

Business Meeting

Tuesday, April 21, 2026 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, March 24, 2026	
X.B. School Board Meeting Minutes, April 7, 2026	
X.C. Payment of invoices, April 4 - 17, 2026	
X.D. Field Trip Request Form for Stillwater Area High School National Level Speech Tournament in Washington DC	
X.E. Partnership Plan Building Lease Amendment	
X.F. Memorandum of Agreement (MOA) Dental Insurance Premium Contributions with Nutrition Services Employees' Organization	
X.G. Memorandum of Agreement (MOA) Health Insurance Premium Contributions with Nutrition Services Employees' Organization	
X.H. Memorandum of Agreement (MOA) Health Insurance Premium Contributions with St. Croix Paraprofessional Association	
X.I. Memorandum of Agreement (MOA) Paraprofessional Teacher's Assistant Pilot Program with St. Croix Paraprofessional Association	

X. J. Human Resources Personnel Report

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

XI.A. Report: Stillwater Area High School Online Academy Update
Speaker (s) : Mr. Rob Bach, Stillwater Area High School Principal and Ms. Rachel Steil, Online Coordinator

XIII. 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: Transportation Planning Update for 2026-27 School Year
Speaker (s) : Ms. Carissa Keister, Chief of Staff, Mr. Tom Risley, Transportation Supervisor

XIII.B. Report: Priority-Based Budgeting Update
Speaker (s) : Ms. Marie Schrul, Chief Financial Officer

XIII.C. Action: Resolution Rescinding Placement of Teachers on Unrequested Leave of Absence
Speaker (s) : Ms. Kristine Carlston, Executive Director of Human Resources

XIII.D. Report: Legislative Update
Speaker (s) : Superintendent Mike Funk

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

XV. Adjournment
Speaker (s) : Ms. Alison Sherman, School Board Chair

XVI. Attachments

- I. The board recognized the boys Nordic ski racing team who took first place in state. This was the first state championship since 1996.
- II. Public Comment: No speakers
- III. Call to Order: The meeting was called to order at 5:42 p.m.
- IV. Roll Call: Present: Sarah Grcevich, Katie Hockert, Pete Kelzenberg, Chris Lauer, Robert Parker, Alison Sherman, Andrew Thelander.
- V. Pledge of Allegiance
- VI. Motion by Sherman to move the SCEA Contract after the closed session, second by Hockert, carried 7-0. Motion to approve agenda by Kelzenberg, second by Lauer, carried 7-0.
- VII. Student Report: Aurora and Zach shared a report on academics and extracurricular activities. Noting that the student council hosted a bingo event during lunch hour this week and prom is scheduled for April 25.
- VIII. Superintendent Report: The School Finance Advisory Committee held its first meeting last month, which was well received. Middle school athletics will continue with no program cuts. Practices and competitions will remain after school, and coaches will remain district employees. Funding will shift to Community Education, participation fees will increase, and transportation is under review to help address budget reductions.
- IX. Board Chair Report: Nothing to report.
- X. Consent Agenda: A. School Board Meeting Minutes, February 17, 2026; B. School Board Meeting Minutes, March 3, 2026, 2026; C. Payment of Invoices, February 28 - March 20, 2026; D. Student Device Purchases; E. Classroom Technology Purchase for New Elementaries; F. FY25 Single Audit Reports: Human Resources Personnel Report. Motion by Thelander, second by Hockert, carried 7-0.
- XI. Strategic Direction A: Ensure the Learning Process is Adaptable to Meet Individual Student Needs. Nothing to report.
- XII. Strategic Direction B: Foster a Safe, Welcoming and Inclusive Environment for all Staff and Students. Nothing to report.
- XIII. Strategic Direction C: Utilize Systems and Align Resources in an Efficient Manner to Support Learning.
 - A. Motion by Hockert to approve the resolution non-renewing probationary teaching contracts, second by Sherman, carried 7-0.
 - B. Motion by Sherman to approve the resolution proposing placement of teachers on unrequested leave of absence, second by Thelander, carried 7-0.
 - C. There have been no changes to Policy 213 - School Board Committees since its first reading on February 2.
 - D. Motion by Sherman to approve Policy 213 - School Board Committees, second by Thelander, carried 7-0.
 - E. There have been no changes to Policy 423 - Employee-Student Relationships since its first reading on February 2.
 - F. Motion by Sherman to approve Policy 423 - Employee-Student Relationships, second by Lauer, carried 7-0.
- XIV. Strategic Direction D: Develop Strong Partnerships with the Communities We Serve. Nothing to report.
- XV. Motion by Sherman at 6:08 p.m. 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, second by Kelzenberg, carried 7-0. Present: Hockert, Grcevich, Kelzenberg, Lauer, Parker, Sherman, Thelander, Funk, Carlston, Schrul, Mick J. Waldspurgen. Motion by Sherman at 6:58

p.m. to adjourn to open meeting, second by Thelander, carried 7-0.

XVI. Motion by Sherman to approve the SCEA Contract, second by Grcevich, carried 6-0-1 (abstain)

- A. Motion by Sherman to approve the SCEA Master Contract - Memorandum of Agreement (MOA) - Discretionary Leave Buy-Back, second by Hockert, carried 6-0-1 (abstain)
- B. Motion by Sherman to approve the SCEA Master Contract - Memorandum of Understanding (MOU) - Discretionary Leave, second by Hockert, carried 6-0-1 (abstain)
- C. Motion by Sherman to approve the SCEA Master Contract - Memorandum of Understanding (MOU) - Elementary Supplemental Substitute Pay, second by Hockert, carried 6-0-1 (abstain)
- D. Motion by Sherman to approve the SCEA Master Contract - Memorandum of Understanding (MOU) - Emergency Sick Leave Pool (ESLP), second by Hockert, carried 6-0-1 (abstain)
- E. Motion by Sherman to approve the SCEA Master Contract - Memorandum of Agreement (MOA) - Health Insurance Premium Contributions, second by Hockert, carried 6-0-1 (abstain)
- F. Motion by Sherman to approve the SCEA Master Contract - Memorandum of Agreement (MOA) - Packing and Unpacking Stipend, second by Hockert, carried 6-0-1 (abstain)
- G. Motion by Sherman to approve the SCEA Master Contract - Memorandum of Agreement (MOA) - Professional Development Time, second by Hockert, carried 6-0-1 (abstain)
- H. Motion by Sherman to approve the SCEA Master Contract - Memorandum of Agreement (MOA) - Retiree Longevity Pay, second by Hockert, carried 6-0-1 (abstain)

XVII. Adjourn

- A. The meeting adjourned at 7:14 p.m.
Respectfully submitted, Sarah Grcevich, School Board Clerk

Independent School District 834 – Stillwater Area Public Schools
Oak Park Learning Center, 6355 Osman Avenue North, Stillwater, MN 55082
Study Session, Tuesday, April 7, 2026 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, Robert Parker, Alison Sherman, Andrew Thelander
- III. Pledge of Allegiance
- IV. Approval of Agenda: Motion made by Sherman, second by Thelander, Carried 7-0.
- V. Motion by Sherman to approve consent agenda: A.Payment of Invoices, March 21 - April 3, 2026; Gifts and Donations and Treasurer’s Reports, February 2026, second by Hockert, Carried 7-0.
- VI. Business Items - No items
- VII. Workshop Topic
 - A. The Minnesota Student Survey (MSS) is the primary source of comprehensive data on youth at the state, county, and district level in Minnesota and is one of the longest-running youth surveys in the nation. It is administered every three years to students in grades 5, 8, 9 and 11.
 - B. The board received an update on educational technology use, best practices, and screen time usage in our schools.
- VIII. Board members toured the new Bayport Elementary school.
- IX. Adjourn
 - A. The meeting adjourned at 7:33 p.m.

Respectfully submitted, Sarah Grcevich, 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: Jason Meyer Cell Phone #: (651) 253-0924

In conjunction with (team/class/organization): SHS speech Team

Educational/Trip Purpose: National speech Tournament competition

Itinerary details must be attached

Destination: Washington D.C.

