Business Meeting

Tuesday, August 25, 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.	**Superintendent Report**	**Speaker(s):** Dr. Mike Funk, Superintendent
VIII.	**Board Chair Report**	**Speaker(s):** Ms. Alison Sherman, School Board Chair
IX.	**Consent Agenda**	
IX.A.	School Board Meeting Minutes, July 28, 2026	
IX.B.	School Board Meeting Minutes, August 10, 2026	
IX.C.	Payment of Invoices, August 7-21, 2026	
IX.D.	Acceptance of Tree Donation	
IX.E.	Field Trip Request for Stillwater Area High School National FFA Convention	
IX.F.	Human Resources Personnel Report	
X.	**Strategic Direction A: Ensure the learning process is adaptable to meet individual student needs**	
XI.	**Strategic Direction B: Foster a safe, welcoming and inclusive environment for all staff and students**	
XII.	**Strategic Direction C: Utilize systems and align resources in an efficient manner to support learning**	
XII.A.	Action: 2026-2028 St. Croix Paraprofessional Association Master Contract	**Speaker(s):** Ms. Kristine Carlston, Executive Director of Human Resources
XII.B.	Action: Teacher Retirement Association Part-Time Teacher Program Approval	**Speaker(s):** Ms. Kristine Carlston, Executive Director of Human Resources

XII.C.	Report: Leadership Focus 2026-27 School Year	**Speaker(s):** Dr. Mike Funk, Superintendent
XII.D.	Report: Second Reading Policy 610 - Activities and Programs Away from School Campus	**Speaker(s):** Dr. Efe Agbamu, Assistant Superintendent
XII.E.	Action: Approval of Policy 610 - Activities and Programs Away from School Campus	**Speaker(s):** Dr. Efe Agbamu, Assistant Superintendent
XII.F.	Report: First Reading Policy 506 - Student Discipline & Code of Conduct	**Speaker(s):** Dr. Efe Agbamu, Assistant Superintendent
XIII.	**Strategic Direction D: Develop strong partnerships with the communities we serve**	
XIV.	**Adjournment**	**Speaker(s):** Ms. Alison Sherman, School Board Chair
XV.	**Attachments**	

Independent School District 834 – Stillwater Area Public Schools
Oak Park Building, 6355 Osman Avenue North, Stillwater, MN 55082
Business Meeting Tuesday, June 23, 2026 5:30 PM

I. Public Comment: No speakers
II. Call to Order: The meeting was called to order at 5:30 p.m.
III. Roll Call: Present: Sarah Grcevich, Pete Kelzenberg, Chris Lauer, Alison Sherman. Robert Parker joined the meeting at 5:40 p.m. Katie Hockert and Andrew Thelander joined the meeting at 5:48 p.m.
IV. Pledge of Allegiance
V. Approval of Agenda: Motion by Sherman, second by Lauer, carried 4-0.
VI. Superintendent Report:Dr. Funk acknowledged Paul Lee, Executive Director of Student Support Services, for his years of dedicated service to the district and wished him the very best in his future endeavors.
VII. Board Chair Report: Nothing to report.
VIII. Consent Agenda: A. School Board Meeting Minutes, May 19, 2026; B. School Board Meeting Minutes, June 2, 2026; C. Payment of Invoices, May 30 - June 19, 2026; D. ALPS Insurance Renewal ; E. Fiscal Year 2026-27 Census; F. Acceptance of St. Croix Valley Foundation - Mental Health Grant; G. Acceptance of $5000 grant to Amigo Unidos Program at Lake Elmo Elementary School; H. Acceptance of $5000 grant to Oak-Land Middle School; I. Settlement Agreement; J. Resignation Agreement; K. Human Resources Personnel Report. Motion by Sherman, second by Kelzenberg, carried 4-0.
IX. Strategic Direction A: Ensure the Learning Process is Adaptable to Meet Individual Student Needs. Nothing to report.
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. Motion by Grcevich to approve the 10-year long term facility maintenance plan, second by Kelzenberg, carried 4-0.
B. Motion by Sherman to approve the 2025-2027 nutrition services master contract, second by Grcevich, carried 5-0.
C. Motion by Sherman to approve the resolution relating to the election of school board members and calling the school district general election, second by Lauer, carried 5-0.
D. A preliminary budget must be approved each year by June 30. The budget is based on a set of assumptions including, but not limited to, enrollment projections and current law and regulations.

Fund	2026-27 Projected Revenue	2026-27 Projected Expenditures
General Fund	$156,869,428	$156,869,428
Food Service	$8,473,097	$8,410,590
Community Service	$10,484,989	$10,851,000
Building Construction	$1,000,000	$35,229,556
Debt Service	$20,611,971	$19,733,367
Custodial	$7,000	$7,000
Total All Funds	$197,446,485	$231,100,941

Motion by Sherman to approve the fiscal year 2026-27 preliminary budget, second by Kelzenberg, carried 5-0.
E. Motion by Sherman to modify the agenda to add the approval of the Q-Comp Program, second by

Kelzenberg, carried 5-0. Motion by Sherman to approve the Q-Comp Program, second by Lauer, carried 5-0.

XII. Strategic Direction D: Develop Strong Partnerships with the Communities We Serve. Nothing to report.

XIII. Motion by Lauer at 6:05 p.m. 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 property and second by Grcevich, carried 5-0. Present: Hockert, Grcevich, Kelzenberg, Lauer, Parker, Sherman, Thelander, Funk, Drommerhausen, Schrul. Motion by Sherman at 6:50 p.m. to adjourn to open session, second by Thelander, carried 7-0.

XIV. Adjourn

A. The meeting adjourned at 6:52 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, Monday, August 10, 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. Motion made by Sherman, to approve the agenda, second by Thelander, Carried 7-0.
V. Motion by Hockert to approve consent agenda: A.Payment of Invoices, July 25-August 7, 2026, Gifts and Donations and Treasurer's Report April 226; High School Prep Time Memorandum of Agreement (MOA), second by Kelzenberg Carried 7-0.
VI. Chair Report: Chair Sherman provided a summary statement of the superintendent's performance evaluation, which was held during a closed session on July 28, 2026.
VII. Business Items - No items.
VIII. Workshop Topic
    A. Chair Sherman presented a follow-up of the board retreat held on August 4 with members of the administration. The group discussed board governance and strategies for developing an effective process for board meetings.
    B. Board members reviewed the proposed 2026 Permanent School Fund Constitutional Amendment and Minnesota Kids Rise initiative, discussing their potential impact on Stillwater Area Public Schools and opportunities for district participation.
IX. Motion by Sherman at 6:32 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 Thelander, carried 6-0. Present: Hockert, Lauer, Parker, Sherman, Thelander, Funk, Carlston, Schrul. Motion by Sherman to adjourn to open meeting at 6:49 p.m., second by Hockert, carried 6-0.
X. Adjourn
    A. The meeting adjourned at 6:50 p.m.

Respectfully submitted, Sarah Grcevich, Board Clerk

8/19/2026

Stillwater Area Public Schools
Attn: Jamie Atkins
1875 Greely Street South
Stillwater, MN 55082

Re: Donation of Plant Material for New School Project

Dear Mr. Atkins:

This letter confirms that SiteOne Landscape Supply is donating plant material for the new Lake Elmo School.

The donation consists of a total of 108 bare-root trees, including:

- 27 ea – Hackberry
- 27 ea – Honeylocust
- 27 ea – Kentucky Coffeetree
- 27 ea – Princeton Elm (sub for the Bur Oak)
- Mulch (tree rings)
- SiteOne personnel for support during planting ceremony

The total estimated value of the donated material is $1,980.00

We appreciate the opportunity to participate in this important project and are honored to support an investment that will service the community for many years to come.

Please contact me if additional documentation is needed regarding this donation.

Sincerely,

Josh Peterson
Commercial Project Manager
SiteOne Landscape Supply
612.655.5154
jpeterson@siteone.com

STILLWATER AREA PUBLIC SCHOOLS

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: _Katie Crowley ___ **Cell Phone #:** 651-246-8243
In conjunction with (team/class/organization): ___Stillwater FFA_____
Educational/Trip Purpose: __National FFA Convention and Expo/Career Show

- Develop premier leadership, personal growth, and career success
- Explore career opportunities with colleges and employers in the n the Agriculture, Food, and Natural Resources (AFNR) Career Cluster
- Evaluate the nature and scope of the Agriculture, Food & Natural Resources Career Cluster and the role of agriculture, food, and natural resources (AFNR) in society and the economy

☐ **Itinerary details must be attached**

Destination: __Indiana Convention Center_____
Destination Address/Phone: 100 South Capitol Ave, Indianapolis, IN Ph. 317-262-3400____
(Address, City, State) (Phone number)
Departure Date: _____10/20/26 ____ **Return Date:** _____10/24/26_____
Departure Time: TBD **Return Time:** _____TBD____
Number of: Students/Team Members: (Attach List) __8___
Directors/Coaches: ___1____ Names: _____Katie Crowley_____
Chaperones*: __0_____ Names: ____NA_____
* All chaperones must have a completed and approved criminal background check.

Mode of Travel (see back for more info): Charter Bus with Region 4 delegation; Bus TBD
Lodging Information (if overnight): MN State Block; Region 4 Delegation; Lodging TBD
☐ **Safety/Security Plans Reviewed** 9/15 – signed permission forms
(Date and manner in which information provided)

☐ **Discipline & Chemical Policy & Rules Reviewed** 9/15 – signed permission forms
(Date and manner in which information provided)

Estimated Cost	$8.800
Transportation	$_____
Housing	$_____
Fees	$_____
Sub	$_800_____
Package*	$_9,000_

Charter coach, Hotel, Registration ($1000 8 members) + ($1000 * 1 advisor)

Total Cost $_9800_
Student Cost $_9800_ District/Perkins Funds Cost $_0
Funding Source (i.e. grant, etc.): _ FFA, ___

Teacher/Coach Signature: _____ 8-12-26 (Date)

Department Chair/Athletic Director Approval: _____ 8-12-26 (Date)

Building Administration Approval: _____ 8/24/26 (Date)

FOR OVERNIGHT FIELD TRIPS AND ATHLETIC TEAM TRIPS ONLY
District Administrative Approval: _____ 8/18/26 (Date)

