships with the communities we serve


Pony Plan
CAT Goals
Student Achievement Goals
Teacher Growth Goals
Teacher Evaluation
Professional Development
District Action Cards
BILT
CAT
BOLT
Multi-Tiered Systems of Support (MTSS)
School Action Cards
DWIM
SWIM

Connecting The Dots

Aligning Our Work to Support Students



2025-26

Pony Plan Focus: High Quality Instruction

Literacy

Equity & Inclusion

Social Emotional Learning & Mental Health

Pony Plan: Taking Action

Action Cards are used to ensure building/department level work is aligned to the district priorities:

- Identify goals
- Outline steps to reach goals
- Assign tasks
- Provide a timeline
- Monitor progress throughout

District-Level Action Cards

Action Card A	Action Card B	Action Card C	Action Card D
• Literacy • Intervention/ Multi-Tiered Systems of Support	• Welcome Center • Staff onboarding • Employee performance evaluation	• Boundary changes • Artificial Intelligence • Human Resources/ Finance system	• Enrollment marketing

School Action Cards

Building leadership teams at each school work together to develop an action card for each of the 4 strategic directions.

Action cards are focused on:

- **Action Card A:** Literacy
- **Action Card B:** Culturally responsive instruction
- **Action Card C:** Screening to intervention
- **Action Card D:** Family partnerships

School Action Cards

Action Card A: Literacy

- All schools have the same goal
- Goal focuses on having students reading at grade level or above
- Measurement = FastBridge data

Action Card B: Culturally Responsive Instruction

- All schools have the same goal
- Goal focuses on students having access to high quality instruction
- Measurement = Classroom walk-through data and attendance and FastBridge data

School Action Cards

Action Card C: Screening to Intervention

- Schools choose between 2 goals:
  - Increasing number of students screened for intervention
  - Responding to data through Tier 2 intervention
- Measurement = FastBridge data

Action Card D: Family Partnerships

- Schools choose between 3 goal areas:
  - Conference Model
  - Cell Phone Policy Implementation
  - Language Access Plan
- Measurement = Behavior Data; Communication Data; Parent Contact Data



Our Purpose:

To inspire curiosity and the love of learning in every child.

- We provide a wide range of engaging learning opportunities to build the resilience and empathy learners need to successfully navigate their futures.

Questions

Expect More.

Preliminary Proposed 2025 Payable 2026 Property Tax Levy

Presented to the School Board
Marie Schrul
Chief Financial Officer
September 30, 2025

Purpose

- To provide an overview of the school district's Preliminary Proposed 2025 Payable 2026 Property Tax Levy
- To certify the Preliminary Proposed 2025 Payable 2026 Property Tax Levy by the 9/30 deadline
- Set the date for the December Truth in Taxation meeting

Key Messages

- Preliminary levy certification is part of the overall levy process & due to the county auditor and the Minnesota Department of Education (MDE) by Sept. 30
- Based upon calculations provided by MDE in September
- Adjustments to the levy are still being made which will likely change the total amount
- Certifying the “Maximum” allows for greater flexibility
- Levy can only move down after Oct. 1
- The School Board is scheduled to certify the final 2025 Payable 2026 property tax levy on Dec. 16

Levy Basics

- School levy authority is established in law
- School budgets are a combination of state, federal and local funding, including voter approved operating, bond & technology levies
- Unlike cities and counties, the 2025 Payable 2026 school levy is for the following school year (2026-2027)
- Levy revenue is approximately 24% of the district's total budget

Factors Impacting School Levies

- Changes in tax base (increases often result in less state aid)
- Changes in enrollment
- Legislative changes to education formulas
- Referendum
- Employment changes that drive severance and unemployment levies
- Capital bonds, refunding of bonds, abatements, long term facilities maintenance & health and safety projects, lease costs