Destination Address/Phone: 801 Allen Y Lew Place NW, WA DC 20001 Washington DC Convention Center
(Address, City, State) (Phone number)

Departure from school Date: 5-22-26 Return to school Date: 5-25-26

Depart from school Time: Does not Apply Arrival to destination Time: 2:00 PM
weekend

Departure from destination Time: 12:29 PM Return to school Time: Does not Apply - Memorial Day Week

Number of: Students/Team Members: (Attach List) One Team member - Sophia Amundgaard
Grade 12

Directors/Coaches: 1 Names: Jason Meyer

Chaperones*: 1 Names: Jason Meyer

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

Mode of Travel (see back for more info): _____

Lodging Information (if overnight): Grand Hyatt 1000 H ST NW Washington DC 20001
(Hotel Name, Address, City, State) (Phone number)
202-582-1231

Safety/Security Plans Reviewed _____
(Date and manner in which information provided)

Discipline & Chemical Policy & Rules Reviewed _____
(Date and manner in which information provided)

Estimated Cost \$ 2330
 Transportation \$ 800 For 2
 Housing \$ 1400-1600 For 2
 Fees \$ 130
 Supplies \$ _____
 (other) \$ _____

Total Cost \$ 2330
 Student Cost \$ 1165 District Cost \$ 0
 Funding Source (i.e. grant, prof. dev., etc.): student & coach

Teacher/Coach Signature: Jason Meyer 4-13-26
(Date)

Department Chair/Athletic Director Approval: Pat Cup 4-13-26
(Date)

Building Administration Approval: Felix C. Bal 4/13/26
(Date)

FOR OVERNIGHT FIELD TRIPS AND ATHLETIC TEAM TRIPS ONLY
 District Administrative Approval: _____ 4/15/24
(Date)

**PARTNERSHIP PLAN – BUILDING LEASE
AMENDMENT 1**

This lease Amendment (“Amendment”) is entered into between Independent School District No 834, an independent school district organized under the laws of Minnesota (“Landlord”) and The Partnership Plan, a political subdivision of the State of Minnesota (“Tenant”) effective July 1, 2025 (“Effective Date”). Landlord and Tenant may be referred to throughout this Agreement as “Party” in the singular, and “Parties” when both are referenced, as the context requires.

RECITALS:

A. Landlord and Tenant entered into that certain PARTNERSHIP PLAN – CENTRAL SERVICE BUILDING LEASE dated February 16th, 2023 (“Lease”).

B. The Parties desire to enter into this written amendment to the Lease for the purpose of addressing the relocation of Tenant from Central Services Building to Oak Park Learning Center (“Desired Changes”).

AGREEMENT:

NOW THEREFORE, in consideration of the mutual promises and covenants contained in this Agreement, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties agree as follows:

1. Section 1.2 shall be amended to read
Partnership Plan
6355 Osman Avenue North
Stillwater, MN 55082

Section 1.3 shall be amended to read
Exclusive use of the space more specifically described on the attached Exhibit A (yellow), consisting of approximately **850** square feet and located within the building known as **Oak Park Learning Center** (Building).

Section 1.7 shall be amended to read
With the period beginning July 1, 2025, initial Base Rent for exclusive-use space, payable in monthly installments of **\$651.67** on or before the first day of each month, subject to adjustment as set forth in Article III below. **This Base Rent shall be inclusive of base and CAM.**

Section 1.8 shall be amended to read
CAM shall no longer be calculated as a separate amount and will be included in the Base Rent.

Section 2.1 shall be amended to read
LEASED PREMISES; COMMON AREAS. In consideration of the rents, covenants and agreements herein to be performed by Tenant, Landlord leases to Tenant that portion of the building known as the **Oak Park Learning Center** located at **6355 Osman Avenue North**, Stillwater, Minnesota 55082 (the "Building") consisting of exclusive use of that portion of the Building described on the attached Exhibit A (yellow). The Exclusive Space is referred to as the "Leased Premises". As part of the lease of the Leased

Premises, Landlord hereby leases to Tenant all fixtures and equipment located in or on the Leased Premises. Throughout the term of this Lease, Tenant also shall have the non-exclusive right to use common areas of the Building, including staff lounge and public restrooms, lobby and hallways, sidewalks and parking lot ("Common Areas"), in common with Landlord and other tenants of the Building and their respective agents, employees, and invitees.

Exhibit A shall be replaced with the revised version attached.

2. Any revisions in the terms and conditions of this contract shall be mutual written consent of the parties hereto.
3. Except as expressly set forth in this Amendment, this Amendment shall not alter, modify, supersede, or otherwise change the Lease.

ACCEPTED AND AGREED by the parties as of the Effective Date.

LANDLORD:

Independent School District No 834, Stillwater Area Public Schools

BY: _____

ITS: BOARD CLERK

DATE: _____

BY: _____

ITS: ASST. DIR. OF FINANCE

DATE: _____

TENANT:

The Partnership Plan

BY: 

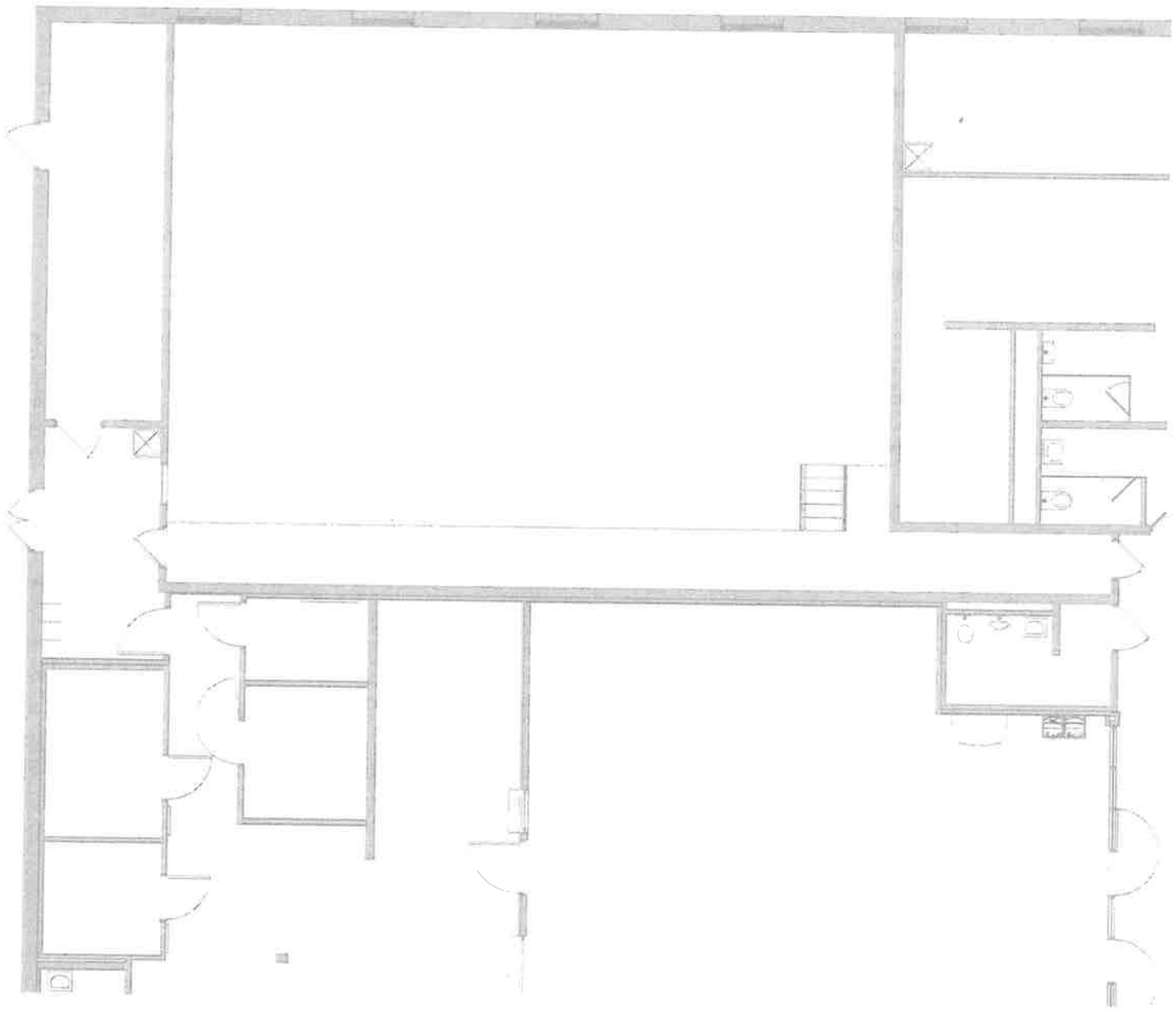
ITS: EXECUTIVE DIRECTOR

DATE: 04-10-26

BY: 

ITS: BOARD CHAIR

DATE: 04.10.26



**MEMORANDUM OF AGREEMENT (“MOA”):
DENTAL INSURANCE PREMIUM CONTRIBUTIONS**

This Memorandum of Agreement (“MOA”) is entered into by and between Independent School District No. 834 (“District”) and Nutrition Services Employees’ Organization (“Union”).