RETIREMENT/ RESIGNATION/RELEASE

NAME	STATUS	ASSIGNMENT	GROUP	EFFECTIVE DATE
Althoff, Daniel	Resignation	Custodian III, 8 hours/day Brookview Elementary	Custodial	August 3, 2026
Bertz, Alix	Resignation	School Aged Care Program Assistant, 7.5 hours/day Rutherford Elementary	Community Education	August 7, 2026
Bartosiewski, Brooke	Resignation	School Aged Care Program Assistant, 5.0 hours/day Rutherford Elementary	Community Education	August 7, 2026
Boldenow, Lucy	Resignation	School Aged Care Program Assistant, 5.0 hours/day Brookview Elementary	Community Education	August 7, 2026
Breimhurst, Elizabeth	Resignation	Early Childhood Family Education Program Assistant, 6.0 hours/day Brookview Elementary	Community Education	August 4, 2026
Canada, Oliva	Resignation	School Aged Care Program Assistant, 8.0 hours/day Afton-Lakeland Elementary	Community Education	August 7, 2026
Carlson, Luke	Resignation	Early Childhood Family Education Program Assistant, 7.5 hours/day Brookview Elementary	Community Education	August 7, 2026
Damirgi, Dunia	Resignation	Early Childhood Family Education Program Assistant, 5.3 hours/day Brookview Elementary	Community Education	August 7, 2026
Guinee, Adam	Resignation	School Aged Care Program Assistant, 6.25 hours/day Rutherford Elementary	Community Education	August 7, 2026
Herzog, Allyson	Resignation	School Aged Care Program Assistant, 8.0 hours/day Brookview Elementary	Community Education	August 7, 2026
Hollerbach, Casey	Resignation	School Aged Care Program Assistant, 8.0 hours/day Brookview Elementary	Community Education	August 7, 2026
Huhnerkoch, Sarah	Resignation	ABE Teacher, .96 FTE Early Childhood Family Center	SCEA	May 26, 2026
Kinney, Navaeh	Resignation	School Aged Care Program Assistant, 8.0 hours/day Rutherford Elementary	Community Education	August 7, 2026
Kleppe, Abigail	Resignation	School Aged Care Program Assistant, 6.0 hours/day Brookview Elementary	Community Education	August 7, 2026
Koperski, Danielle	Resignation	School Aged Care Program Assistant, 8.0 hours/day Brookview Elementary	Community Education	August 7, 2026
Lawson, Anna	Resignation	Health Care Specialist, 6.25 hours/day Oak Park Learning Center	Technical Support	July 29, 2026
Lopez, Cecilia	Resignation	School Aged Care Program Assistant, 1.2 hours/day Rutherford Elementary	Community Education	August 7, 2026
Nelson, Grace	Resignation	School Aged Care Program Assistant, 4.2 hours/day Rutherford Elementary	Community Education	August 7, 2026
Norling, Ashley	Resignation	School Aged Care Program Assistant, 8.0 hours/day Rutherford Elementary	Community Education	August 7, 2026
Pfannes, Paul	Probationary Release	Custodian VI, 8 hours/day Oak Park Learning Center	Custodial	August 5, 2026
Reller, Kaitlyn	Resignation	School Aged Care Program Aide, 4.8 hours/day Rutherford Elementary	Community Education	August 7, 2026
Rose, Kelsey	Resignation	School Aged Care Program Assistant, 6.4 hours/day Rutherford Elementary	Community Education	August 7, 2026
Rosentreter, Donna	Resignation	Early Childhood Family Education Program Assistant, 6.0 hours/day Rutherford Elementary	Community Education	July 21, 2026
Snyder, Elin	Resignation	School Aged Care Program Assistant, 3.6 hours/day Rutherford Elementary	Community Education	August 7, 2026
Swenson, Aurora	Resignation	School Aged Care Program Assistant, 3.3 hours/day Rutherford Elementary	Community Education	August 7, 2026
Wenzel, Paul	Resignation	School Aged Care Program Assistant, 8.0 hours/day Rutherford Elementary	Community Education	August 7, 2026

HIRES/REHIRES

NAME	ASSIGNMENT	SALARY PLACEMENT/ HOURLY RATE	REASON	GROUP	EFFECTIVE DATE
Abrego, Julie	Paraprofessional, 3.0 hours/day Lake Elmo Elementary	$21.00 / hour	2026-2027 Staffing	SCPA	August 10, 2026
Adams, Benjamin	School Aged Care Program Assistant, 1.8 hours/day Rutherford Elementary	$19.06 / hour	2026-2027 Staffing	Community Education	August 20, 2026
Adams, Jason	Nutrition Services Manager, 8.0 hours/day Oak-Land Middle School	$26.94 / hour	2026-2027 Staffing	Nutrition Services	August 4, 2026
Anderson, Heather	Nutrition Services Employee, 4.5 hours/day Wildwood Elementary	$19.43 / hour	2026-2027 Staffing	Nutrition Services	August 12, 2026
Bauer, Tammera	Health Care Specialist, 6.25 hours/day Oak Park Learning Center	$44.52 / hour	2026-2027 Staffing	Technical Support	August 10, 2026
Basinski, Anna	Nutrition Services Employee, 5.75 hours/day Stillwater Area High School	$19.79 / hour	2026-2027 Staffing	Nutrition Services	August 12, 2026
Beavens, Douglas	Custodian VI, 8 hours/day Lake Elmo Elementary	$22.62 / hour	2026-2027 Staffing	Custodial	August 17, 2026

Benitez Galeano, Alida	Nutrition Services Employee, 4.0 hours/day Lake Elmo Elementary	$19.43 / hour	2026-2027 Staffing	Nutrition Services	August 12, 2026
Bibbs, Latisha	Special Education Teacher, 1.0 FTE Bayport Elementary	$74,650	2026-2027 Staffing	SCEA	August 10, 2026
Bieging, Erik	Assistant Boys Cross Country Coach Stillwater Area High School	$3,165.00	2026-2027 Staffing	Co-Curriculars	August 17, 2026
Bielefeldt, Nicole	School Aged Care Program Assistant, 6.5 hours/day Lake Elmo Elementary	$19.68 / hour	2026-2027 Staffing	Community Education	August 10, 2026
Borash, Nicole	Early Childhood Family Education Program Assistant, 5.05 hours/day Brookview Elementary	$19.06 / hour	2026-2027 Staffing	Community Education	August 17, 2026
Brandt, Layla	School Aged Care Program Aide, 1.3 hours/day Brookview Elementary	$16.29 / hour	2026-2027 Staffing	Community Education	August 10, 2026
Brendal, Victor	Nutrition Services Employee, 4.0 hours/day Lake Elmo Elementary	$19.43 / hour	2026-2027 Staffing	Nutrition Services	August 12, 2026
Brooks, Nicole	Special Education Teacher, 1.0 FTE Bayport Elementary	$93,790	2026-2027 Staffing	SCEA	August 10, 2026
Brown, Lynn	Paraprofessional - Teacher's Assistant, 7.0 hours/day Lake Elmo Elementary	$26.50 / hour	2026-2027 Staffing	SCPA	August 4, 2026
Buirge, Linda	Paraprofessional - Teacher's Assistant, 7.0 hours/day Rutherford Elementary	$26.50 / hour	2026-2027 Staffing	SCPA	August 4, 2026
Cannady, Jada	Paraprofessional, 6.05 hours/day Lily Lake Elementary	$21.00 / hour	2026-2027 Staffing	SCPA	August 10, 2026
Chepulis, Jasmine	Paraprofessional, 26 hours/week Lake Elmo Elementary	$21.60 / hour	2026-2027 Staffing	SCPA	August 10, 2026
Chinn, Julie	Paraprofessional, 6.05 hours/day Lake Elmo Elementary	$21.00 / hour	2026-2027 Staffing	SCPA	September 8, 2026
Cisewski, Katie	Paraprofessional, 24 hours/week Early Childhood Family Center	$21.60 / hour	2026-2027 Staffing	SCPA	August 10, 2026
Chacon, Erica	Paraprofessional, 6.0 hours/day Stillwater Area High School	$21.00 / hour	2026-2027 Staffing	SCPA	August 21, 2026
Champeau, Victoria	School Aged Care Program Assistant, 1 hour/day Lake Elmo Elementary	$19.06 / hour	2026-2027 Staffing	Community Education	August 10, 2026
Chapman, Edward	Paraprofessional, 6.0 hours/day Stillwater Area High School	$21.00 /hour	2026-2027 Staffing	SCPA	August 10, 2026
Chinn, Julie	Paraprofessional, 6.0 hours/day Lake Elmo Elementary	$21.00 / hour	2026-2027 Staffing	SCPA	September 8, 2026
Christianson, Amanda	Nutrition Services Employee, 4.0 hours/day Stillwater Middle School	$19.79 / hour	2026-2027 Staffing	Nutrition Services	August 12, 2026
Colwell, Rachel	Paraprofessional - Teacher's Assistant, 7.0 hours/day Rutherford Elementary	$23.20 / hour	2026-2027 Staffing	SCPA	August 4, 2026
Dahl, Patricia	School Aged Care Program Assistant, 3.5 hours/day Lake Elmo Elementary	$19.68 / hour	2026-2027 Staffing	Community Education	August 10, 2026
Darrington, Jennifer	Health Care Specialist, 6.5 hours/day Brookview Elementary	$44.52 / hour	2026-2027 Staffing	Technical Support	June 10, 2026
Dennehy, Nancy	Nutrition Services Employee, 4.0 hours/day Stillwater Area High School	$19.79 / hour	2026-2027 Staffing	Nutrition Services	August 19, 2026
Doherty, Monica	Preschool Teacher, .744 FTE Brookview Elementary	$69,780	2026-2027 Staffing	SCEA	August 10, 2026
Duce, Tracy	Business Teacher .46 FTE, Personal Finance .36 FTE, Seminar .18 FTE Stillwater Area High School	$83,581	2026-2027 Staffing	SCEA	August 10, 2026
DuPont, Laura	Paraprofessional, 6.5 hours/day Afton-Lakeland Elementary	$24.00 / hour	2026-2027 Staffing	SCPA	August 10, 2026
Dwyer, Elizabeth	Special Education Teacher, .50 FTE Afton-Lakeland Elementary	$32,684	2026-2027 Staffing	SCEA	August 10, 2026
Felton, Lynsi	Nutrition Services Employee, 4.75 hours/day Mahtomedi High School	$19.79 / hour	2026-2027 Staffing	Nutrition Services	August 12, 2026
Eklad, Jennifer	Paraprofessional, 6.5 hours/day Bayport Elementary	$21.00 / hour	2026-2027 Staffing	SCPA	August 17, 2026
Evans, Dawn	School Van Driver Central Services Building	$22.73 / hour	2026-2027 Staffing	Technical Support	August 4, 2026
Garcia Balmaceda, Cynthia	Paraprofessional, 6.0 hours/day Stillwater Middle School	$23.00 / hour	2026-2027 Staffing	SCPA	August 10, 2026
Gemeda, Miesso	East/West African Engagement Specialist, 7.5 hours/day Stillwater Area Public Schools	$23.40 / hour	2026-2027 Staffing	Technical Support	August 10, 2026
Gerdes, Gabrielle	Special Education Teacher, 1.0 FTE Oak-Land Middle School	$95,630	2026-2027 Staffing	SCEA	August 10, 2026
Glantz, Samantha	ECFE Program Assistant, 25.25 hours/week Lily Lake Elementary	$19.06 / hour	2026-2027 Staffing	Community Education	August 24, 2026
Guthrie, Stacy	Special Education Teacher, 1.0 FTE Afton-Lakeland Elementary	$99,375	2026-2027 Staffing	SCEA	August 10, 2026
Harycki, Stasia	Paraprofessional, 6.25 hours/day	$21.20 / hour	2026-2027	SCPA	August 10, 2026