General Fund Levies

General Fund	Certified 2024 Payable 2025 RMV Amount	Certified 2024 Payable 2025 NTC Amount	Certified 2024 Payable 2025 Total	Preliminary Proposed 2025 Payable 2026 RMV Amount	Preliminary Proposed 2025 Payable 2026 NTC Amount	Preliminary Proposed 2025 Payable 2026 Total	Preliminary Levy Change Amount
Operating Referendum - Voter Approved	$ 17,406,637.76	0.00	**$ 17,406,637.76**	$ 16,959,178.26	0.00	**$16,959,178.26**	$ (447,459.50)
Prior Years Adjustments	(184,999.00)	0.00	**(184,999.00)**	137,561.57	0.00	**137,561.57**	322,560.57
Subtotal	**17,221,638.76**	**0.00**	**17,221,638.76**	**17,096,739.83**	**0.00**	**17,096,739.83**	**(124,898.93)**
Equity	859,023.44	0.00	**859,023.44**	782,046.07	0.00	**782,046.07**	(76,977.37)
Local Optional	6,792,010.21	0.00	**6,792,010.21**	6,394,099.81	0.00	**6,394,099.81**	(397,910.40)
Transition	29,029.31	0.00	**29,029.31**	27,342.04	0.00	**27,342.04**	(1,687.27)
1st Tier Board Approved Referendum	0.00	0.00	**0.00**	0.00	0.00	**0.00**	0.00
Prior Years Adjustments	13,073.96	0.00	**13,073.96**	81,920.63	0.00	**81,920.63**	68,846.67
Subtotal	**7,693,136.92**	**0.00**	**7,693,136.92**	**7,285,408.55**	**0.00**	**7,285,408.55**	**(407,728.37)**
Capital Projects Referendum/Tech Levy	0.00	7,186,622.56	**7,186,622.56**	0.00	7,087,369.63	**7,087,369.63**	(99,252.93)
Operating Capital	0.00	1,888,790.42	**1,888,790.42**	0.00	1,832,988.34	**1,832,988.34**	(55,802.08)
Alt Teacher Comp (QComp)	0.00	772,093.14	**772,093.14**	0.00	773,122.35	**773,122.35**	1,029.21
Achievement & Integration	0.00	374,326.65	**374,326.65**	0.00	384,482.07	**384,482.07**	10,155.42
Reemployment Insurance	0.00	92,000.00	**92,000.00**	0.00	92,000.00	**92,000.00**	0.00
Safe Schools	0.00	338,140.80	**338,140.80**	0.00	330,343.20	**330,343.20**	(7,797.60)
Safe Schools Intermediate	0.00	140,892.00	**140,892.00**	0.00	137,643.00	**137,643.00**	(3,249.00)
Career and Technical	0.00	385,308.34	**385,308.34**	0.00	385,308.34	**385,308.34**	0.00
Annual Other Post Employment Benefits	0.00	2,053,817.00	**2,053,817.00**	0.00	1,128,037.00	**1,128,037.00**	(925,780.00)
Long Term Facilities Maintenance	0.00	5,060,914.00	**5,060,914.00**	0.00	6,353,773.54	**6,353,773.54**	1,292,859.54
Building/Land Lease	0.00	1,965,195.00	**1,965,195.00**	0.00	2,068,806.00	**2,068,806.00**	103,611.00
Total Before Adjustments	**0.00**	**13,071,477.35**	**13,071,477.35**	**0.00**	**13,486,503.84**	**13,486,503.84**	**415,026.49**
Prior Years Adjustments	0.00	1,668,325.02	1,668,325.02	0.00	166,312.75	166,312.75	(1,502,012.27)
Subtotal	**0.00**	**14,739,802.37**	**14,739,802.37**	**0.00**	**13,652,816.59**	**13,652,816.59**	**(1,086,985.78)**
Total General Fund	**$ 24,914,775.68**	**$ 21,926,424.93**	**$ 46,841,200.61**	**$ 24,382,148.38**	**$ 20,740,186.22**	**$45,122,334.60**	**$ (1,718,866.01)**

Community Service Fund Levies

Community Service Fund	Certified 2024 Payable 2025			Preliminary Proposed 2025 Payable 2026			Preliminary Levy Change
	RMV Amount	NTC Amount	Total	RMV Amount	NTC Amount	Total	Amount
Basic Community Education	0.00	$ 553,112.82	$ 553,112.82	0.00	$ 561,211.80	$ 561,211.80	$ 8,098.98
Early Child Family	0.00	381,176.77	381,176.77	0.00	289,480.05	289,480.05	(91,696.72)
Home Visiting	0.00	10,260.00	10,260.00	0.00	9,960.00	9,960.00	(300.00)
Adults w/ Disabilities	0.00	10,121.67	10,121.67	0.00	9,241.11	9,241.11	(880.56)
School Age Care	0.00	300,000.00	300,000.00	0.00	375,000.00	375,000.00	75,000.00
Prior Years Adjustments	0.00	103,242.27	103,242.27	0.00	77,581.16	77,581.16	(25,661.11)
Total Community Service Fund	**0.00**	**$ 1,357,913.53**	**$ 1,357,913.53**	**0.00**	**$ 1,322,474.12**	**$ 1,322,474.12**	**$ (35,439.41)**