WHEREAS, the District and Union are parties to a collective bargaining agreement (“CBA”) governing the negotiated terms and conditions of employment for nutrition services employees who are employed by the District;

WHEREAS, Article VII, Section 3 of the CBA state:

The School Board shall provide a monthly contribution toward the premium for dental coverage, including dependent coverage, for full-time employees who qualify for and are enrolled in the district’s dental insurance plan. The amount provided by the district shall be as follows; however, this amount shall not exceed the actual cost of the insurance premium:

July 1, 2023 through June 30, 2025: Up to \$100.00 per month

WHEREAS, dental insurance premiums will increase for employees on July 1, 2026;

WHEREAS, the District and the union are in the process of negotiating the 2025-2027 CBA; and

WHEREAS, the District and the Union are entering into this MOA to increase the amount of the District’s dental insurance premium contribution for eligible employees while the District and the Union continue to negotiate over the other terms and conditions of employment outlined in the CBA;

NOW, THEREFORE, IN CONSIDERATION OF the mutual promises contained in this MOA, the parties agree as follows:

- 1. Amendment of CBA.** Effective July 1, 2026, Article VII, Section 3 of the CBA are amended to state:

The School Board shall provide a monthly contribution toward the premium for dental coverage, including dependent coverage, for full-time employees who qualify for and are enrolled in the district’s dental insurance plan. The amount provided by the district shall be as follows; however, this amount shall not exceed the actual cost of the insurance premium:

Effective July 1, 2026: Up to \$103.27 per month

- 2. No Wage Re-Opener.** The parties agree that this MOA is not a wage re-opener and, instead, addresses terms and conditions of employment for the 2025-2027 CBA.

3. **Costed Against Settlement.** The parties agree that the increase in the amount of the District's dental insurance premium contribution will be costed against the total package settlement as part of the negotiations over the 2025-2027 CBA.

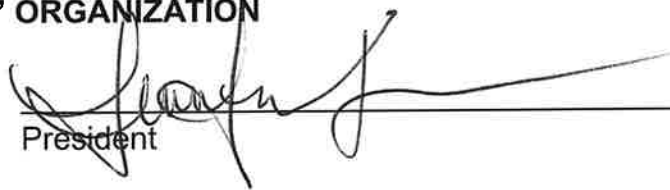
4. **Grievance.** This MOA is not grievable. No party to this MOA has an objection to the MOA and each party hereby waives any right they may have to file a grievance or pursue any other action and/or remedy against the District regarding any matter that arises out of or relates to the parties entering into this MOA, or any of the items stated above.

5. **No Precedent or Practice.** Nothing in this MOA may be deemed to establish an interpretation of the CBAs, a precedent, or a practice or to alter any established interpretation, precedent, or practice arising out of or relating to the CBAs between the Unions and the District. No party may submit this MOA in any proceeding as evidence of a contract interpretation, a precedent, or a practice.

6. **Entire Agreement.** This MOA constitutes the entire agreement of the parties with respect to the increase in the District's health insurance premium contribution for the 2026-2027 school year. In the event of any inconsistency between this MOA and the CBA, the terms of this MOA shall govern. Upon ratification of the 2025-2027 CBA, the provisions of this MOA shall supersede and replace the corresponding provisions of the CBA and shall be deemed to be incorporated into and made part of the CBA. No amendment or modification of this MOA shall be effective unless it is in writing and executed by all parties.

NUTRITION SERVICES EMPLOYEES' ORGANIZATION

Date: 4/10/24



 President

INDEPENDENT SCHOOL DISTRICT NO. 834

Date: _____

 School Board Chair

Date: _____

 School Board Clerk

**MEMORANDUM OF AGREEMENT (“MOA”):
HEALTH INSURANCE PREMIUM CONTRIBUTIONS**

This Memorandum of Agreement (“MOA”) is entered into by and between Independent School District No. 834 (“District”) and Nutrition Services Employees’ Organization (“Union”).

WHEREAS, the District and Union are parties to a collective bargaining agreement (“CBA”) governing the negotiated terms and conditions of employment for nutrition services employees who are employed by the District;

WHEREAS, Article VII, Section 2, Subdivisions 1 and 2 of the CBA state:

Subd. 1 - The School Board shall provide a monthly contribution toward the premium for single or family insurance coverage for eligible employees who qualify for, and are enrolled in, any of the district’s group health and hospitalization plan(s) for nutrition services employees. The amount provided by the district shall be as follows; however, this amount shall not exceed the actual cost of insurance premium:

Full-time employees participating in the high deductible/HRA/VEBA plan:

Effective July 1, 2023: Up to \$1,825.83

Effective July 1, 2024: Up to \$1,971.89

Part-time employees participating in the high deductible/HRA/VEBA plan:

Family coverage:

Effective July 1, 2023: Up to \$988.75

Effective July 1, 2024: Up to \$1,067.85

Single Coverage:

Effective July 1, 2023: Up to \$519.80

Effective July 1, 2024: Up to \$561.38

For full-time employees participating in the high deductible/HRA/VEBA insurance plan, the monthly District contribution to a VEBA shall be as follows:

Family Coverage:

Effective July 1, 2023: \$250.00

Effective July 1, 2024: \$292.00

Single Coverage:

Effective July 1, 2023: \$125.00

Effective July 1, 2024: \$167.00

There shall be no District contribution to a VEBA for part-time employees participating in the high deductible/HRA/VEBA insurance plan.

For full time employees provided a VEBA contribution due to coverage under another Stillwater School District employee's insurance policy, the monthly contribution to a VEBA shall be as follows:

Effective July 1, 2017: \$189.58

WHEREAS, health insurance premiums will increase for employees on July 1, 2026;

WHEREAS, the District and the union are in the process of negotiating the 2025-2027 CBA; and

WHEREAS, the District and the Union are entering into this MOA to increase the amount of the District's health insurance premium contribution for eligible employees while the District and the Union continue to negotiate over the other terms and conditions of employment outlined in the CBA;

NOW, THEREFORE, IN CONSIDERATION OF the mutual promises contained in this MOA, the parties agree as follows:

1. Amendment of CBA. Effective July 1, 2026, Article VII, Section 2, Subdivisions 1 and 2 of the CBA are amended to state:

Subd. 1 – The School Board shall provide a monthly contribution toward the premium for single or family insurance coverage for eligible employees who qualify for and are enrolled in the district's group health and hospitalization plan for Nutrition Services Employees. The amount contributed by the District shall be calculated as follows; however, this amount shall not exceed the actual cost of the insurance premium: the District will pay up to the first 6.5% of future increases that occur during the annual renewal of the medical insurance plan. Employees will pay the next 6.5% of any increase. The cost of any renewal increases above 13% will be shared equally between the employer and employee.

High Deductible Plan ~ Full Time Employees (Employees regularly scheduled to work six or more hours per day, for the full term of the year.):

Single Coverage

High deductible/HRA/VEBA plan:

Effective July 1, 2026: Up to \$979.00 per month

Family Coverage

High deductible/HRA/VEBA plan:

Effective July 1, 2026: Up to \$2,294.00 per month

High Deductible Plan ~ Part Time Employees (Employees regularly scheduled to work at least four hours but less than six hours per day. Must meet additional criteria as listed in Article VII, Section I, Subdivision 3):

Family Coverage:

Effective July 1, 2026: up to \$1,212.00

Single Coverage:

Effective July 1, 2026: Up to \$637.00

Subd. 2 - For employees participating in the high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA will be as follows:

Subd. 3 – For full-time employees participating in the single high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA shall be as follows:

Effective July 1, 2026: \$167.00 per month

For full-time employees participating in the family high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA shall be as follows:

Effective July 1, 2026: \$292.00 per month

For employees provided a VEBA contribution due to coverage under another Stillwater School District employee's insurance policy, the monthly District contribution to a VEBA shall be as follows:

Effective July 1, 2026: \$189.58 per month

There shall be no District contribution to a VEBA for part-time employees participating in the high deductible HRA/VEBA insurance plan.

- 2. No Wage Re-Opener.** The parties agree that this MOA is not a wage re-opener and, instead, addresses terms and conditions of employment for the 2025-2027 CBA.
- 3. Costed Against Settlement.** The parties agree that the increase in the amount of the District's health insurance premium contribution will be costed against the total package settlement as part of the negotiations over the 2025-2027 CBA.
- 4. Grievance.** This MOA is not grievable. No party to this MOA has an objection to the MOA and each party hereby waives any right they may have to file a grievance or pursue any other action and/or remedy against the District regarding any matter that arises out of or relates to the parties entering into this MOA, or any of the items stated above.

5. **No Precedent or Practice.** Nothing in this MOA may be deemed to establish an interpretation of the CBAs, a precedent, or a practice or to alter any established interpretation, precedent, or practice arising out of or relating to the CBAs between the Unions and the District. No party may submit this MOA in any proceeding as evidence of a contract interpretation, a precedent, or a practice.

6. **Entire Agreement.** This MOA constitutes the entire agreement of the parties with respect to the increase in the District's health insurance premium contribution for the 2026-2027 school year. In the event of any inconsistency between this MOA and the CBA, the terms of this MOA shall govern. Upon ratification of the 2025-2027 CBA, the provisions of this MOA shall supersede and replace the corresponding provisions of the CBA and shall be deemed to be incorporated into and made part of the CBA. No amendment or modification of this MOA shall be effective unless it is in writing and executed by all parties.