	Afton-Lakeland Elementary		Staffing		
Hobrough, Ashtin	Kindergarten Teacher, 1.0 FTE (Long Term Substitute) Brookview Elementary	$42,064.22	2026-2027 Staffing	SCEA	August 20, 2026
Hyde, Amanda	Special Education Teacher, 1.0 FTE Rutherford Elementary	$65,653	2026-2027 Staffing	SCEA	August 10, 2026
Iten, Linda	Paraprofessional, 6.5 hours/day Afton-Lakeland Elementary	$21.00 / hour	2026-2027 Staffing	SCPA	August 10, 2026
Fischer, Keyu	Administrative Assistant V - Counselor Support, 8.0 hours/day Stillwater Area High School	$26.36 / hour	2026-2027 Staffing	Technical Support	July 27, 2026
Fordahl, Sarah	Science Specialist, 1.0 FTE Lake Elmo Elementary	$95,630.00	2026-2027 Staffing	SCEA	August 10, 2026
Gabriel, Bridget	Paraprofessional - Teacher's Assistant, 7.0 hours/day Lake Elmo Elementary	$23.00 / hour	2026-2027 Staffing	SCPA	August 10, 2026
Haider, Avery	Paraprofessional, 26 hours/week Lake Elmo Elementary	$21.00 / hour	2026-2027 Staffing	SCPA	August 24, 2026
Hapu Arachchiga, Chathurika	School Aged Care Program Assistant, 2.75 hours / day Brookview Elementary	$19.06 / hour	2026-2027 Staffing	Community Education	August 10, 2026
Jacobs-Andresen, Kristen	ABE Teacher, .23 FTE Oak-Land Middle School	$21,029.01	2026-2027 Staffing	SCEA	August 10, 2026
Jacobson, Sarah	Grade 3 Teacher, 1.0 FTE Lake Elmo Elementary School	$93,790.00	2026-2027 Staffing	SCEA	August 10, 2026
Jagunich, Samuel	School Aged Care Aide, 3.0 hours/day Lake Elmo Elementary	$16.29 / hour	2026-2027 Staffing	Community Education	August 10, 2026
Johnson, Margo	Special Education Teacher, 1.0 FTE Stillwater Area High School	$97,485.00	2026-2027 Staffing	SCEA	August 10, 2026
Johnston, Natalie	Paraprofessional, 6.0 hours/day Lily Lake Elementary	$21.00 / hour	2026-2027 Staffing	SCPA	August 21, 2026
Kellogg, Derek	Paraprofessional, 6.0 hours/day Stonebridge Elementary	$21.00 / hour	2026-2027 Staffing	SCPA	August 17, 2026
Kelly, Candice	School Aged Care Program Assistant, 4.25 hours/day Brookview Elementary	$19.06 / hour	2026-2027 Staffing	Community Education	August 10, 2026
Kirby, Nancy	Nutrition Services Asst Manager, 7.0 hours/day Oak-Land Middle School	$26.41 / hour	2026-2027 Staffing	Nutrition Services	August 12, 2026
Klasic, Meghan	Paraprofessional - Teacher's Assistant, 7.0 hours/day Rutherford Elementary	$23.00 / hour	2026-2027 Staffing	SCPA	August 4, 2026
Klukas, Emma	Paraprofessional, 6.5 hours/day Bayport Elementary	$21.00 / hour	2026-2027 Staffing	SCPA	August 4, 2026
Knoblauch, Elijah	School Aged Care Program Assistant, 3.5 hours/day Lake Elmo Elementary	$19.06 / hour	2026-2027 Staffing	Community Education	August 10, 2026
Knox, Olivia	Paraprofessional, 6.0 hours/day Stillwater Middle School	$21.00 / hour	2026-2027 Staffing	SCPA	August 24, 2026
Kostynick, Evan	Paraprofessional, 6.5 hours/day Bayport Elementary	$21.00 / hour	2026-2027 Staffing	SCPA	August 17, 2026
Kramer, Bailey	Paraprofessional - Teacher's Assistant, 7.0 hours/day Afton-Lakeland Elementary	$23.00 / hour	2026-2027 Staffing	SCPA	August 17, 2026
Krinke, Scotti Jo	Nutrition Services Employee, 4.0 hours/day Stillwater Area High School	$19.79 / hour	2026-2027 Staffing	Nutrition Services	August 17, 2026
Larson, Amy	Attendance Clerk, 8 hours/day Stillwater Area High School	$23.26 / hour	2026-2027 Staffing	Technical Support	August 10, 2026
Lassonde, Kasandra	Speech Language Pathologist, .80 FTE (Long Term Substitute) Lily Lake Elementary	$22,665.92	2026-2027 Staffing	SCEA	August 10, 2026
Lauseng, Holly	Nutrition Services Employee, 4.0 hours/day Mahtomedi Middle School	$19.79 / hour	2026-2027 Staffing	Nutrition Services	August 12, 2026
Lugo Rodriguez, Sheila	Paraprofessional - Teacher's Assistant, 7.0 hours/day Lake Elmo Elementary	$23.00 / hour	2026-2027 Staffing	SCPA	August 20, 2026
Magana, Nathalia	School Aged Care Program Assistant, 3.25 hours/day Brookview Elementary / Lake Elmo Elementary	$19.06 / hour	2026-2027 Staffing	Community Education	August 10, 2026
Mammenga, Maya	Paraprofessional, 6.5 hours/day Bayport Elementary	$21.00 / hour	2026-2027 Staffing	SCPA	August 17, 2026
Mattila, Jacqueline	School Aged Care Program Assistant, 0.65 hours/day Bayport Elementary	$19.06 / hour	2026-2027 Staffing	Community Education	August 10, 2026
Merrill, Tyler	Paraprofessional, 6.0 hours/day Rutherford Elementary	$21.00 / hour	2026-2027 Staffing	SCPA	August 10, 2026
Michalski, Vickie	Nutrition Services Employee, 4.0 hours/day Stillwater Area High School	$19.79 / hour	2026-2027 Staffing	Nutrition Services	August 12, 2026
Nesbitt, Mary	Paraprofessional - Teacher's Assistant, 7.0 hours/day Stonebridge Elementary	$26.50 / hour	2026-2027 Staffing	SCPA	August 10, 2026
Noreen-Ruben, Sandra	School Aged Care Program Assistant, 3.0 hours/day Stonebridge Elementary	$19.06 / hour	2026-2027 Staffing	Community Education	August 10, 2026
Oliveria, Julaine	Nutrition Services Employee, 5.75 hours/day Mahtomedi High School	$19.79 / hour	2026-2027 Staffing	Nutrition Services	August 12, 2026

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

O'Reilly, Kennedy	Community Education Inclusion Coordinator Central Services Building	$64,127.77	2026-2027 Staffing	CSS	August 24, 2026
Pertz, Markell	Paraprofessional, 6.5 hours/day Lake Elmo Elementary	$21.20 / hour	2026-2027 Staffing	SCPA	August 10, 2026
Peterson, Emily	ECFE Program Assistant, 25.25 hours/week Brookview Elementary	$19.06 / hour	2026-2027 Staffing	Community Education	August 10, 2026
Pothen, Daniel	School Van Driver Central Services Building	$22.73 / hour	2026-2027 Staffing	Technical Support	August 4, 2026
Running, Christopher	Custodian VI, 8 hours/day Central Service Building/Oak Park Learning Center	$25.92 / hour	2026-2027 Staffing	Custodial	August 3, 2026
Sanchez Medina, Pamela	Paraprofessional, 6.0 hours/day Lake Elmo Elementary	$21.00 / hour	2026-2027 Staffing	SCPA	August 20, 2026
Sandon, Victor	Custodian VI, 8 hours/day Bayport Elementary	$25.92 / hour	2026-2027 Staffing	Custodial	August 17, 2026
Schaubach, Joseph	Paraprofessional, 6.5 hours/day Bayport Elementary	$21.00 / hour	2026-2027 Staffing	SCPA	August 10, 2026
Schneider, Phil	Custodian IV, 8 hours/day Early Childhood Family Center & Stillwater Middle School	$28.64 / hour	2026-2027 Staffing	Custodial	August 10, 2026
Segade, Carmen	Preschool Teacher- Spanish Immersion, .744 FTE Lake Elmo Elementary	$71,148.72	2026-2027 Staffing	SCEA	August 10, 2026
Sirias, Rosalyn	School Aged Care Program Assistant, 2.75 hours/day Lake Elmo Elementary	$19.06 / hour	2026-2027 Staffing	Community Education	August 10, 2026
Stahl, Fiona	Administrative Assistant I - Elementary Building Float, 6.5 hours/day Brookview Elementary & Rutherford Elementary	$23.26 / hour	2026-2027 Staffing	Technical Support	August 3, 2026
Stein, Tupelo	School Aged Care Program Assistant, 1.2 hours/day Lily Lake Elementary	$16.29 / hour	2026-2027 Staffing	Community Education	August 10, 2026
Stockmoe, Lauren	Assistant Girls Golf Coach Stillwater Area High School	$2,954.00	2026-2027 Staffing	Co-Curriculars	August 17, 2026
Stormoen, Gary	School Aged Care Program Assistant, 3.5 hours / day Stonebridge Elementary	$19.06 / hour	2026-2027 Staffing	Community Education	August 10, 2026
Swenson, MaryBeth	School Aged Care Program Aide, 1.65 hours/day Bayport Elementary	$16.29 / hour	2026-2027 Staffing	Community Education	August 10, 2026
Larson, Taylor	Math Teacher, 1.0 FTE Stillwater Area High School	$58,115	2026-2027 Staffing	SCEA	August 10, 2026
Thompson, Samantha	School Aged Care Program Assistant, 3.75 hours/day Bayport Elementary	$19.06 / hour	2026-2027 Staffing	Community Education	August 10, 2026
Vang, Seth	School Aged Care Program Assistant, 2.25 hours / day Oak-Land Middle School	$23.40 / hour	2026-2027 Staffing	Technical Support	August 10, 2026
Valdivieso Ferrandiz, Pedro	Physical Education Teacher .40 FTE, Grade 5 Teacher- Spanish Immersion .50 FTE Lake Elmo Elementary	$86,067.00	2026-2027 Staffing	SCEA	August 10, 2026
Voight, Rachel	Nutrition Services, 4.0 hours/day Stillwater Area High School	$19.79 / hour	2026-2027 Staffing	Nutrition Services	August 12, 2026
von Behren, Nolan	Assistant Football Coach Stillwater Area High School	$1,477.00	2026-2027 Staffing	Co-Curriculars	August 17, 2026
Yang, Kayly	School Aged Care Program Assistant, 3.5 hours / day Bayport Elementary	$19.06 / hour	2026-2027 Staffing	Community Education	August 10, 2026
Yang, Tina	Hmong Student, Family, & Community Engagement Specialist, 7.5 hours/day Brookview Elementary	$23.40 / hour	2026-2027 Staffing	Technical Support	August 10, 2026
Stadheim, Elizabeth	Certified Nurse Assistant Teacher, .18 FTE Stillwater Area High School	$11,673.72	2026-2027 Staffing	SCEA	August 10, 2026
Stockmoe, Lauren	Assistant Girls Golf Coach Stillwater Area High School	$2,954.00	2026-2027 Staffing	Co-Curriculars	August 17, 2026

LEAVES OF ABSENCE

NAME	STATUS	ASSIGNMENT	GROUP	EFFECTIVE DATE
Agbamu, Efe	Approved	Assistant Superintendent Central Services Building	Directors	May 6, 2026 - June 16, 2026
Costa, Birgitte	Approved	Kindergarten Teacher, 1.0 FTE Brookview Elementary	SCEA	August 21, 2026 - January 8, 2027
Dimond, Alexa	Approved	Grade 4 Teacher, 1.0 FTE Lily Lake Elementary	SCEA	August 20, 2026 - November 11, 2026
Froehlich, Kelly	Approved	Health Care Specialist, 6.5 hours/day Stillwater High School	Technical Support	August 10, 2026 - October 14, 2026
Kopesky, Regina	Approved	Paraprofessional, 6.5 hours/day Transition	SCPA	August 10, 2026 - January 1, 2027
Laszczkowski, Stephanie	Approved	Speech Language Pathologist, 1.0 FTE Early Childhood Family Center	SCEA	August 11, 2026 - January 1, 2027
Lagus, Kate-Lyn	Approved	Science Specialist, .50 FTE Lake Elmo Elementary	SCEA	August 11, 2026 - May 24, 2027
McKinley, Elizabeth	Approved	Vocal Teacher, 1.0 FTE Bayport Elementary and Lily Lake Elementary	SCEA	November 11, 2026 - April 5, 2027

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

Reyes, Hannah	Approved	Coordinator- Spanish Immersion District Wide	CSS	October 14 ,2026 - November 25, 2026
Stadsvold, Bobbi	Approved	Grade 4 Teacher, 1.0 FTE Afton-Lakeland Elementary	SCEA	August 10, 2026 - September 30, 2026
Wendelboe, Angela	Approved	Special Education Teacher, 1.0 FTE Stillwater Area High School	SCEA	August 17, 2026 - September 17, 2026