Debt Service Fund Levies

Debt Service Fund	Certified 2024 Payable 2025 RMV Amount	NTC Amount	Total	Preliminary Proposed 2025 Payable 2026 RMV Amount	NTC Amount	Total	Preliminary Levy Change Amount
Debt Service Voter-Approved	0.00	$ 17,821,336.00	**$ 17,821,336.00**	0.00	$ 15,889,336.00	**$ 15,889,336.00**	$ (1,932,000.00)
Debt Service Voter-Approved	0.00	0.00	**0.00**	0.00	3,536,926.00	**3,536,926.00**	3,536,926.00
Debt Excess	0.00	(440,010.92)	**(440,010.92)**	0.00	(605,944.60)	**(605,944.60)**	(165,933.68)
Prior Years Adjustments	0.00	19,811.21	**19,811.21**	0.00	64,897.34	**64,897.34**	45,086.13
Subtotal	**0.00**	**17,401,136.29**	**17,401,136.29**	**0.00**	**18,885,214.74**	**18,885,214.74**	**1,484,078.45**
Debt Service Other	0.00	552,848.00	**552,848.00**	0.00	1,284,751.00	**1,284,751.00**	731,903.00
Debt Excess	0.00	(13,649.82)	**(13,649.82)**	0.00	(48,994.44)	**(48,994.44)**	(35,344.62)
Prior Years Adjustments	0.00	0.00	**0.00**	0.00	0.00	**0.00**	0.00
Subtotal	**0.00**	**539,198.18**	**539,198.18**	**0.00**	**1,235,756.56**	**1,235,756.56**	**696,558.38**
Total Debt Service Fund	**0.00**	**$ 17,940,334.47**	**$ 17,940,334.47**	**0.00**	**$ 20,120,971.30**	**$ 20,120,971.30**	**$ 2,180,636.83**
Total - All Funds	**$ 24,914,775.68**	**$ 41,224,672.93**	**$ 66,139,448.61**	**$ 24,382,148.38**	**$ 42,183,631.64**	**$ 66,565,780.02**	**$ 426,331.41**

STILLWATER AREA PUBLIC SCHOOLS
Expect More.

Preliminary Proposed 2025 Payable 2026 Levy

Fund	Certified 2024 Payable 2025			Preliminary Proposed 2025 Payable 2026				
	RMV Amount	NTC Amount	Total	RMV Amount	NTC Amount	Total	Preliminary Levy Change	% Change
General	$ 24,914,775.68	$ 21,926,424.93	**$ 46,841,200.61**	$ 24,382,148.38	$ 20,740,186.22	**$ 45,122,334.60**	$ (1,718,866.01)	-3.67%
Community Service	0.00	1,357,913.53	**1,357,913.53**	0.00	1,322,474.12	**1,322,474.12**	(35,439.41)	-2.61%
Debt Service	0.00	17,940,334.47	**17,940,334.47**	0.00	20,120,971.30	**20,120,971.30**	2,180,636.83	12.15%
Total	**$ 24,914,775.68**	**$ 41,224,672.93**	**$ 66,139,448.61**	**$ 24,382,148.38**	**$ 42,183,631.64**	**$ 66,565,780.02**	**$ 426,331.41**	**0.64%**

Estimated Annual Property Tax Impact

Ehlers Public Finance Advisors

Levy Timeline

Date	Action
July – September	District submits levy information to MDE
September 8	MDE provides preliminary levy calculations
September 30	School Board meeting to certify the Preliminary Proposed 2025 Payable 2026 Property Tax Levy
September 30	Deadline for the district to provide the county with the preliminary proposed levy and the date of the truth in taxation meeting. The proposed levy and current school year budget will be discussed at the truth in taxation hearing.
November 10-24	County mails property tax statements showing estimated Payable 2026 property taxes and meeting date/time/location for the final levy and budget discussions
December 2	Proposed meeting date for the Truth in Taxation meeting, 6:00 p.m. (time certain)
December 16	School Board meeting to adopt the final 2025 Payable 2026 Property Tax Levy
December 29	School district deadline to certify final adopted levies to home county auditor