NUTRITION SERVICES EMPLOYEES' ORGANIZATION

Date: 4/10/24



President

INDEPENDENT SCHOOL DISTRICT NO. 834

Date: _____

School Board Chair

Date: _____

School Board Clerk

**MEMORANDUM OF AGREEMENT (“MOA”):
HEALTH INSURANCE PREMIUM CONTRIBUTIONS**

This Memorandum of Agreement (“MOA”) is entered into by and between Independent School District No. 834 (“District”) and St. Croix Paraprofessional Association (“Union”).

WHEREAS, the District and Union are parties to a collective bargaining agreement (“CBA”) governing the negotiated terms and conditions of employment for paraprofessionals who are employed by the District;

WHEREAS, health insurance premiums will increase for employees on July 1, 2026;

WHEREAS, the District and the union are in the process of negotiating the 2026-2028 CBA; and

WHEREAS, the District and the Union are entering into this MOA to increase the amount of the District’s health insurance premium contribution for eligible employees while the District and the Union continue to negotiate over the other terms and conditions of employment outlined in the CBA;

NOW, THEREFORE, IN CONSIDERATION OF the mutual promises contained in this MOA, the parties agree as follows:

- 1. Amendment of CBA.** Effective July 1, 2026, Article VII Section 2, Subdivision 1, 2, and 3 of the CBA are amended to state:

Subd. 1 – The district shall provide a monthly contribution toward the premium for single or family insurance coverage for eligible employees who qualify for and are enrolled in the district’s group health and hospitalization plan for paraprofessionals. The cost of any premium that exceeds the district’s monthly contribution shall be borne by the employee and paid by payroll deduction. Part-time employees shall be eligible for a district contribution towards single insurance only. The amount provided by the district shall be as follows; however, the amount shall not exceed the actual cost of the insurance premium:

High Deductible Plan ~ Full Time Employees (Employees regularly scheduled to work six or more hours per day or 30 hours or more per week, for the full term of the year.):

Single Coverage

High deductible/HRA/VEBA plan:

Effective July 1, 2026: Up to \$979.00 per month

Family Coverage

High deductible/HRA/VEBA plan:

Effective July 1, 2026: Up to \$2,294.00 per month

High Deductible Plan ~ Part Time Employees (Employees regularly scheduled to work at least four hours per day but less than six hours per day, or at least 20 hours but less than 30 hours per week, for the full term of the year.):

Single Coverage:

Effective July 1, 2026: Up to \$784.00

Subd. 2 - For employees participating in the high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA will be as follows:

Subd. 3 – For full-time employees and eligible retirees, as defined in Article X, Section 4, participating in the single high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA shall be as follows:

Effective July 1, 2024: \$167.00 per month

For full-time employees and eligible retirees, as defined in Article X, Section 4, participating in the family high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA shall be as follows:

Effective July 1, 2024: \$292.00 per month

For employees provided a VEBA contribution due to coverage under another Stillwater School District employee's insurance policy, the monthly District contribution to a VEBA shall be as follows:

Effective July 1, 2024: \$189.58 per month

Part Time Employees (Employees regularly scheduled to work at least four hours per day but less than six hours per day, or at least 20 hours but less than 30 hours hours per week, for the full term of the year.):

Single Coverage:

Effective July 1, 2024: \$50.63

- 2. No Wage Re-Opener.** The parties agree that this MOA is not a wage re-opener and, instead, addresses terms and conditions of employment for the 2026-2028 CBA.
- 3. Costed Against Settlement.** The parties agree that the increase in the amount of the District's health insurance premium contribution will be costed against the total package settlement as part of the negotiations over the 2026-2028 CBA.
- 4. Grievance.** This MOA is not grievable. No party to this MOA has an objection to the MOA and each party hereby waives any right they may have to file a grievance or pursue any other action and/or remedy against the District regarding any matter that arises out of or relates to the parties entering into this MOA, or any of the items stated above.

5. **No Precedent or Practice.** Nothing in this MOA may be deemed to establish an interpretation of the CBAs, a precedent, or a practice or to alter any established interpretation, precedent, or practice arising out of or relating to the CBAs between the Unions and the District. No party may submit this MOA in any proceeding as evidence of a contract interpretation, a precedent, or a practice.
6. **Entire Agreement.** This MOA reflects the entire understanding and agreement between the parties regarding the increase to the amount of the District's health insurance premium contribution for the 2026-2027 school year. This MOA controls over any inconsistent provisions in the CBA. No changes in this MOA are valid unless they are in writing and signed by all parties.

SAINT CROIX PARAPROFESSIONAL ASSOCIATION

Date: April 1, 2026

Cristine M. Hoefler
President Christine M. Hoefler

INDEPENDENT SCHOOL DISTRICT NO. 834

Date: _____

School Board Chair

Date: _____

School Board Clerk

**MEMORANDUM OF AGREEMENT (“MOA”):
Paraprofessional Teacher’s Assistant Pilot Program**

This Memorandum of Agreement (“MOA”) is entered into by and between Independent School District No. 834 (“District”) and St. Croix Paraprofessional Association (“Union”).

WHEREAS, the District and Union are parties to a collective bargaining agreement (“CBA”) governing the negotiated terms and conditions of employment for paraprofessionals who are employed by the District;

WHEREAS, the District desires to implement a pilot Paraprofessional Teacher’s Assistant position to support elementary instruction and student learning; and

WHEREAS, the parties agree that such position shall be included within the SCPA bargaining unit; and

WHEREAS, the parties desire to establish the terms and conditions applicable to this pilot position without otherwise modifying the collective bargaining agreement;

NOW, THEREFORE, the parties agree as follows:

1. **PURPOSE.** The purpose of this Memorandum of Agreement (“MOA”) is to establish a pilot Paraprofessional Teacher’s Assistant position within the SCPA bargaining unit to support elementary instruction, including district literacy initiatives and to define the compensation and related terms applicable to employees assigned to this position.
2. **BARGAINING UNIT STATUS.** The Paraprofessional Teacher’s Assistant position shall be included in the SCPA bargaining unit and shall be subject to all applicable provisions of the collective bargaining agreement, except as specifically modified by this MOA.
3. **PILOT PROGRAM.** The Paraprofessional Teacher’s Assistant position shall be implemented as a pilot program beginning during the 2026-2027 school year on a date determined by the District and continuing through June 30, 2027, unless extended or modified by mutual written agreement of the parties. The District retains the sole discretion to determine the number of positions, assignments, assignment locations, and operational parameters of the pilot program, consistent with applicable law.
4. **COMPENSATION.** Employees assigned by the District to the Paraprofessional Teacher’s Assistant position shall receive an additional Two Dollars (\$2.00) per hour above their regular hourly rate for all hours worked in the Paraprofessional Teacher’s Assistant assignment.
 - a. This differential:
 - i. applies only to hours worked in the Paraprofessional Teacher’s Assistant assignment;
 - ii. shall not create a new wage class or modify Appendix A of the collective bargaining agreement;
 - iii. shall not apply to employees who are not assigned to the Paraprofessional Teacher’s Assistant position; and

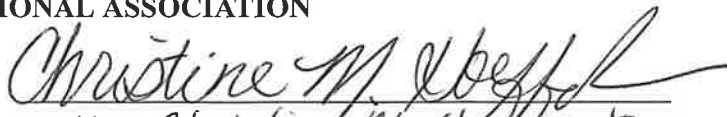
iv. shall cease upon the employee's transfer from or conclusion of assignment to the Paraprofessional Teacher's Assistant position.

5. **QUALIFICATIONS.** The District may establish and apply qualifications for the Paraprofessional Teacher's Assistant position consistent with the job description, including qualifications that exceed those of standard paraprofessional positions.
6. **POSTING AND SELECTION.** Vacancies in the Paraprofessional Teacher's Assistant position shall be posted in accordance with Article XII of the collective bargaining agreement, and the District retains discretion to choose the most qualified candidate, regardless of seniority. The District's hiring decisions are not subject to the grievance procedure.
7. **NO WAGE RE-OPENER.** The parties agree that this MOA is not a wage re-opener and, instead, addresses terms and conditions of employment for the 2024-2026 CBA.
8. **GRIEVANCE.** This MOA is not grievable. No party to this MOA has an objection to the MOA and each party hereby waives any right they may have to file a grievance or pursue any other action and/or remedy against the District regarding any matter that arises out of or relates to the parties entering into this MOA, or any of the items stated above.
9. **NO PRECEDENT.** This MOA is intended as a pilot agreement only and shall not establish a past practice, precedent, or binding interpretation of the collective bargaining agreement. This MOA shall not require the District to continue the position or the compensation differential beyond the term of this agreement, and the job duties outlined herein shall not become "bargaining unit" work.
10. **FULL AGREEMENT.** This MOA constitutes the full and complete agreement between the parties regarding the Paraprofessional Teacher's Assistant pilot position. All other terms and conditions of the collective bargaining agreement remain in full force and effect.
11. **DURATION.** This MOA shall become effective upon execution by both parties and shall remain in effect through June 30, 2027, unless extended by mutual written agreement.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Agreement as follows:

SAINT CROIX PARAPROFESSIONAL ASSOCIATION

Date: 4-15-2026


President Christina M. Hoessle

INDEPENDENT SCHOOL DISTRICT NO. 834

Date: _____

School Board Chair

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

RETIREMENT/RESIGNATION/RELEASE

NAME	STATUS	ASSIGNMENT	GROUP	EFFECTIVE DATE
Antolick, McKinney	Probationary Release	Paraprofessional, 6.0 hours/day Stillwater Area High School	SCPA	March 23, 2026
Balasis, Dimitrios	Probationary Release	Paraprofessional, 6.0 hours/day Stillwater Area High School	SCPA	May 22, 2026
Beety, Dean	Probationary Release	Paraprofessional, 4.55 hours/day Stonebridge Elementary School	SCPA	May 22, 2026
Biederman, Kristine	Resignation	Paraprofessional, 6.5 hours/day Lily Lake Elementary	SCPA	April 15, 2026
Bourassa, John	Probationary Release	Custodian, 8.0 hours/day District Wide	Custodial	April 14, 2026
Butala, Margaret	Retirement 28 Years	Behavioral Specialist, 1.0 FTE Stonebridge Elementary School	SCEA	May 26, 2026
Chapman, Gail	Probationary Release	Paraprofessional, 4.0 hours/day Alternative Learning Center	SCPA	May 22, 2026
Day, Isa	Resignation	Paraprofessional, 6.0 hours/day Stillwater Area High School	SCPA	March 12, 2026
Drew, Debbie	Retirement 30 Years	Art Teacher, .80 FTE Stillwater Area High School	SCEA	May 26, 2026
Dwyer, Rachel	Probationary Release	Paraprofessional, 6.0 hours/day Stillwater Middle School	SCPA	May 22, 2026
Enhelder, Shelly	Retirement 22 Years	Admin Asst II - Secondary Assistant Principal Stillwater Area High School	Technical Support	June 11, 2026
Hines, Marlene	Probationary Release	Nutrition Services Manager, 8.0 hours/day Oak-Land Middle School	Nutrition Services	April 10, 2026
Hubbard, Summer	Release	Health Care Specialist, 16.0 hours/week Andersen Elementary	Technical Support	May 26, 2026
Kelly, Candice	Resignation	Nutrition Services Employee, 4.75 hours/day Oak-Land Middle School	Nutrition Services	March 12, 2026
Krannich, Ansel	Probationary Release	Paraprofessional, 6.5 hours/day Brookview Elementary	SCPA	May 22, 2026
Larson, Leah	Probationary Release	Paraprofessional, 6.5 hours/day Lily Lake Elementary	SCPA	May 22, 2026
Lawson, Anna	Release	Health Care Specialist, 6.5 hours/day District Wide	Technical Support	May 26, 2026
Leivian, Chris	Probationary Release	Paraprofessional, 6.5 hours/day Stonebridge Elementary School	SCPA	May 26, 2026
Lund, Kathy	Retirement 19 Years	Admin Asst. I - Elementary Building, 6.0 hours/day Stonebridge Elementary	Technical Support	March 13, 2026
Merrill, Tyler	Probationary Release	Paraprofessional, 6.5 hours/day Lake Elmo Elementary	SCPA	May 22, 2026
Mockovak, Eric	Probationary Release	Paraprofessional, 6.5 hours/day Lake Elmo Elementary	SCPA	May 22, 2026
Morin, Linda	Probationary Release	Paraprofessional, 2.0 hours/day Stonebridge Elementary School	SCPA	May 22, 2026
Mulcahy, Jacalyn	Retirement 41 Years	Paraprofessional, 6.14 hours/day Rutherford Elementary	SCPA	May 22, 2026
Prichard, Paula	Probationary Release	Paraprofessional, 6.5 hours/day Afton-Lakeland Elementary	SCPA	May 22, 2026
Stahl, Fiona	Release	Admin Asst. I - Elementary Building, 6.0 hours/day Brookview Elementary	Technical Support	May 26, 2026
Swanson, Makayla	Probationary Release	Paraprofessional, 6.2 hours/day Brookview Elementary	SCPA	May 22, 2026
Radecke, Therese	Release	Registrar - High School, 8.0 hours/day Stillwater Area High School	Technical Support	May 26, 2026
Rezkalla Ghabrial, Nourhan	Resignation	Nutrition Services Employee, 4.0 hours/day Oak-Land Middle School	Nutrition Services	March 12, 2026

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

Schmalz, Wendy	Retirement 36 Years	Preschool Teacher, .739 FTE Brookview Elementary	SCEA	May 14, 2026
Smithberg, Christine	Retirement 12 Years	Spanish Teacher, 1.0 FTE Stillwater Area High School	SCEA	May 26, 2026
Zaccagninni, Scott	Probationary Release	Paraprofessional, 6.5 hours/day Brookview Elementary	SCPA	May 22, 2026
Zarfos, Taylor	Termination	Native American Community & Family Engagement Specialist, 7.0 hours/day District Wide	Technical Support	March 26, 2026

HIRES/REHIRES

NAME	ASSIGNMENT	SALARY PLACEMENT/ HOURLY RATE	REASON	GROUP	EFFECTIVE DATE
Koperski, Danielle	School Age Care Program Assistant, 1.2 hours/day Brookview Elementary	\$19.06 / hour	2025-2026 Staffing	Community Education	March 23, 2026
Ibrahim, Amina	School Age Care Program Assistant, 3 hours/week Brookview Elementary	\$20.30 / hour	2025-2026 Staffing	Community Education	March 13, 2026
Lopez, Cecilia	School Age Care Program Assistant, 6 hours/week Stonebridge Elementary	\$19.06 / hour	2025-2026 Staffing	Community Education	April 14, 2026
Lumby, Sara	Asst. Track Coach Stillwater Middle School	\$2,233.00	2025-2026 Staffing	Co-Curricular	April 6, 2026
Pfannes, Paul	Custodian VI, 8 hours/day Oak-Park	\$22.12 / hour	2025-2026 Staffing	Custodial	April 8, 2026
Radke, Veronica	Asst. Girls Golf Coach Stillwater Area High School	\$1,827	2025-2026 Staffing	Co-Curricular	March 25, 2026
Rose, Kelsey	Community Education Aide, 1.95 hours/day Rutherford Elementary	\$16.29 / hour	2025-2026 Staffing	Community Education	April 1, 2026
Schmidt, Scott	School Van Driver, 7.0 hours/day Central Services	\$22.29 / hour	2025-2026 Staffing	Technical Support	March 30, 2026
Stein, Willow	Summer School Age Care Program Assistant, 8.0 Rutherford Elementary	\$19.06 / hour	2025-2026 Staffing	Technical Support	May 25, 2026
Stevens, Nadalie	Nutrition Services Employee, 4.0 hours/day Mahtomedi Middle School	\$18.92 / hour	2025-2026 Staffing	Nutrition Services	April 20, 2026
Sutter, Cassie	Nutrition Services Employee, 4.0 hours/day Stillwater Area High School	\$18.92 / hour	2025-2026 Staffing	Nutrition Services	April 13, 2026
Torres, Megan	Asst. Track Coach Oakland Middle School	\$2,639.00	2025-2026 Staffing	Co-Curricular	April 6, 2026
Wilson, Amanda	Nutrition Services Employee, 5.75 hours/day Brookview Elementary	\$18.58 / hour	2025-2026 Staffing	Nutrition Services	April 6, 2026

LEAVES OF ABSENCE

NAME	STATUS	ASSIGNMENT	GROUP	EFFECTIVE DATE
Ball, Marin	Approved	Elementary School Teacher Afton-Lakeland Elementary School	SCEA	8/10/26-5/24/27
Luby, Roberta	Approved	Elementary School Teacher Lily Lake Elementary School	SCEA	3/4/26-5/26/26
Murphy, Ally	Approved	Community Education Site Lead, 8 hours / day Andersen Elementary	Community Education	5/18/2026-8/6/2026

ASSIGNMENT CHANGES

NAME	FROM	TO	REASON	GROUP	EFFECTIVE DATE
Anderson-Simon, Michelle	Administrative Assistant, 3.0 hours/day Brookview Elementary	Admin Asst - Secondary Assistant Principal Stillwater Area High School	No Assign. Change Correction from 3/24 report	Tech Support	3/26/2026
Boucher, Carrie	Nutrition Services Employee, 6.0 hours/day Stillwater Middle School	Nutrition Services Employee, 5.5hours/day Stillwater Middle School	2025-2026 Staffing	Nutrition Services	4/16/2026
Gervais, Taylor	Paraprofessional, 6.0 hours/day Rutherford Elementary	Paraprofessional, 6.4 hours/day Rutherford Elementary	2025-2026 Staffing	SCPA	3/23/2026
Marcello, Lisa	Paraprofessional, 6.0 hours/day Rutherford Elementary	Paraprofessional, 6.5 hours/day Rutherford Elementary	2025-2026 Staffing	SCPA	3/24/2026

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

ADDITIONAL ASSIGNMENTS

NAME	POSITION	REASON	GROUP	EFFECTIVE DATE
Lumby, Lancer	Head Track Coach Oak-Land Middle School/ Stillwater Middle School	2025-2026 Staffing	SCEA	3/31/2026



Expect
More.