ASSIGNMENT CHANGES

NAME	FROM	TO	REASON	GROUP	EFFECTIVE DATE
Anderson, Nisha	Preschool Teacher, .372 FTE Brookview Elementary	Preschool Teacher, .744 FTE Brookview Elementary	2026-2027 Staffing	SCEA	August 10, 2026
Azeez, Meena	School Aged Care Substitute District Wide	School Aged Care Program Assistant, 1.8 hours/day Brookview Elementary	2026-2027 Staffing	Community Education	August 10, 2026
Bates, Isabella	Paraprofessional, 6 hours/day Stillwater Middle School	Paraprofessional, 10.8 hours/week Stillwater Middle School	2026-2027 Staffing	SCPA	August 10, 2026
Bermeo, Johanna	Nutrition Services Employee, 4.0 hours/day Stillwater Area High School	Nutrition Services Employee, 5.75 hours/day Lake Elmo Elementary	2026-2027 Staffing	Nutrition Services	August 12, 2026
Bernard, Kristen	Paraprofessional - Teacher's Assistant, 7.0 hours/day Lake Elmo Elementary	Paraprofessional, 6.75 hours/day Lake Elmo Elementary	2026-2027 Staffing	SCPA	August 10, 2026
Birklid, Travis	Business Teacher, 1.0 FTE Stillwater Area High School	Personal Finance Teacher .55 FTE, Computer Science .27 FTE and .18 FTE Business Teacher Stillwater Area High School	2026-2027 Staffing	SCEA	August 10, 2026
Boucher, Carrie	Nutrition Services Employee, 6.0 hours/day Stillwater Middle School	Nutrition Services Employee, 5.5 hours/day Stillwater Middle School	2026-2027 Staffing	Nutrition Services	August 12, 2026
Cashin, Julie	Spanish Teacher, .80 FTE Stillwater Area High School	Spanish Teacher, .82 FTE Stillwater Area High School	2026-2027 Staffing	SCEA	August 10, 2026
Christian, Tammie	Paraprofessional, 6.0 hours/day Stonebridge Elementary	Paraprofessional, 6.5 hours/day Stonebridge Elementary	2026-2027 Staffing	SCPA	August 10, 2026
Connolly, Danielle	Nutrition Services Employee, 4.0 hours/day Stillwater Area High School	Nutrition Services Employee, 5.75 hours/day Bayport Elementary	2026-2027 Staffing	Nutrition Services	August 12, 2026
Delahunt, Hannah	Occupational Therapist, 1.0 FTE District Wide	Occupational Therapist, 1.0 FTE Stillwater Area High School, Lake Elmo Elementary	2026-2027 Staffing	SCEA	August 10, 2026
Domin, Sarah	Grade 2 Teacher, 1.0 FTE Brookview Elementary	Grade 3 Teacher, 1.0 FTE Bayport Elementary	2026-2027 Staffing	SCEA	August 10, 2026
Dulas, Mary	Early Childhood Special Education Teacher, 1.0 FTE Afton-Lakeland, Brookview, Stonebridge, ECFC	Early Childhood Special Education Teacher, 1.0 FTE Brookview, Lake Elmo, ECFC	2026-2027 Staffing	SCEA	August 10, 2026
Eck, Emily	Grade 2 Teacher, 1.0 FTE Afton-Lakeland Elementary	Science Specialist, 1.0 FTE Afton-Lakeland Elementary and Lake Elmo Elementary	2026-2027 Staffing	SCEA	August 10, 2026
Emamu, Meliha	ECFE Program Assistant, 5.3 hours/day Brookview Elementary	East/West African Engagement Specialist, 7.5/day Oak-Land Middle School	2026-2027 Staffing	Technical Support	August 10, 2026
Everest, Adrian	Media Technician, 6.5 hours/day Lily Lake Elementary	Media Technician, 7.5 hours/day Lily Lake Elementary	2026-2027 Staffing	Technical Support	August 17, 2026
Jewell, Brenda	Nutrition Services Manager, 8.0 hours/day Oak-Land Middle School	Nutrition Services Manager, 8.0 hours/day Stillwater Middle School	2026-2027 Staffing	Nutrition Services	August 12, 2026
Flynn, Gina	Grade 2 Teacher, 1.0 FTE Afton-Lakeland Elementary	Grade 3 Teacher, 1.0 FTE Lake Elmo Elementary	2026-2027 Staffing	SCEA	August 10, 2026
Fog, Michelle	Paraprofessional, 25 hours/week Early Childhood Family Center	Paraprofessional, 20.25 hours/week Bayport Elementary	2026-2027 Staffing	SCPA	August 10, 2026
Fredrickson, Jessica	English Teacher, .80 FTE Stillwater Area High School	English Teacher, .82 FTE Stillwater Area High School	2026-2027 Staffing	SCEA	August 10, 2026
Gerber, Anne	Speech Language Pathologist, .80 FTE Lake Elmo Elementary and Lily Lake Elementary	Speech Language Pathologist, .80 FTE Lake Elmo Elementary amd Afton-Lakeland Elementary	2026-2027 Staffing	SCEA	August 10, 2026
Gross, Ann	Early Childhood Special Education Teacher, 1.0 FTE Early Childhood Family Center	Early Childhood Special Education Teacher, 1.0 FTE Early Childhood Family Center	2026-2027 Staffing	SCEA	August 10, 2026
Gunn, Ashley	Early Childhood Special Education Teacher, 1.0 FTE Early Childhood Family Center	Early Childhood Special Education Teacher, .50 FTE Early Childhood Family Center	2026-2027 Staffing	SCEA	August 10, 2026
Hannigan, Brady	Social Studies Teacher, 1.0 FTE Stillwater Area High School	Social Studies Teacher, .82 FTE, Personal Finance .18 FTE Stillwater Area High School	2026-2027 Staffing	SCEA	August 10, 2026
Healy, Anthony	Music Specialist, 1.0 FTE Afton-Lakeland and Bayport Elementary	Music Specialist, 1.0 FTE Afton-Lakeland and Lily Lake Elementary	2026-2027 Staffing	SCEA	August 10, 2026
Hemenway, Matt	Math Teacher, 1.0 FTE Stillwater Area High School	Math Teacher .55 FTE, Personal Finance Teacher .45 FTE Stillwater Area High School	2026-2027 Staffing	SCEA	August 10, 2026
Henderson, Marissa	Nutrition Services Employee, 5.75 hours/day Stillwater Area High School	Nutrition Services Assistant Manager, 7.0 hours/day Stillwater Middle School	2026-2027 Staffing	Nutrition Services	August 12, 2026
Hoberg, Nicole	School Aged Care Substitute District Wide	School Aged Care Program Assistant, 1.5 hours/day Brookview Elementary	2026-2027 Staffing	Community Education	August 10, 2026
Hoff, Nick	Physical Education Teacher, .60 FTE Stillwater Area High School	Physical Education Teacher, DAPE 1.0 FTE Stillwater Area High School	2026-2027 Staffing	SCEA	August 10, 2026
Honsa, Cynthia	Nutrition Services Employee, 5.0 hours/day Stonebridge Elementary	Nutrition Services Employee, 5.25 hours/day Stonebridge Elementary	2026-2027 Staffing	Nutrition Services	August 12, 2026
Hooverson, Angela	Kindergarten Teacher, 1.0 FTE	Grade 2 Teacher, 1.0 FTE	2026-2027	SCEA	August 10, 2026

	Afton-Lakeland Elementary	Afton-Lakeland Elementary	Staffing		
Hoskins, Kelly	BARR Coordinator, 1.0 FTE Stillwater Middle School, Oak-Land Middle School	BARR Coordinator, 1.0 FTE Oak Park Learning Center	2026-2027 Staffing	SCEA	August 10, 2026
Ihde, Madison	Music Specialist, 1.0 FTE Stonebridge Elementary	Music Specialist, 1.0 FTE Stonebridge and Lily Lake Elementary	2026-2027 Staffing	SCEA	August 10, 2026
Iverson, Sofia	Early Childhood Special Education Teacher, 1.0 FTE Early Childhood Family Center	Early Childhood Special Education Teacher, 1.0 FTE Early Childhood Family Center and Bayport Elementary	2026-2027 Staffing	SCEA	August 10, 2026
Jackson, Lyndsay	Paraprofessional, 6.5 hours/day Stonebridge Elementary	Paraprofessional - Teacher's Assistant, 7.0 hours/day Stonebridge Elementary	2026-2027 Staffing	SCPA	August 4, 2026
Jansen, Jamie	Kindergarten Teacher, 1.0 FTE Rutherford Elementary School	Grade 2 Teacher, 1.0 FTE Rutherford Elementary School	2026-2027 Staffing	SCEA	August 10, 2026
Johnson, Anne	Interventionist, .50 FTE Stonebridge Elementary	Math Lead, .50 FTE Oak Park Learning Center	2026-2027 Staffing	SCEA	August 10, 2026
Johnson, Brandee	Speech Language Pathologist, 1.0 FTE Afton-Lakeland, Bayport Elementary School	Speech Language Pathologist, 1.0 FTE Bayport Elementary School	2026-2027 Staffing	SCEA	August 10, 2026
Johnson, Danielle	Interventionist, LETRS Trainer .80 FTE Afton-Lakeland, District Wide	Literacy Lead, .80 FTE Oak Park Learning Center	2026-2027 Staffing	SCEA	August 10, 2026
Johnson, Katie	Grade 3 Teacher, 1.0 FTE Lake Elmo Elementary School	Grade 5 Teacher, 1.0 FTE Lake Elmo Elementary School	2026-2027 Staffing	SCEA	August 10, 2026
Jonason, Kristina	Grade 5 Teacher, 1.0 FTE Afton-Lakeland Elementary School	Grade 4 Teacher, 1.0 FTE Lake Elmo Elementary School	2026-2027 Staffing	SCEA	August 10, 2026
Kent, Jean	Paraprofessional, 28 hours/week Stonebridge Elementary	Paraprofessional, 28 hours/week Early Childhood Family Center	2026-2027 Staffing	SCPA	August 10, 2026
Kern, Jennifer	School Psychologist, 1.0 FTE Stillwater Area High School	School Psychologist, 1.0 FTE Stillwater Area High School, Alternative Learning Center	2026-2027 Staffing	SCEA	August 10, 2026
Klayman, Emily	Technology, Art Teacher and AVID, 1.0 FTE Stillwater Area Middle School	Technology, Special Education Teacher, 1.1 FTE Stillwater Middle School	2026-2027 Staffing	SCEA	August 10, 2026
Koller, Joe	Custodian III, 8 hours/day Central Service Building	Custodian IV, 8 hours/day Oak-Land Middle School	2026-2027 Staffing	Custodial	August 17, 2026
Lickness, Janis	Paraprofessional, 28 hours/week Early Childhood Family Center	Paraprofessional, 6.5 hours/day Afton-Lakeland Elementary	2026-2027 Staffing	SCPA	August 17, 2026
Lindgren, Patrick	Custodian IV, 8 hours/day Early Childhood Family Center	Custodian VI, 8 hours/day Lake Elmo Elementary	2026-2027 Staffing	Custodial	August 11, 2026
McNamara, Rachel	School Aged Care Program Assistant, 7.75 hours/day Brookview Elementary	School Aged Care Program Assistant, 6.50 hours/day Brookview Elementary	2026-2027 Staffing	Community Education	August 10, 2026
Mettling Hemminger, Lyndsay	Early Childhood Program Assistant, 2.36 hours/day Early Childhood Family Center	Early Childhood Program Assistant, 5.20 hours/day Early Childhood Family Center	2026-2027 Staffing	Community Education	August 10, 2026
Michalski, Vickie	Nutrition Services Employee, 4.0 hours/day Stillwater Area High School	Nutrition Services Employee, 5.5 hours/day Stillwater Middle School	2026-2027 Staffing	Nutrition Services	August 17, 2026
Mooney, Jennifer	Special Education Paraprofessional, 6.45 hours/day Afton-Lakeland Elementary	Special Education Teacher, 1.0 FTE Stillwater Area High School, Alternative Learning Center	2026-2027 Staffing	SCEA	August 10, 2026
Muenchow, Kim	Paraprofessional, 6.08 hours/day Afton-Lakeland Elementary	Paraprofessional, 6.5 hours/day Afton-Lakeland Elementary	2026-2027 Staffing	SCPA	August 10, 2026
Pavel, Nikki	Nutrition Services Employee, 5.75 hours/day Stonebridge Elementary	Nutrition Services Manager, 7.5 hours/day Stonebridge Elementary	2026-2027 Staffing	Nutrition Services	August 17, 2026
Schildwatcher, Samantha	ECFE Program Assistant, .30 hours/day Early Childhood Family Center	School Aged Care Program Assistant, 1.20 hours/day Lake Elmo Elementary	2026-2027 Staffing	Community Education	August 10, 2026
Schmidt, Steve	Custodian V, 8 hours/day Bayport Elementary	Custodian VI, 8 hours/day Oak Park	2026-2027 Staffing	Custodial	August 10, 2026
Singh, Idella	Nutrition Services Employee, 5.25 hours/day Oak-Land Middle School	Nutrition Services Employee, 5.75 hours/day Brookview Elementary	2026-2027 Staffing	Nutrition Services	August 12, 2026
Studee, Michelle	Nutrition Services Employee, 4.0 hours/day Stillwater Area High School	Nutrition Services Employee, 5.0 hours/day Stillwater Area High School	2026-2027 Staffing	Nutrition Services	August 12, 2026
Totzke, Amanda	Health Care Specialist, 2.6 hours/day Bayport Elementary	Health Care Specialist, 6.5 hours/day Bayport Elementary	2026-2027 Staffing	Technical Support	August 10, 2026
Wester, Melinda	Nutrition Services Employee, 5.25 hours/day Stillwater Middle School	Nutrition Services Employee, 5.25 hours/day Oak-Land Middle School	2026-2027 Staffing	Nutrition Services	August 12, 2026
Yernberg, Briella	School Aged Care Substitute District Wide	School Aged Care Program Assistant, .50 hours/day Bayport Elementary	2026-2027 Staffing	Community Education	August 10, 2026
Zapata de Vancura, Gabriela	Health Care Specialist Brookview Elementary	Licensed School Nurse, 1.0 FTE Lily Lake, Bayport and Afton-Lakeland Elementary	2026-2027 Staffing	SCEA	August 10, 2026