Recommended Actions

- Certify a “Maximum” Proposed 2025 Payable 2026 Property Tax Levy
- Set the Truth in Taxation meeting for December 2, 2025 at 6 p.m. at Oak Park Learning Center, 6355 Osman Avenue North, Stillwater, MN 55082

Questions

School Board Member _____ introduced the following Resolution and moved its adoption:

RESOLUTION TO ENGAGE PROFESSIONAL SERVICES FOR NEGOTIATIONS SUPPORT

WHEREAS, the School Board seeks to create a new approach to its contract negotiations process to increase transparency;

WHEREAS, the School Board supports engaging a professional negotiator to advise the Board in contract negotiation best practices;

WHEREAS, the School Board believes that the District would benefit from hiring a third party to serve as a District negotiator in contract negotiations;

WHEREAS, hiring an experienced outside negotiator will bring a new perspective to the bargaining table and will help preserve the working relationship between District employees;

WHEREAS, hiring an attorney to serve as a negotiator will produce efficiencies because an attorney can immediately advise the District's bargaining team on legal issues related to language proposals;

WHEREAS, the District currently uses several law firms to provide legal services, including Squires, Waldspurger & Mace, P.A. (SW&M);

WHEREAS, in addition to providing traditional legal services, SW&M has attorneys who are experienced in serving as negotiators in contract negotiations;

WHEREAS, the School Board would like to engage SW&M to provide negotiation services to the District with the understanding that Attorney Mick Waldspurger will serve as a negotiator in contract negotiations; and

WHEREAS, SW&M bills at the rate of two hundred and forty-five dollars and zero cents ($245.00) per hour for all tasks, services, and time spent related to negotiations, including, but not limited to, time spent consulting, reviewing proposals, preparing proposals, attending bargaining sessions, and travel time.

NOW, THEREFORE, BE IT RESOLVED by the School Board as follows: the School Board hereby hires Mick Waldspurger from SW&M to consult with the School Board on creating a more transparent negotiations process and serve as a District negotiator during 2025-2027 round of contract negotiations.

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

And the following voted against this Resolution:

Based on the vote, this Resolution was declared duly 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 ____ day of _____ 2025.

Signature_____.
Katie Hockert, School Board Clerk

Date: _____.

Negotiations Process

- Notice of Intent to bargain from the Union
- The Union negotiators and District negotiators agree on a first meeting
- Lists of interests or proposals are shared by both sides
- At subsequent meetings items are discussed and tentatively agreed to, withdrawn or tabled for further discussion.
- Once agreement is reached, a summary is prepared and the Union will present the tentative agreement to the members for a vote.
- If the members ratify the agreement, then the board is informed and a recommendation is made to approve the agreement on behalf of the district.

District Union Contracts

SCEA - Teachers expired 6/30/2025 - in process, we have met 4 times

Custodians, expired 6/30/2025 - in process, we have met 7 times

Principals, expired 6/30/2025 - in process, we have met 6 times

Nutrition Services, expired 6/30/2025 - not started

SCPA - Paras, expires 6/30/2026 - This is an off cycle contract.

District Terms & Conditions

Community Education Leads and Assistants - expires 6/30/2026 (off cycle)

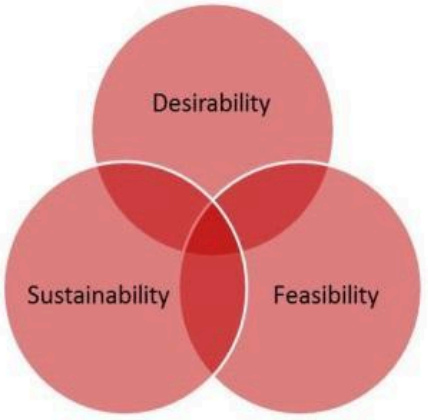
Coordinators, Supervisors, Specialists - expires 6/30/2027