Stillwater Area High School

Academic Programming Update for Fall 2026

Presented to the School Board
April 21, 2026



Online Programming



Why Offer Online Courses

The number of students choosing online courses is increasing:

	Stillwater Online Courses	External Online Courses
2024-25	302	265
2025-26	347 (Semester 1)	236 (Semester 1)
2026-27	900	TBD

Reasons Why Students Take Online Courses:

- Asynchronous
- Self-paced and flexible
- “Easier”
- Extracurricular activities/ Want last hour off
- Want a different teacher
- Mental health and social anxiety

**According to student and family survey spring 2026*



Profile Of Online Academy Student

Of 900 students who signed up for online classes next year:

409 signed up for 1 course

13 are taking PSEO this year

Average GPA = 3.28

260 signed up for 2 courses

7% are students receiving special education services

48 took at least one online course last year

86 took at least one online course this year



Pony Online Academy Courses

Math	Online Algebra 2
	Online Algebra 3
	Online Pre-Calc
English	Online English 10
	Online English 11
	Online English 12

4

Social Studies	Online US History
	Online Government
	Online Economics
Science	Online Chemistry
Health/PE	Online Personal and Community Health
	Online Wellness Through Movement

3

2

1

 Indicates most popular classes



Online Trends

Total Online Course Registrations

	SAHS Enrolled Students	
	1 or more external courses	1 or more SAHS courses
2024-25	602 courses	379 courses
2025-26	982 courses	513 courses
2026-27	<i>TBD</i>	1,732 courses

Online Students Attending Elsewhere Full Time

2024-25	95 students
2025-26	86 students
2026-27	<i>TBD</i>





Features Of Our Online Academy

- A flexible schedule
- Emphasis on personalized learning
- Engaging, high-quality courses designed and taught by Stillwater teachers
- A support system and resources
 - Students have access to teachers, technology support, counseling, and academic help throughout the program
 - These supports are designed to ensure every learner stays on track and feels connected to their school community



Concurrent Enrollment



CE Program Expansion

- 40-credit Minnesota Transfer Curriculum with Mankato State University:
 - **1 full cohort 40+ students**
- 60-credit Associates of Arts Degree with Inver Hills Community College:
 - **1 full cohort 30+ students**

COLLEGE ACCELERATION: Your Free Track to a Degree

Imagine starting your university career as a junior - That's the power of our College Acceleration program.

Why Choose



- **Save Big Money:** Earn up to two years of college for free, saving families \$24,000+ in tuition and fees.
- **Save Big Time:** You can start college with all of your general education requirements completed and begin your major and minor classes sooner.
- **Guaranteed Transferability:** Your credits are transferable to all public state colleges and universities and the University of Minnesota.
- **Build Confidence:** Experience college-level learning with the built-in support of your Stillwater teachers and counselors.

Your Two College Acceleration Goals

The SAHS program allows you to pursue two distinct options for college acceleration, with the Minnesota Transfer Credit (MnTC) Certification serving as the necessary foundation for the Associate of Arts Degree.

We partner with

- Bethel University
- Century College
- Inver Hills Community College
- Minnesota State University, Mankato (MSU)
- University of Minnesota

What You Earn	 MnTC Certification	 Associate of Arts (AA) Degree
Total Credits Required	40 credits (minimum) required to receive the "MnTC Completion" on your transcript.	60 credits (minimum)
Core Requirement	Completion of all 10 MnTC Goal Areas.	Completion of the Full MnTC plus 20 additional credits.
The Transfer Guarantee	Guaranteed to fulfill all lower-division general education requirements at every public college and university in Minnesota (including the University of Minnesota system).	The AA degree transfers seamlessly to Minnesota state colleges and universities and is accepted at most four-year schools across the country.
Your Status at University	You enter college with your general credits satisfied. You will still need to complete specific pre-major or elective courses that were not covered.	You enter college with your general education courses done and ready to focus entirely on credits required for your major.

Elective Options (Must Take 18 Credits for AA Degree)

SAHS Course	College & Credits	Notes / Pathway
CE Introduction to Teaching Profession	Century College, 3 credits	Human Services Pathway
CE Creating Culturally Responsive Classrooms	Century College, 3 credits	Human Services Pathway
CIS Communications in Pop Culture A & B	Bethel, 4 credits	Art / Film / Comm
CIS Intro to Healthcare	Bethel, 2 credits	Healthcare / CNA Endorsement
CIS Intro to Healthcare Communications	Bethel, 4 credits	Healthcare / CNA Endorsement
CIS Intro to Healthcare Ethics	Bethel, 2 credits	Healthcare / CNA Endorsement
CNA & CIS Internship A & B	Bethel, 2 credits	CNA Certification / Healthcare Endorsement
ASL III	MSU, 3 credits	World Language
ASL IV	MSU, 3 credits	World Language
CE Introduction to Computer Programming with Python	Century College, 3 credits	Digital Technologies Pathway



Benefits For All Students

- Increases access to rigorous opportunities for more students
- Reduces college costs for families by helping students earn credits before graduation
- Builds college confidence while students still have high school support
- Makes high school more relevant and purposeful
- Supports both college readiness and career readiness
- Helps students transfer into college with momentum
- Strengthens the school's academic offerings and value to families

Students saved
this year:

\$1.4m

\$25,000 value

**Agriculture, Food, &
Natural Resources**



**Arts, Film, &
Communications**



**Business, Finance,
& Marketing**



**Digital
Technologies**



**Health Sciences &
Human Services**



**Trades &
Industry**



EXPLORE YOUR PATH



Healthcare Program

Endorsement: Bethel University (14 credits)

CNA: Certification

Internship and work experience

- **More than 240 students enrolled year 1**
- Grants: \$15,000 to date
- Community Partnerships have donated over \$27,000 of materials and supplies so far

Coursework:

- Introduction to Healthcare
- Introduction to Healthcare Communication
- Introduction to Ethics
- Human Anatomy, Physiology, Tech, & Med Devices
- CNA & Internship



New Elective Opportunities

New grant-funded courses
coming soon—2027:

- Child Psychology and Development
- Pre-School Lab

New electives 2026-27:

- CE Introduction to Computer Science with Python
- Intro to Guitar
- Data Science
- Cybersecurity
- Eastern Philosophy



Questions



Expect
More.

Update: Transportation Changes for 2026-27

Presented to the School Board
April 21, 2026

Creating a **smarter, more efficient** transportation system to serve students for years to come.

Our Commitments:

- Student safety remains the top priority
- Maintain reliability and predictability for families
- Improve operational efficiency
- Reduce underutilized routes and empty seats
- Use models already proven successful in our district
- Minimize disruption to families





History of Transportation Costs

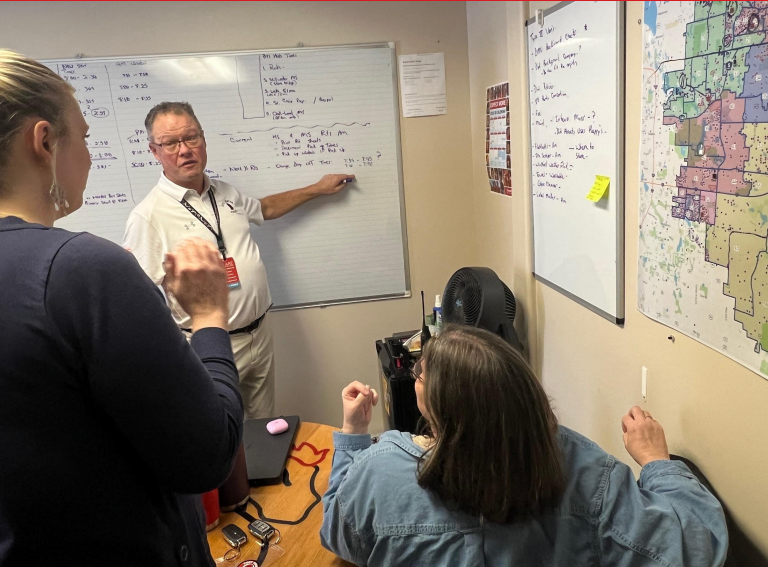
Total Transportation Expenditures

Actual 2020-21	Actual 2021-22	Actual 2022-23	Actual 2023-24	Actual 2024-25	Projected 2025-26*
\$8,335,669	\$7,095,924	\$11,956,361	\$12,696,526	\$14,022,609	\$13,454,419

**Good
News!**

Transportation Changes Are Paying Off

We're tracking to finish the year on budget
for the first time in 3 years



What's Changed Since February

- Internal staff built draft bus routes using existing rider data
- Created more efficient routes
- Simplified two tier busing model
- Created a transfer model for middle, high school, charter/private schools
 - District preK-5 students do not transfer



Commitment to later start times for our secondary students:

- All bus routes will start at same time, or later, than existing routes
- Revised model maintains (and in some cases shortens) existing bus route length

We heard
your
feedback!