ADDITIONAL ASSIGNMENTS

NAME	POSITION	REASON	GROUP	EFFECTIVE DATE
Benitez Galeano, Alida	School Aged Care Program Assistant, 1.8 hours/day Lake Elmo Elementary	2026-2027 Staffing	Community Education	August 17, 2026
Schmeltzer, Rachel	Choir Teacher, .10 FTE Overage Oak-Land Middle School	2026-2027 Staffing	SCEA	August 10, 2026
Voight, Rachel	School Aged Care Program Assistant, 3.25 hours/day Rutherford Elementary	2026-2027 Staffing	Community Education	August 17, 2026

Agenda Item XII, A
Date Prepared: August 25, 2026
ISD 834 Board Meeting

Agenda Item: 2026-2028 SCPA Master Contract
Meeting Date: August 25, 2026
Contact Person: Kristine Carlston, Executive Director of Human Resources

Background:

The Master Contract for the St. Croix Paraprofessional Association expired on June 30, 2026.

The District has recently reached agreement on the terms and conditions of employment for the 2026-2028 Master Contract with the St. Croix Paraprofessional Association, covering the period of July 1, 2026 through June 30, 2028.

Information regarding the updates will be provided to the Board. Administration recommends approval of the Master Contract.

Recommendation:

A motion and second will be requested to approve the Master Contract with the St. Croix Professional Association.

Motion by: _____ ***Seconded by:*** _____ ***Vote:*** _____

BOARD RESOLUTION APPROVING PARTICIPATION IN THE QUALIFIED PART-TIME TEACHER PROGRAM

WHEREAS, Minnesota Statutes section 354.66 permits an eligible teacher, by agreement with the employing school board or its authorized representative, to participate in the Qualified Part-Time Teacher Program administered by the Minnesota Teachers Retirement Association (“TRA”); and

WHEREAS, Julie Cashin ("EMPLOYEE") has requested approval to participate in the Qualified Part-Time Teacher Program for the 2025-26 and 2026-27 school years; and

WHEREAS, the School Board has considered EMPLOYEE’s request and is willing to approve participation subject to the conditions stated below;

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

1. The School Board approves EMPLOYEE’s participation in the Qualified Part-Time Teacher Program under Minnesota Statutes section 354.66 for the 2025-26 and 2026-27school years, subject to EMPLOYEE’s eligibility under applicable law and TRA requirements and the timely execution and filing of all required agreements and documents.
2. EMPLOYEE’s participation is conditioned upon EMPLOYEE assuming and paying the entire portion of any additional employer contribution attributable to the difference between EMPLOYEE’s actual part-time compensation and the compensation EMPLOYEE would have received if employed on a full-time basis, together with any employee contributions, fees, penalties, or other costs arising from or associated with EMPLOYEE’s participation that may lawfully be assigned to the employee.
3. Except for employer contributions that the District is required by law to make based upon the compensation EMPLOYEE actually receives for services performed in the part-time assignment, the District shall not be responsible for any contributions, fees, penalties, or other costs associated with EMPLOYEE’s participation in the program.
4. The Superintendent, Executive Director of Human Resources, and their designees are authorized to execute and submit the required agreement and related documents and to take any other actions reasonably necessary to implement this resolution.

The foregoing resolution was adopted by the School Board of Independent School District No. 834, Stillwater Area Public Schools, at a duly called meeting held on _____**, 2026.**

Board Chair: _____

Board Clerk: _____

Expect More.

District Focus 2026–27: DELIVERY YEAR

From Transformation To Implementation

Presented to the School Board
Aug. 25, 2026

2026–27 =

The Delivery Year

Several years of design, restructuring, construction and financial discipline converge in one school year.

The question is no longer whether the district has a plan.

It is whether the district can execute with discipline and consistency.

From Decision To Design To Delivery

The next chapter is measured by the quality of implementation

2024–25

DECIDE

- Bond work accelerates
- Budget and benefit redesign
- High school schedule design
- Organizational choices clarified

2025–26

DESIGN

- $4.6M ongoing reductions
- K–5 literacy and science model
- Leadership reorganization
- Boundaries and transportation reset

2026–27

DELIVER

- Open two schools
- Launch SAHS schedule
- Modernize core systems
- Create a consistent experience

Strong Platform. Real Pressure

The district is better positioned than it was a year ago, but the implementation bar is higher

STRENGTHS

- Facilities coming online
- Balanced operating budget
- Instructional momentum
- Leadership capacity

PRESSURES

- Enrollment competition
- Rising costs and mandates
- Implementation capacity
- Discipline and trust

We’re stronger than a year ago, with more to deliver and less room for drift.

Six Directions. One Implementation System

This is the 2026–27 implementation frame for the district's stated priorities.

#1: Open the Future

New schools and SAHS schedule

#2: Strengthen Teaching & Learning

Engagement, math, literacy and alignment

#3: Create the Experience

Students, families and employees

#4: Modernize Operations

Business systems, phones, transportation and tech

#5: Sustain the District

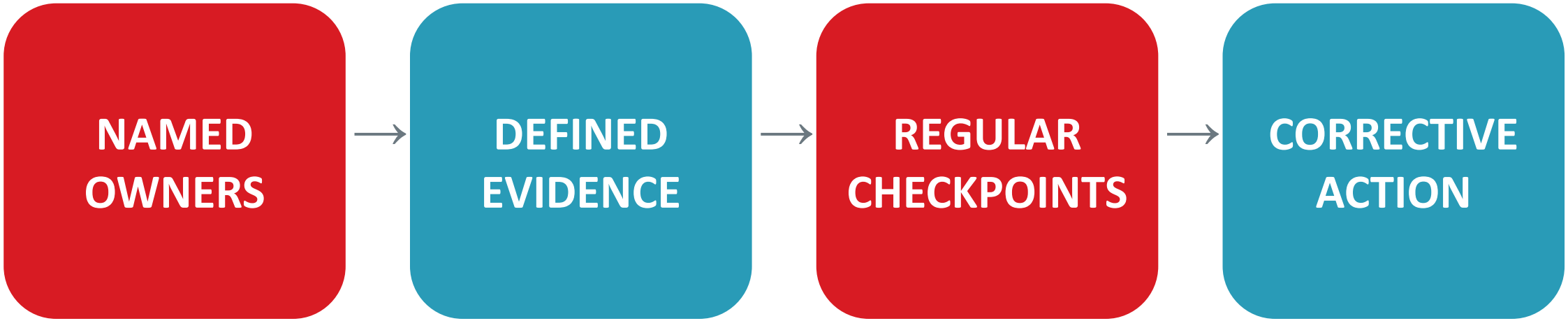
Finance, enrollment and strategic planning

#6: Build Capacity

Leadership, feedback loops and succession

One Execution System

Each direction is managed through the same four disciplines.



Named owners. Defined evidence. Regular checkpoints. Corrective action.

#1: Open the Future

Two public-facing launches define the first part of the year and student, family and staff experiences must be monitored.

NEW ELEMENTARY SCHOOLS

Lake Elmo and Bayport

Capacity, boundaries, culture, service and community confidence.

SAHS SCHEDULE

Redesigned high school schedule

Access, flexibility, opportunity, support and retention.

These launches must be judged by the experience they create, not only by whether they open on time.

Open the Future: Evidence Cadence

Early evidence should reveal launch quality, service performance and emerging risk.

FIRST 30 DAYS

Openings, route performance and family confidence.

FIRST 90 DAYS

Access, schedule corrections and communication.

BOARD TRIGGER

Safety, opening, payroll/access or sustained service risk.

The first 30 days establish implementation credibility.

#2: Strengthen Teaching and Learning

Coherence across curriculum, coaching, assessment, professional learning and student support.

Reading
Improved from 2025 to 2026

Math
Generally stable

41%
High school course failures down since 2022

1.9%
F grades at the high school level

Keep student learning, not individual initiatives, at the center.

Teaching and Learning: 2026–27 Evidence

Implementation evidence should connect directly to student learning.

EVIDENCE

- Student engagement and action plans
- K–12 math pilot, selection and milestones
- Literacy + READ Act implementation and progress
- Aligned observation, feedback and coaching

INSTRUCTIONAL PRACTICE ROUTINE



The initiative is not the outcome. Better student learning is the outcome.

#3: Create the Stillwater Experience

The experience is strategy made visible, and each standard needs a measure across schools and departments.

STUDENTS:

SAFE. CHALLENGED. KNOWN.

- Belonging and trusted-adult connection
- Academic challenge and support
- Attendance and discipline patterns

FAMILIES:

WELCOMED. INFORMED. CONFIDENT.

- Communication clarity and timeliness
- Issue-response and closure time
- Recommendation and retention feedback

Employees and Enrollment

A consistent employee experience supports a consistent student and family experience.

EMPLOYEES:
VALUED. SUPPORTED. CLEAR.

- Priority and role clarity
- Access to support and feedback
- Retention and leadership-pipeline indicators

ENROLLMENT LENS

Awareness → Welcome → Deliver → Communicate → Recommend

Marketing creates awareness. Programs, service and relationships earn enrollment.

#4: Modernize Operations

Reliable systems protect instructional time, employee confidence and family trust.

Design → **Validate** → **Test + train** → **Launch**

BUSINESS SYSTEM TRANSITION
Governance, process mapping, data validation, controls, training and contingency.