Tech Support - expires 6/30/2027

Directors - expires 6/30/2027

Stillwater AREA PUBLIC SCHOOLS

GUIDING CHANGE: Boundary Adjustments 2025

Current Reality	*Desired Result*	*Unacceptable Means*
• New Bayport Elementary and Lake Elmo Elementary opening in the fall 2026. • Addition and remodel at Oak-Land Middle School to accommodate current and future growth. • Growth in the southern part of the district. • Space available in central and northern elementary schools and Stillwater Middle School. • Feeder System to Middle School (elementary schools aligned with a middle school). • Classroom space set aside for pre-K programming at each of our elementary schools. • GATE currently housed at Stillwater Middle School. • Amigos Unidos is currently housed at Lake Elmo Elementary.	• Decisions will be based on the best interests of ALL district students. • Ensure schools in the southern part of the district have capacity to meet current and future needs. • Consider demographic make-up of the student body. • Gather feedback from various stakeholders to provide insight (School Board, administrative team, staff, and community group). • Provide for a safe and efficient transportation system within board policy and procedures. • To the extent possible, keep the feeder system to middle schools. • To the extent possible, keep neighborhoods together (This does not mean that students will be sent to the school nearest their home, but rather that all students within a neighborhood be sent to the same school). • To the extent possible, each elementary school will have a minimum enrollment of 400 students.	• We will not violate state laws, school board policy, or negotiated agreements. • We will not violate class size ranges for each grade level section. 

Stillwater School Board
Policy Meeting Notes
September 11, 2025

Present: Sarah Grcevich, Katie Hockert, Alison Sherman,
Paul Lee, Carissa Keister, Mike Funk, Joan Hurley

Agenda

- Reviewed the following policies for the September 30, 2025 board meeting
    - Consent Agenda
        - Policy 904 - Distribution of Materials on School District Property by Non-School Persons
    - First Reading
        - Policy 620 - Credit for Learning
    - Not Adopting
        - Policy 907 - Rewards

What's next:

- Review Policies 213 - School Board Committees; 503 - Student Attendance; 512 Student Publications; 613 - Graduation Requirements; 706 - Acceptance of Gifts; 801 - Equal Access to School Facilities; 805 - Waste Reduction and Recycling; 806 - Crisis Management Policy; 614 - School District Testing Plan and Procedure.
- Possible revocation of Policies 910 - Publication or Creation of Materials; 911 - Positive Relationship; 912 - Respectful Behavior; SR 1.1: Copyright; SR 1.21: Development of Parental Involvement Policies For Title I Programs; SR 1.5: Transportation Operators - Drug and Alcohol Abuse Policy

NORTHEAST METRO Intermediate School District | 916

partners in education

TO: Northeast Metro 916 Board of Education
FROM: Val Rae Boe
DATE: September 5, 2025
RE: September 3 Board of Education Meeting Talking Points

Members present: Knisely-12, Palmer-13, Jones-14, Forsberg-16, Oksnevad-282, Bock-621, Clark-623, Daniels-624, Rebelein-831, Stout-832, Dols-833, and Thelander-834.

Members absent: Nitardy-622

Presentation: Every Student, Every Day: Safeguarding Student Well-Being and Safety
A presentation was given regarding refinements and updates that have been made to Behavioral Threat Assessment and Management (BTAM) and Suicide Risk Assessment. These assessments build a culture of awareness, care and resilience and exist to keep students and staff safe. They have clear, consistent, evidence-based steps to identify concerns early, intervene appropriately and align with Policy 806.

Presentation: Enrollment and Staffing Overview
An overview of the enrollment and staffing numbers for the 2025-26 school year was provided to the Board. The recommendation from the Future Solutions Work Group to use and optimize existing spaces/sites differently and reconfigure grade levels resulted in taking additional students off the waitlist this school year in programs that had previously been unable to expand due to space. Staffing is trending in a positive direction with the hire of 82 new staff to start the school year. Recruitment strategies being used include job fairs, online job boards, the apprenticeship program, and the partnership with a new vendor. Recruitment will continue throughout the school year.

Presentation: Comprehensive Achievement & Civic Readiness Plan
A presentation was given regarding the Comprehensive Achievement & Civic Readiness Plan and how this plan aligns with 916's strategic actions and benchmarks. Each of the goals were described and the complexities of these goals in an intermediate school district was explained.

School Board Policies: The School Board was presented with a first reading of a policy and approved several policies that were presented in August and several that had minor language changes.

- First Reading: Policy 601
- Approved: Policies 203.5, 205, and 521.

Approval of the Superintendent Evaluation: School Board Chair, Marilynn Forsberg provided an overview and comments related to the evaluation of Superintendent Boe. The School Board accepted the evaluation for the 2024-25 school year.

Approval of Strategic Actions Benchmarks for the 2025-26 School Year: The School Board approved the Strategic Actions Benchmarks for the 2025-26 school year. Superintendent Boe presented the benchmarks and stated they reflect the collective aspirations, aligns with the district's commitment to excellence in education, and complies with Minnesota statutory mandates including Comprehensive Achievement and Civic Readiness.