Elementary Hours Remain The Same

2026-27

Elementary Hours:

7:45 a.m. -

2:15 p.m.

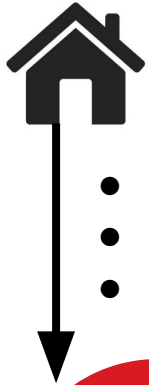
Keeping existing school hours at the elementary level:

- Maximizes cost savings
- Creates shorter afternoon wait times for Tier 2 students at their transfer locations
- Maintains busing model for special education students



Transfer Model: Morning

TIER 1



Nighborhood Bus Picks Up:

- Elementary School
- New Heights
- St. Croix Catholic

Elementary Schools



New Heights



St. Croix Catholic

TIER 2

Nighborhood Bus Picks Up:

- Middle School
- High School
- St. Croix Prep

Transfer Location

HIGH SCHOOL



Oak-Land Middle



Stillwater Middle



St. Croix Prep



Impact On Our Schools

Morning school drop off windows:

Elementary:

7:20 to 7:35 a.m.

Oak-Land:

8:20-8:30 a.m.

Stillwater Middle:

8:20-8:30 a.m.

High School:

8:05-8:15 a.m.

High school transfer site:

- K-12 charter/private students transferring
- More buses coming through
- Will require additional supervision between 8:05 and 8:20 a.m.



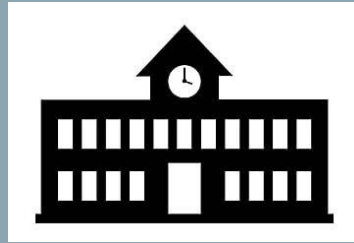
Transfer Model: Afternoon

TIER 1

**Elementary
Schools**



TIER 2: Transfers



High School
New Heights
St. Croix Prep
St. Croix Catholic



Transfer
Location =
**SMS and
OMS**



NORTH



SOUTH

Afternoon bus departure times:

Elementary:

2:25 p.m.

Oak-Land:

Wave 1 = 3:20-3:30 p.m.

Wave 2 = 3:30-3:35 p.m.

Stillwater Middle:

Wave 1 = 3:20-3:30 p.m.

Wave 2 = 3:30-3:35 p.m.

High School:

3:15-3:20 p.m.



Impact On Our Schools

Middle school transfer sites:

- High school students and K-12 charter/private students transferring
- More buses coming through in two separate waves
- Will require additional supervision until 3:35 p.m.



What Families Can Expect

- Redrawn bus routes
- Centralized bus stops
- Single pick-up and drop-off location
 - Joint custody exception
- Walk/no bus zones
 - **Secondary:** More than 2 miles (at state maximum)
 - **Elementary:** More than ½ mile (less than state maximum = 1 mile)
- Fuller buses (no buses scheduled over capacity)





Increased Efficiency

What Students Can Bring On The Bus

- Backpacks, small instruments
- Must fit comfortably on their lap

What Cannot Come On The Bus

- Larger instruments
 - Athletic equipment
 - Large school projects
- Larger items must be transported by families

Additional Riders (Friends)

- **Elementary:** Friends permitted, as space allows
- **Middle, High School & Charter/Private Schools:** Friends not permitted

Why These Changes:

More efficient use of buses | More reliable routes | Fewer routes needed overall



Impact On Charter/Private Schools

- Charter/private students ride with district students
- Charter/private students will transfer buses in AM and PM
- No busing for out-of-district students to charters and private schools

New school hours:

- **St. Croix Catholic**
8:20 a.m. - 2:50 p.m.
- **St. Croix Prep**
8:35 a.m. - 3:05 p.m.
- **New Heights**
8:10 a.m. to 2:40 p.m.



Internal Van Fleet

- **Priority:** Take over the highest cost routes from our vendor and run them in house
- Help mitigate mid-day coverage costs

Latest Update:

- 5 vans purchased
 - 2 being used by Special Education for shuttles at Bridge Transition and SAHS
- 1 driver hired and began driving routes on April 13
- Additional driver positions posted



Projected Cost Savings

**Total estimated savings
for 2026-27**

\$663,875





Communications Plan & Timeline

This Week:

- Communicating transportation changes for next year to families

Summer:

- Assign riders to routes
- Work with vendor to finalize routes

End of July:

- Bus information released to families

Be Sure To Opt-In For Busing

Families who haven't
opted in are not being
routed for fall

*Form is available in PowerSchool or
contact schoolbus@stillwaterschools.org*



Questions



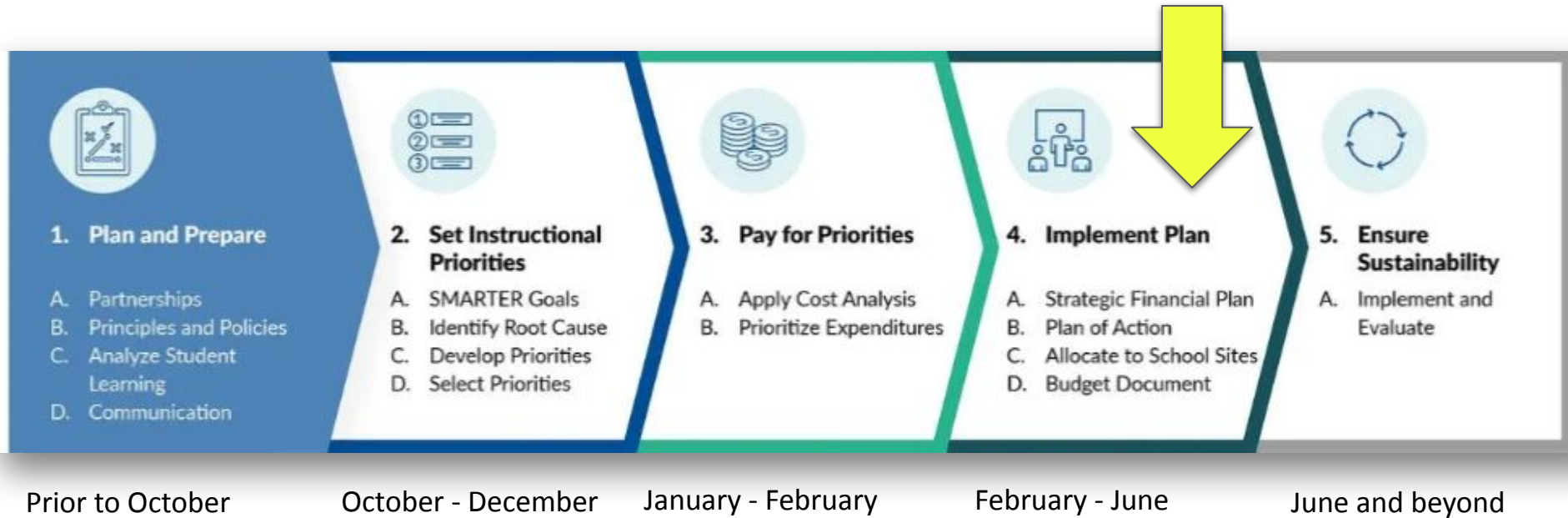
Expect
More.

2026-27 Priority Based Budgeting Update

Presented to the School Board
April 21, 2026

Marie Schrul
Chief Financial Officer

Priority-Based Budgeting (PBB) Framework



Strategic Directions and Initiatives

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

Focus Areas:

- Literacy
- School Culture/Equity & Inclusion
- Social Emotional Learning & Mental Health



Expect
More.