PHONES
Districtwide communication reliability.

TRANSPORTATION
Route reliability, efficiency and communication.

TECHNOLOGY + DATA
Networks, classroom tools, parent resources and decision-ready information.

Board trigger: a missed readiness checkpoint or a launch risk to payroll, safety, access or instructional continuity.

#5: Sustain the District

Fiscal discipline protects student opportunity and long-term stability.

OPERATING BUDGET

Standard: Remain within board-approved budget

Evidence: Monthly variance and forecast changes

FUND BALANCE

Standard: Strive for policy in tight fiscal environment

Evidence: Quarterly projection and assumptions

STRUCTURAL ALIGNMENT

Standard: Realize recurring savings and revenue assumptions

Evidence: Savings realization and material variance

The Board should monitor guardrails, not just activities.

Sustain the District: Early Correction

Enrollment, staffing and long-range planning require timely evidence and decisions.

ENROLLMENT + STAFFING

Standard: Adjust staffing and revenue assumptions early

Evidence: Opening enrollment, MARSS and FTE updates

LONG-RANGE PLANNING

Standard: Use scenarios to identify corrective action early

Evidence: Updated multi-year forecast and decisions

2025 financial control: independent audit completed on time with no findings.

#6: Build Leadership Capacity

Strong implementation depends on feedback, principal support, teacher leadership and succession depth.

SUPERINTENDENT EMPLOYEE ADVISORY COUNCIL

Surface implementation barriers and propose solutions.

Board evidence: Themes, actions and issues closed.

SUPERINTENDENT IN RESIDENCE

Use structured site-based listening to identify districtwide patterns.

Board evidence: Patterns and resulting decisions.

LEADERSHIP DEVELOPMENT

Build mentorship, licensure pathways, succession and role readiness.

Board evidence: Pipeline, vacancies and continuity plans.

CROSS-DISTRICT COLLABORATION

Share practice, solve problems and reduce silos.

Board evidence: Common routines and resolved barriers.

Capacity is built before pressure reveals the gaps.

Three Active Risks

Transparent reporting should name the risk, mitigation and threshold for board attention.

ACTIVE	**OPENING COMPLEXITY**	Launch teams, punch-list review, route communication, rapid response	**Safety, opening or sustained family service is threatened**
ACTIVE	**FINANCIAL + ENROLLMENT PRESSURE**	Quarterly reporting, PBB and multi-year scenarios	**Material variance emerges from budget or fund balance expectations**
ACTIVE	**SYSTEMS TRANSITION**	Data validation, controls, testing, training and contingency	**Readiness checkpoint missed or payroll/access/continuity at risk**

Two Watch Risks

These conditions require sustained follow-up before they become active threats.

IMPLEMENTATION FATIGUE

Mitigation: Clear priorities, realistic pacing, targeted support and communication

Threshold: Cross-site confusion, delay or capacity breakdown persists

DISCIPLINE + EXPERIENCE

Mitigation: Consistent definitions, site review, intervention and follow-through

Threshold: Incidents remain elevated or concentrated

Name early. Report clearly. Adjust quickly.

Learning, Experience and Enrollment

Each update connects baseline, annual standard, status and next evidence point.

LEARNING

Baseline: Reading improved; math stable; HS failures down 41%.

Annual standard: Continue gains, strengthen math and course access.

Next evidence: Fall baseline

EXPERIENCE

Baseline: 89% low-risk SAEBRS; engagement baseline not yet established.

Annual standard: Establish baseline, report actions, repeat in spring.

Next evidence: Winter

ENROLLMENT

Baseline: 8,461 total; PK–12 up .01%.

Annual standard: Meet or exceed projection and improve retention evidence.

Next evidence: Ongoing watch

Finance and Operations

One scorecard should stay visible throughout the year.

FINANCE

Baseline: Preliminary budget balanced; $5.7M pressures offset.

Annual standard: Remain on budget, within policy and aligned to forecast.

Next evidence: Quarterly

OPERATIONS

Baseline: Two schools on schedule/budget; two tier transportation model; Business system preparation for transition

Annual standard: Stable launches, reliable service and timely issue closure.

Next evidence: 30 days

Fall: launch evidence | Winter: midyear adjustment | Spring: outcomes and next-cycle decisions

What the Board Can Do to Help

Governance is not managing the launch. Governance keeps the right questions in front of the system.

1: SET DIRECTION

Keep the district anchored in student outcomes and long-term sustainability.

2: MONITOR PROGRESS

Ask questions that reveal risk, evidence and corrective action early.

3: PROTECT FOCUS

Avoid initiative drift and keep attention on the highest-value work.

4: BUILD TRUST

Communicate transparency, confidence and shared responsibility.

The Board's value is direction, monitoring, focus and trust.

Four Questions for Every Update

Each question should lead to evidence, implications and a clear next step.

WHAT EVIDENCE HAS CHANGED?

WHAT RISK IS EMERGING?

WHAT CORRECTIVE ACTION IS UNDERWAY?

WHAT DECISION IS NEEDED NEXT?

Study Session Roadmap: September - January

One focused governance conversation each month, tied to evidence, implications and Board direction.

SEP | First 30 Days
Openings, schedule, transportation, family confidence

OCT | Teaching + Learning
Baseline and course offerings

NOV | Findings + Priorities
SPED/compensatory findings, health insurance, legislative priorities

JAN | Financial Outlook
Guardrails and implications, Fiscal forecast/Levy discussion

Each session ends with evidence reviewed, implications, Board direction and next checkpoint.

Study Session Roadmap: February - June

The second half of the year moves from resource alignment to year-end direction.

FEB | Resource Alignment
2027–28 resource alignment and priority-based budgeting

MAR | Student Experience
Engagement, SAEBRS, FastBridge

APR | Enrollment
Enrollment and family choice

MAY | Leadership Capacity
Leadership capacity and organizational health

JUN | Year-End Scorecard
Year-end scorecard and Board direction

Evidence reviewed. Implications named. Board direction set. Next checkpoint scheduled.

Success by June 2027

- Achievement trends continue upward
- Students have stronger course and program opportunities
- Lake Elmo and Bayport stabilize quickly
- Students, families and employees experience a consistent standard
- Budget discipline and enrollment work strengthen the future
- Community sees competence, transparency and follow-through

The next chapter will be measured by outcomes, confidence and trust.

Great schools are intentionally led, measured honestly and improved continuously.

Stillwater AREA PUBLIC SCHOOLS

Second Reading: 08/25/2026

EDUCATION PROGRAMS

POLICY TITLE	POLICY NUMBER	ADOPTED	REVIEW FREQUENCY
Field Trips	**610**	**Adopted: 11-20-2003** **Renumbered: 03-11-2021**	**Three years**

I. PURPOSE

The purpose of this policy is to provide guidelines for student trips and to identify the general process to be followed for review and approval of trip requests.

II. GENERAL STATEMENT OF POLICY

The general expectation of the school board is that all student trips will be well planned, conducted in an orderly manner and safe environment, and will relate directly to the objectives of the class or activity for which the trip is requested. Student trips will be categorized within three general areas:

A. Instructional Trips

Trips that take place during the school day, relate directly to a course of study, and require student participation shall fall in this category. These trips shall be subject to review and approval of the building principal and shall be financed by school district funds within the constraints of the school building budget. Fees may not be assessed against students to defray direct costs of instructional trips. (Minnesota Statutes, section 123B.37)

B. Supplementary Trips

This category pertains to those trips in which students voluntarily participate and which usually take place outside the regular school day. Examples of trips in this category involve student activities, clubs, and other special interest groups. These trips are subject to review and approval of the activities director and/or the building principal. Financial contributions by students may be requested. (Minnesota Statutes section 123B.36)

C. School-Sponsored Celebratory or Recognition Trips

School-sponsored celebratory or recognition trips may be approved as supplementary or extracurricular activities when participation is voluntary, the activity serves a legitimate school or student-activity purpose, equitable access is provided, and the trip does not materially interfere with required instruction. Celebratory trips shall not be represented as instructional trips solely because they occur during the school day.

D. Extended Trips

1. Trips that involve one or more overnight stops fall into this category. Extended trips may be instructional or supplementary and must be requested well in advance of the planned activity. An extended trip request form must be completed and approved at each level: student, principal, superintendent, and school board. Exceptions to the approval policy may be granted or expedited to accommodate emergencies or contingencies (e.g., tournament competition).

2. The school board acknowledges and supports the efforts of booster clubs and similar organizations in providing extended trip opportunities for students.

III. REGULATIONS

A. Rules of conduct and discipline for students and employees shall apply to all student trip activity (Under Policy 506).

B. The school administration shall be responsible for providing more detailed procedures, including parental involvement, supervision, and such other factors deemed important and in the best interest of students.

C. Transportation shall be furnished through a commercial carrier or school-owned vehicle.

D. An employee may use a personal vehicle to transport staff or personal property for purposes of a field trip upon prior, written approval from administration.

E. An employee must not use a personal vehicle to transport one or more students for purposes of a field trip.

1. If immediate transportation of a student is required due to an emergency or unforeseen circumstance, such as the illness or injury of a child, and the transportation does not constitute regular or scheduled transportation, a personal vehicle may be used. To the extent a personal vehicle is used, the vehicle must be properly registered and insured.

2. An employee must obtain preapproval by administration of student transportation by a personal vehicle, pursuant to Section III.E.1, if practicable. If preapproval by administration of use of a personal vehicle cannot be obtained in a reasonable time given the circumstances, an employee shall report the relevant facts and circumstances justifying the need for use of a personal vehicle to administration as soon as practicable. The relevant facts and circumstances for use of a personal vehicle shall be documented by administration.

Legal References:

Minn. Stat. § 123B.36 (Authorized Fees)

Minn. Stat. § 123B.37 (Prohibited Fees)

Minn. Stat. § 123B.49 (Extracurricular Activities; Insurance)

Minn. Stat. § 169.011, Subd. 71(a) (Definitions)

Minn. Stat. § 169.454, Subd. 13 (Type III Vehicle Standards)

Sonkowsky v. Board of Educ. for Indep. Sch. Dist. No. 721, 327 F.3d 675 (8th Cir. 2003)

Lee v. Pine Bluff Sch. Dist., 472 F.3d 1026 (8th Cir. 2007)

Cross References:
MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)
MSBA/MASA Model Policy 423 (Employee – Student Relationships)
MSBA/MASA Model Policy 506 (Student Discipline)
MSBA/MASA Model Policy 707 (Transportation of Public School Students)
MSBA/MASA Model Policy 709 (Student Transportation Safety Policy)
MSBA/MASA Model Policy 710 (Extracurricular Transportation)

Stillwater AREA PUBLIC SCHOOLS

Approval: 08/25/2026

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Stillwater AREA PUBLIC SCHOOLS

First Reading: 8/25/2026

STUDENTS

Student Discipline & Code of Conduct	**506**	**Adopted: 07-27-2017** **Reviewed: 04-25-2019** **Revised: 06-11-2020** **Revised: 07-11-2023**	**Annually**

I. PURPOSE

The purpose of this policy is to ensure that students are aware of and comply with the school district's expectations for student conduct. Such compliance will enhance the school district's ability to maintain discipline and ensure that there is no interference with the educational process. The school district will take appropriate disciplinary action when students fail to adhere to the Code of Student Conduct established by this policy.

II. GENERAL STATEMENT OF POLICY

The school board recognizes that individual responsibility and mutual respect are essential components of the educational process. The school board further recognizes that nurturing the maturity of each student is of primary importance and is closely linked with the balance that must be maintained between authority and self-discipline as the individual progresses from a child's dependence on authority to the more mature behavior of self-control.

All students are entitled to learn and develop in a setting which promotes respect of self, others, and property. Proper positive discipline can only result from an environment which provides options and stresses student self-direction, decision-making, and responsibility. Schools can function effectively only with internal discipline based on mutual understanding of rights and responsibilities.

Students must conduct themselves in an appropriate manner that maintains a climate in which learning can take place. Overall decorum affects student attitudes and influences student behavior. Proper student conduct is necessary to facilitate the education process and to create an atmosphere conducive to high student achievement.

Although this policy emphasizes the development of self-discipline, it is recognized that there are instances when it will be necessary to administer disciplinary measures. The position of the school district is that a fair and equitable district-wide student discipline policy will contribute to the quality of the student's educational experience. This discipline policy is adopted in accordance with and subject to the Minnesota Pupil Fair Dismissal Act, Minnesota Statutes, sections 121A.40-121A.56.

In view of the foregoing and in accordance with Minnesota Statutes, section 121A.55, the school board, with the participation of school district administrators, teachers, employees, students, parents, community members, and such other individuals and organizations as appropriate, has developed this policy which governs student conduct and applies to all students of the school district.

III. DEFINITIONS

A. "Nonexclusionary disciplinary policies and practices" means policies and practices that are alternatives to dismissing a pupil from school, including but not limited to evidence-based positive behavior interventions and supports, social and emotional services, school-linked mental health services, counseling services, social work services, academic screening for Title 1 services or reading interventions, and alternative education services. Nonexclusionary disciplinary policies and practices include but are not limited to the policies and practices under sections 120B.12; 121A.575, clauses (1) and (2); 121A.031, subdivision 4, paragraph (a), clause (1); 121A.61, subdivision 3, paragraph (r); and 122A.627, clause (3).

B. "Pupil withdrawal agreement" means a verbal or written agreement between a school administrator or district administrator and a pupil's parent to withdraw a student from the school district to avoid expulsion or exclusion dismissal proceedings. The duration of the withdrawal agreement cannot be for more than a 12-month period.

IV. POLICY

A. The school board must establish uniform criteria for dismissal and adopt written policies and rules to effectuate the purposes of the Minnesota Pupil Fair Dismissal Act. The policies must include nonexclusionary disciplinary policies and practices consistent with Minnesota Statutes, section 121A.41, subdivision 12, and must emphasize preventing dismissals through early detection of problems. The policies must be designed to address students' inappropriate behavior from recurring.

B. The policies must recognize the continuing responsibility of the school for the education of the pupil during the dismissal period.

C. The school is responsible for ensuring that alternative educational services, if the pupil wishes to take advantage of them, must be adequate to allow the pupil to make progress toward meeting the graduation standards adopted under Minnesota Statutes, section 120B.02 and help prepare the pupil for readmission in accordance with section Minnesota Statutes, section 121A.46, subdivision 5.

D. For expulsion and exclusion dismissals and pupil withdrawal agreements as defined in Minnesota Statutes, section 121A.41, subdivision 13:
   1. for a pupil who remains enrolled in the school district or is awaiting enrollment in a new district, the school district's continuing responsibility includes reviewing the pupil's schoolwork and grades on a quarterly basis to ensure the pupil is on track for readmission with the pupil's peers. The school district must communicate on a regular basis with the pupil's parent or guardian to ensure that the pupil is completing the work assigned through the alternative educational services as defined in Minnesota Statutes, section 121A.41, subdivision 11. These services are required until the pupil enrolls in another school or returns to the same school;
   2. a pupil receiving school-based or school-linked mental health services in the school district under Minnesota Statutes, section 245.4889 continues to be eligible for those services until the pupil is enrolled in a new district; and
   3. the school district must provide to the pupil's parent or guardian information on accessing mental health services, including any free or sliding fee providers in the community. The information must also be posted on the school district website.

V. AREAS OF RESPONSIBILITY

A. The School Board. The school board holds all school personnel responsible for the maintenance of order within the school district and supports all personnel acting within the framework of this discipline policy.

B. Superintendent. The superintendent shall establish guidelines and directives to carry out this policy, hold all school personnel, students, and parents responsible for conforming to this policy, and support all school personnel performing their duties within the framework of this policy. The superintendent shall also establish guidelines and directives for using the services of appropriate agencies for assisting students and parents.

C. Principal. The school principal shall establish building procedures consistent with board policy and district administrative procedures. The principal shall give direction and support to all school personnel performing their duties within the framework of this policy. The principal shall communicate with parents of students conducting themselves in a manner contrary to the policy. The principal shall also involve other professional employees in the disposition of Behavior referrals and shall make use of those agencies appropriate for assisting students and parents. A principal, in exercising the person's lawful authority, may use reasonable force when it is necessary under the circumstances to correct or restrain a student to prevent bodily harm or death to the student or another. A principal shall not use prone restraint and shall not inflict any form of physical holding that restricts or impairs a student's ability to breathe; restricts or impairs a student's ability to communicate distress; places pressure or weight on a student's head, throat, neck, chest, lungs, sternum, diaphragm, back, or abdomen; or results in straddling a student's torso.

D. Teachers. All teachers shall be responsible for providing a well-planned teaching/learning environment and shall have primary responsibility for student conduct, with appropriate assistance from the administration. All teachers shall implement the Code of Student Conduct. A teacher ~~in~~ exercising the person's lawful authority, may use reasonable force when it is necessary under the circumstances to correct or restrain a student or prevent bodily harm or death to another. A teacher shall not use prone restraint and shall not inflict any form of physical holding that restricts or impairs a student's ability to breathe; restricts or impairs a student's ability to communicate distress; places pressure or weight on a student's head, throat, neck, chest, lungs, sternum, diaphragm, back, or abdomen; or results in straddling a student's torso.

E. Other School District Personnel. All school district personnel shall be responsible for contributing to a safe, respectful, and inclusive school climate within the school. Their responsibilities relating to student behavior shall be as authorized and directed by the superintendent. A school employee, school bus driver, or other agent of a school district, in exercising the person's lawful authority, may use reasonable force when it is necessary under the circumstances to restrain a student to prevent bodily harm or death to the student or another. A school employee, which does not include a school resource officer, shall not use prone restraint and shall not inflict any form of physical holding that restricts or impairs a student's ability to breathe; restricts or impairs a student's ability to communicate distress; places pressure or weight on a student's head, throat, neck, chest, lungs, sternum, diaphragm, back, or abdomen; or results in straddling a student's torso.

For the purpose of Minnesota Statutes, section 121A.582 (Student Discipline; Reasonable Force), a school resource officer, as defined in Minnesota Statutes, section 626.8482, subdivision 1, paragraph (c) is not a school employee or agent of the district.

F. Parents or Legal Guardians. Parents and guardians are expected to partner with the school regarding the behavior of their children as determined by law and community practice. They are expected to cooperate with school authorities and to participate regarding the behavior of their children.

G. Students. All students shall be held individually responsible for their behavior and for knowing and obeying the Code of Student Conduct and this policy.

H. Community Members. Members of the community are expected to contribute to the establishment of an atmosphere in which rights and duties are effectively acknowledged and fulfilled.

I. Reasonable Force Reports

1. The school district must report data on its use of any reasonable force used on a student with a disability to correct or restrain the student to prevent bodily harm or death to the student or another that is consistent with the definition of physical holding under Minnesota Statutes, section 125A.0941, paragraph (c), as outlined in section 125A.0942, subdivision 3, paragraph (b).

2. Beginning with the 2024-2025 school year, the school district must report annually in compliance with Minnesota law, in a form and manner determined by the MDE Commissioner, data from the prior school year about any reasonable force used on a general education student to correct or restrain the student to prevent bodily harm or death to the student or another that is consistent with the definition of physical holding under Minnesota Statutes, section 125A.0941, paragraph (c).

3. Any reasonable force used under Minnesota Statutes, sections 121A.582; 609.06, subdivision 1; and 609.379 which intends to hold a child immobile or limit a child's movement where body contact is the only source of physical restraint or confines a child alone in a room from which egress is barred shall be reported to the Minnesota Department of Education as a restrictive procedure, including physical holding or seclusion used by an unauthorized or untrained staff person.

VI. STUDENT RIGHTS

All students have the right to an education and the right to learn.

VII. STUDENT RESPONSIBILITIES

All students have the responsibility:

A. For their behavior and for knowing and obeying all school rules, regulations, policies, and procedures;

B. To attend school daily, except when excused, and to be on time to all classes and other school functions;

C. To pursue and attempt to complete the courses of study prescribed by the state and local school authorities;

D. To make necessary arrangements for making up work when absent from school;

E. To assist the school staff in maintaining a safe school for all students;

F. To be aware of all school rules, regulations, policies, and procedures, including those in this policy, and to conduct themselves in accord with them;

G. To assume that until a rule or policy is waived, altered, or repealed, it is in full force and effect;

H. To be aware of and comply with federal, state, and local laws;

I. To volunteer information in disciplinary cases should they have any knowledge relating to such cases and to cooperate with school staff as appropriate;

J. To respect and maintain the school's property and the property of others;

K. To dress and groom in a manner which meets standards of safety and health and common standards of decency and which is consistent with applicable school district policy;

L. To avoid inaccuracies in student newspapers or publications and refrain from indecent or obscene language;

M. To conduct themselves in an appropriate physical or verbal manner; and

N. To recognize and respect the rights of others.

VIII. CODE OF STUDENT CONDUCT

A. The following are examples of unacceptable behavior subject to disciplinary action by the school district. These examples are not intended to be an exclusive list. Any student who engages in any of these activities shall be disciplined in accordance with this policy. This policy applies to all school buildings, school grounds, and school property or property immediately adjacent to school grounds; school-sponsored activities or trips; school bus stops; school buses, school vehicles, school contracted vehicles, or any other vehicles approved for school district purposes; the area of entrance or departure from school premises or events; and all school-related functions, school-sponsored activities, events, or trips. School district property also may mean a student's walking route to or from school for purposes of attending school or school-related functions, activities, or events. While prohibiting unacceptable behavior subject to disciplinary action at these locations and events, the school district does not represent that it will provide supervision or assume liability at these locations and events. This policy also applies to any student whose conduct at any time or in any place interferes with or obstructs the mission or operations of the school district or the safety or welfare of the student, other students, or employees.