Current Financial Reality

- Unfunded state mandates
- Legislation impacting revenue
- Inflation and rising costs
- Projected enrollment levels



Most Significant Cost Drivers

- Employee salaries and benefits
- Transportation
- Special Education
- External enrollment options



K-12 Enrollment

	2025-26	2026-27
Budgeted	8,076	8,081
Actual	<u>8,077</u>	TBD
Difference	1	

*Actual enrollment as of 4/1/26



2026-27 General Fund Revenue Assumptions (in millions)

Current fiscal year (2025-26) is the baseline budget year

Revenue Category	2025-26 Revised Budget	2026-27 Projected Budget	Difference	Projection Assumptions
State Aid <i>(excluding Comp Ed, Sped, EL)</i>	\$74.9	\$76.6	\$1.7	Includes a 2.69% increase to the general ed. basic aid formula for FY27
Compensatory Education	1.9	1.8	-0.1	Projected revenue is pending FY27 formula recommendations from the 2025 Legislative session Compensatory Ed working group
Special Education	23.6	25.4	1.8	Projection includes current law – pending outcomes from the 2025 Legislative session Special Education funding working group
English Learner (EL)	0.5	0.7	0.2	Projection includes EL cross-subsidy revenue
Levy	46.6	45.3	-1.3	Based on the certified Pay 2026 levy, current law & projected enrollment
Federal	2.3	2.5	0.2	Projection assumes similar federal sources for FY27
Other	<u>4.1</u>	<u>3.7</u>	<u>-0.4</u>	Projection is lower than FY26 levels (includes student activity funds, athletics, interest, grants)
Total	\$153.9	\$156.0	\$2.1	



2026-27 General Fund Expenditure Assumptions (in millions)

Current fiscal year (2025-26) is the baseline budget year

Expenditure Category		2025-26 Revised Budget	2026-27 Projected Budget	Difference	Projection Assumptions
Salaries		\$75.9	\$79.2	\$3.3	Assuming current FY26 staffing levels as of 7/1/25, negotiated agreements, (steps and lanes, where applicable), COLA % included
Benefits	FICA, PERA, TRA	12.0	12.7	0.7	Employee benefit costs (assuming FY26 staffing levels and negotiated agreements)
	Health & Dental Insurance	17.6	19.3	1.7	
	Paid FMLA	0.2	0.4	0.2	
	OPEB	1.0	1.6	0.6	
	Work Comp, Life, TSA, VEBA, other	<u>6.3</u>	<u>6.9</u>	<u>0.6</u>	
		37.1	40.9	3.8	
Purchased Services		28.3	29.1	0.8	Cost of inflation included in projections Includes utilities & insurance
Supplies, Materials, Other		<u>12.6</u>	<u>12.3</u>	<u>-0.3</u>	Cost of inflation included in projections
Total		\$153.9	\$161.5	\$7.6	

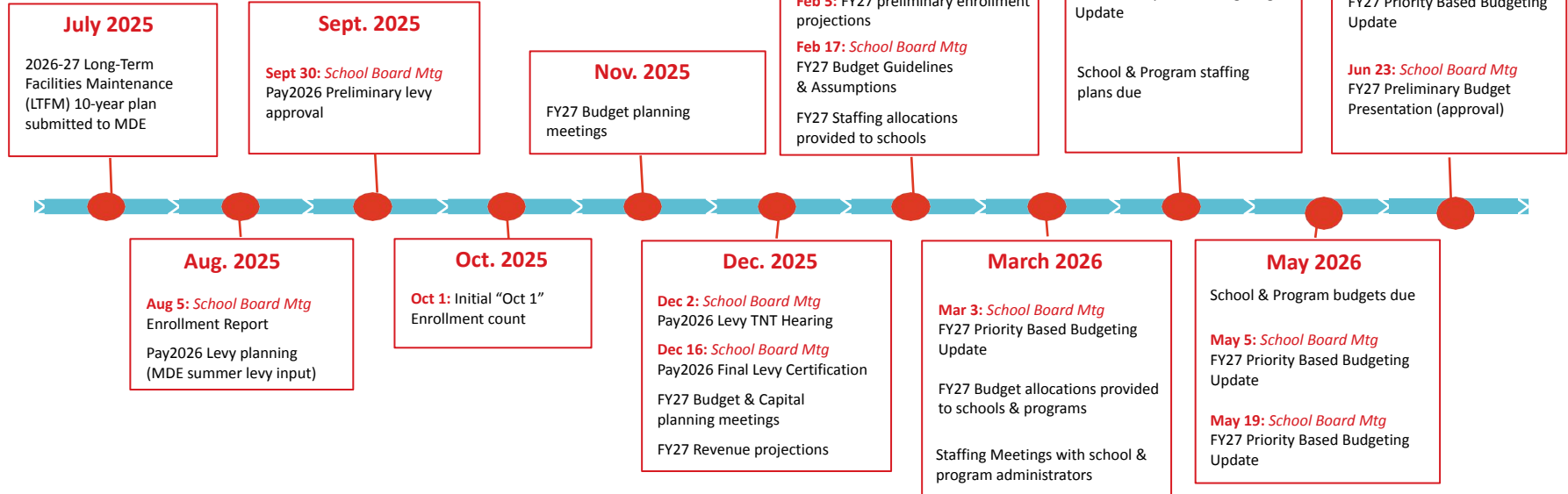


2026-27 General Fund Budget (in millions)

	2025-26 Revised Budget	2026-27 Projected Budget (as of 4/17/26)	Difference
Revenue	\$153.9	\$156.0	\$2.1
Expenditures	<u>-153.9</u>	<u>-161.5</u>	-\$7.6
Surplus/(Shortfall)	\$0.0	-\$5.5	
Priority Based Budgeting Adjustments/Reductions	<u>0.0</u>	<u>5.4</u>	
Shortfall Balance	\$0.0	-\$0.1	

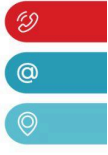


2026-27 Budget Timeline





Questions



Member _____ introduced the following resolution and moved its adoption:

**RESOLUTION RESCINDING PLACEMENT OF TEACHERS ON
UNREQUESTED LEAVE OF ABSENCE**

WHEREAS, on March 24, 2026, the School Board of Independent School District No. 834, Stillwater, voted to propose the placement of teachers on unrequested leave of absence; and

WHEREAS, the District’s needs have changed such that the previously approved ULA placement for the teachers listed below is no longer necessary, and such placement on ULA has not yet become effective.

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

1. The District’s action placing the following teachers on ULA that was approved at its meeting on March 24, 2026 is hereby rescinded.
 - Elizabeth Anderson
 - Mary Barsness
 - Angela Hooverson
 - Anne Johnson
 - Danielle Johnson
 - Maren Skyberg

2. Administration is directed to notify the teachers that the ULA Resolution has been rescinded, and that their continuing contract employment with the District will continue.

The motion for the adoption of the foregoing resolution was duly seconded by Member _____ and upon vote being taken thereon,

the following voted in favor thereof:

and the following voted against:

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

WHEREUPON said resolution was duly declared passed and adopted.



TO: Northeast Metro 916 Board of Education
FROM: Dr. Val Rae Boe
DATE: April 6, 2026
RE: April 1 Board of Education Meeting Talking Points

Members present: Knisely-12, Jones-14, Forsberg-16, Bock-621, Nitardy-622, Clark-623, Thompson-624, Stout-832, and Thelander-834. Members absent: Palmer-13, Striker-282, Rebelein-831, and Dols-833.

Presentation: From Pilot to Practice: The Implementation of Ukeru at 916

Jenna French-Greff, behavior analyst at 916, shared the basics of Ukeru, pad blocking intending to create space while being grounded in trauma-informed practices, and the timeline of the initial pilot. Jenna highlighted some of the data and feedback that has been collected through debriefs during the pilot including reduction in restrictive procedures, enhanced staff safety and confidence, and effective de-escalation and redirection. She ended with sharing highlights from the ongoing collaboration and consultation, as well as some of the challenges that have been shared as areas of continued growth and learning.

Presentation: First Reading of Board Policies

The Board was presented with first reading of Policies 529, 604, 606, and 618. These policies will be brought back to the May meeting for approval.

Approval of School Board Policies: The School Board approved Policies 203.2, 213, 303, 501, 503, 506, 520, and 619.

Approval of Karner Blue Play Area Project: The School Board approved expansions to the Karner Blue play area. These expansions, including installation of a rubberized safety surface and addition of accessible, inclusive play equipment, will support the accessibility and developmental needs of the students. This project is being funded through medical assistance revenue.

Approval of the 2026-27 School Calendars: The School Board approved the 2026-27 Staff and Student calendar for 916 sites. Additionally, stretch calendars for 916 Mahtomedi Academy and Bellaire Education Center were also approved.

Long Term Facility Maintenance: The school board voted to approve a resolution that allows member districts to contribute levy dollars to Northeast Metro ISD 916's long-term facilities maintenance (LTFM). LTFM pays for expenditures such as fire safety, asbestos removal, roof

systems, indoor air quality, and other projects that benefit students from all member districts. This was approved for the 2027-28 School Year in the amount of \$600,500.

Renewal of Insurance Policies: The School Board approved the renewal of the Workers' Compensation Insurance with Risk Administration Services, Liability Insurance with Hanover Insurance Group, Cyber Liability Insurance with Beazley, and Property Insurance with Chubb Insurance Company.

Approval of United Educators Local 3748 and Behavior Analysts Local 3748 Contract: Both the United Educators Local 3748 and Behavior Analysts Local 3748 contracts were approved for the effective dates of July 1, 2025 through June 30, 2027.