1. Violations against property including, but not limited to, damage to or destruction of school property or the property of others, failure to compensate for damage or destruction of such property, arson, breaking and entering, theft, robbery, possession of stolen property, extortion, trespassing, unauthorized usage, or vandalism;

2. The use of profanity or obscene language, or the possession of obscene materials;

3. Gambling, including, but not limited to, playing a game of chance for stakes;

4. Violation of the school district's Hazing Prohibition Policy;

5. Attendance problems including, but not limited to, truancy, absenteeism, tardiness, skipping classes, or leaving school grounds without permission;

6. Violation of the school district's Student Attendance Policy;

7. Opposition to authority using physical force or violence;

8. Using, possessing, or distributing tobacco, tobacco-related devices, electronic cigarettes, or tobacco paraphernalia in violation of the school district's Tobacco-Free Environment; Possession and Use of Tobacco, Tobacco-Related Devices, and Electronic Delivery Devices Policy;

9. Using, possessing, distributing, intending to distribute, making a request to another person for (solicitation), or being under the influence of alcohol or other intoxicating substances or look-alike substances;

10. Using, possessing, distributing, intending to distribute, making a request to another person for (solicitation), or being under the influence of narcotics, drugs, or other controlled substances (except as prescribed by a physician), or look-alike substances (these prohibitions include medical marijuana or medical cannabis, even when prescribed by a physician, and one student sharing prescription medication with another student);

11. Using, possessing, or distributing items or articles that are illegal or harmful to persons or property including, but not limited to, drug paraphernalia;

12. Using, possessing, or distributing weapons, or look-alike weapons or other dangerous objects;

13. Violation of the school district's Weapons Policy;

14. Violation of the school district's Violence Prevention Policy;

15. Possession of ammunition including, but not limited to, bullets or other projectiles designed to be used in or as a weapon;

16. Possession, use, or distribution of explosives or any compound or mixture, the primary or common purpose or intended use of which is to function as an explosive;

17. Possession, use, or distribution of fireworks or any substance or combination of substances or article prepared for the purpose of producing a visible or an audible effect by combustion, explosion, deflagration or detonation;

18. Using an ignition device, including a butane or disposable lighter or matches, inside an educational building and under circumstances where there is a risk of fire, except

where the device is used in a manner authorized by the school;

19. Violation of any local, state, or federal law as appropriate;

20. Acts disruptive of the educational process, including, but not limited to, disobedience, disruptive or disrespectful behavior, defiance of authority, cheating, insolence, insubordination, failure to identify oneself, improper activation of fire alarms, or bomb threats;

21. Violation of the school district's Internet Acceptable Use and Safety Policy;

22. Use of a cell phone in violation of the school district's Internet Acceptable Use and Safety Policy;

23. Violation of school bus or transportation rules or the school district's Student Transportation Safety Policy;

24. Violation of parking or school traffic rules and regulations, including, but not limited to, driving on school property in such a manner as to endanger persons or property;

25. Violation of directives or guidelines relating to lockers or improperly gaining access to a school locker;

26. Violation of the school district's Search of Student Lockers, Desks, Personal Possessions, and Student's Person Policy;

27. Violation of the school district's Student Use and Parking of Motor Vehicles; Patrols, Inspections, and Searches Policy;

28. Possession or distribution of slanderous, libelous, or pornographic materials;

29. Violation of the school district's Bullying Prohibition Policy;

30. Student attire or personal grooming which creates a danger to health or safety or creates a disruption to the educational process, including clothing which bears a message which is lewd, vulgar, or obscene, apparel promoting products or activities that are illegal for use by minors, or clothing containing objectionable emblems, signs, words, objects, or pictures communicating a message that is racist, sexist, or otherwise derogatory to a protected minority group or which connotes gang membership;

31. Criminal activity;

32. Falsification of any records, documents, notes, or signatures;

33. Tampering with, changing, or altering records or documents of the school district by any method including, but not limited to, computer access or other electronic means;

34. Scholastic dishonesty which includes, but is not limited to, cheating on a school assignment or test, plagiarism, or collusion, including the use of picture phones or

other technology to accomplish this end;

35. Impertinent or disrespectful words, symbols, acronyms, or language, whether oral or written, related to teachers or other school district personnel;

36. Violation of the school district's Harassment and Violence Policy;

37. Actions, including fighting or any other assaultive behavior, which causes or could cause injury to the student or other persons or which otherwise endangers the health, safety, or welfare of teachers, students, other school district personnel, or other persons;

38. Committing an act which inflicts great bodily harm upon another person, even though accidental or a result of poor judgment;

39. Violations against persons, including, but not limited to, assault or threatened assault, fighting, harassment, interference or obstruction, attack with a weapon, or look-alike weapon, sexual assault, illegal or inappropriate sexual conduct, or indecent exposure;

40. Verbal assaults or verbally abusive behavior including, but not limited to, use of words, symbols, acronyms, or language, whether oral or written, that are discriminatory, abusive, obscene, threatening, intimidating, degrading to other people, or threatening to school property;

41. Physical or verbal threats including, but not limited to, the staging or reporting of dangerous or hazardous situations that do not exist;

42. Inappropriate, abusive, threatening, or demeaning actions based on race, color, creed, religion, sex, marital status, status with regard to public assistance, disability, national origin, or sexual orientation;

43. Violation of the school district's Distribution of Nonschool-Sponsored Materials on School Premises by Students and Employees Policy;

44. Violation of the school district's one-to-one device rules and regulations;

45. Violation of school rules, regulations, policies, or procedures, including, but not limited to, those policies specifically enumerated in this policy;

46. Other acts, as determined by the school district, which are disruptive of the educational process or dangerous or detrimental to the student or other students, school district personnel or surrounding persons, or which violate the rights of others or which damage or endanger the property of the school, or which otherwise interferes with or obstruct the mission or operations of the school district or the safety or welfare of students or employees.

IX. RECESS AND OTHER BREAKS

A. "Recess detention" means excluding or excessively delaying a student from participating in a scheduled recess period as a consequence for student behavior. Recess detention does not

include, among other things, providing alternative recess at the student's choice.

B. The school district is encouraged to ensure student access to structured breaks from the demands of school and to support teachers, principals, and other school staff in their efforts to use evidence-based approaches to reduce exclusionary forms of discipline.

C. The school district must not use recess detention unless:

1. a student causes or is likely to cause serious physical harm to other students or staff;

2. the student's parent or guardian specifically consents to the use of recess detention; or

3. for students receiving special education services, the student's individualized education program team has determined that withholding recess is appropriate based on the individualized needs of the student.

D. The school district must not withhold recess from a student based on incomplete schoolwork.

E. The school district must require school staff to make a reasonable attempt to notify a parent or guardian within 24 hours of using recess detention.

F. The school district must compile information on each recess detention at the end of each school year, including the student's age, grade, gender, race or ethnicity, and special education status. This information must be available to the public upon request. The school district is encouraged to use the data in professional development promoting the use of nonexclusionary discipline.

G. The school district must not withhold or excessively delay a student's participation in scheduled mealtimes. This section does not alter a district or school's existing responsibilities under Minnesota Statutes, section 124D.111 or other state or federal law.

X. DISCIPLINARY ACTION OPTIONS

The general policy of the school district is to utilize progressive discipline to the extent reasonable and appropriate based upon the specific facts and circumstances of student misconduct. The specific form of discipline chosen in a particular case is solely within the discretion of the school district. At a minimum, violation of school district code of conduct, rules, regulations, policies, or procedures will result in discussion of the violation and a verbal warning. The school district shall, however, impose more severe disciplinary sanctions for any violation, including exclusion or expulsion, if warranted by the student's misconduct, as determined by the school district. Disciplinary action may include, but is not limited to, one or more of the following:

A. Student conference with teacher, principal, counselor, or other District personnel, and verbal warning;

B. Confiscation by school district personnel and/or by law enforcement of any item, article, object, or thing, prohibited by, or used in the violation of, any school district policy, rule, regulation, procedure, or state or federal law. If confiscated by the school district, the confiscated item, article, object, or thing will be released only to the parent/guardian following the completion of any investigation or disciplinary action instituted or taken related

to the violation.

C. Parent contact

D. Parent conference;

E. Removal from class;

F. In-school suspension;

G. Suspension from extracurricular activities;

H. Detention or restriction of privileges;

I. Loss of school privileges;

J. In-school monitoring or revised class schedule;

K. Referral to in-school support services;

L. Referral to law enforcement or other appropriate authorities, community resources or an outside agency;

M. Financial restitution;

N. Referral to police, other law enforcement agencies, or other appropriate authorities;

O. A request for a petition to be filed in district court for juvenile delinquency adjudication;

P. Out-of-school suspension under the Pupil Fair Dismissal Act;

Q. Preparation of an admission or readmission plan;

R. Saturday school;

S. Expulsion under the Pupil Fair Dismissal Act;

T. Exclusion under the Pupil Fair Dismissal Act; and/or

U. Other disciplinary action as deemed appropriate by the District.

XI. REMOVAL OF STUDENTS FROM CLASS

A. The teacher of record shall have the general control and government of the classroom. Teachers have the responsibility of attempting to modify disruptive student behavior by such means as conferring with the student, using positive reinforcement, assigning detention or other consequences, or contacting the student's parents. When such measures fail, or when the teacher determines it is otherwise appropriate based upon the student's conduct, the teacher shall have the authority to remove the student from class pursuant to the procedures established by this discipline policy. "Removal from class" and "removal" mean any actions taken by a teacher, principal, or other school district employee to prohibit a student from

attending a class or activity for a period of time not to exceed five (5) days, pursuant to this discipline policy.

Grounds for removal from class shall include any of the following:

1. Willful conduct that significantly disrupts the rights of others to an education, including conduct that interferes with a teacher's ability to teach or communicate effectively with students in a class or with the ability of other students to learn;

2. Willful conduct that endangers surrounding persons, including school district employees, the student or other students, or the property of the school;

3. Willful violation of any school rules, regulations, policies or procedures, including the Code of Student Conduct in this policy; or

4. Other conduct, which is at the discretion of the teacher or administration, requires removal of the student from class.

   Such removal shall be for at least one (1) activity period or class period of instruction for a given course of study and shall not exceed five (5) such periods.

   A student must be removed from class immediately if the student engages in assault or violent behavior. "Assault" is an act done with intent to cause fear in another of immediate bodily harm or death; or the intentional infliction of, or attempt to inflict, bodily harm upon another.

B. If a student is removed from class more than ten (10) times in a school year, the school district shall notify the parent or guardian of the student's tenth removal from class and make reasonable attempts to convene a meeting with the student's parent or guardian to discuss the problem that is causing the student to be removed from class.

C. Procedures for the Removal of a Student From a Class

   1. Specify procedures to remove a student from a class to be followed by a teacher, school administrator, or other school district employee;

   2. Specify required approvals necessary;

   3. Specify paperwork and reporting procedures.

D. Period of Time for which a Student may be Removed from a Class (may not exceed five (5) class periods for a violation of a rule of conduct)

   1. The removal from class shall be for a period of time deemed appropriate by the principal, in consultation with the teacher.

E. Responsibility for and Custody of a Student Removed from Class.

   1. Designation of where student is to go when removed;

2. Designation of how student is to get to designated destination;

3. Whether student must be accompanied;

4. Statement of what student is to do when and while removed;

5. Designation of who has control over and responsibility for student after removal from class.

F. Procedures for Return of a Student to a Specific Class from Which the Student was Removed.

1. Specification of procedures;

2. Actions or approvals required such as notes, conferences, readmission plans.

G. Procedures for Notifying a Student and the Student's Parents or Guardian of Violation of the Rules of Conduct and of Resulting Disciplinary Actions;

1. Specification of Procedures;

2. Actions or approvals required, such as notes, conferences, readmission plans.

H. Students with a Disability; Special Provisions.

1. Procedures for consideration of whether there is a need for further assessment;

2. Procedures for consideration of whether there is a need for a review of the adequacy of the current Individualized Education Program (IEP) of a student with a disability who is removed from class or disciplined; and

3. Any procedures determined appropriate for referring students in need of special education services to those services.

I. Procedures for Detecting and Addressing Chemical Abuse Problems of Students While on School Premises.

1. Establishment of a chemical abuse preassessment team pursuant to Minnesota Statutes, section 121A.26;

2. Establishment of teacher reporting procedures to the chemical abuse preassessment team pursuant to Minnesota Statutes section 121A.29.

J. Procedures for Immediate and Appropriate Interventions Tied to Violations of the Code of Student Conduct.

K. Any Procedures Determined Appropriate for Encouraging Early Involvement of Parents or Guardians in Attempts to Improve a Student's Behavior.

L. Any Procedures Determined Appropriate for Encouraging Early Detection of Behavioral Problems.

M. Any Procedures Determined Appropriate for Referring a Student in Need of Special Education Services to Those Services;

N. Any Procedures Determined Appropriate for Ensuring Victims of Bullying who Respond with Behavior not Allowed under the School's Behavior Policies have Access to a Remedial Response, Consistent with Minnesota Statutes, section 121A.031;

XII. DISMISSAL

A. "Dismissal" means the denial of the current educational program to any student, including exclusion, expulsion, and suspension. Dismissal does not include removal from class.
The school district shall not deny due process or equal protection of the law to any student involved in a dismissal proceeding which may result in suspension, exclusion or expulsion.
The school district shall not dismiss any student without attempting to use nonexclusionary disciplinary policies and procedures before dismissal proceedings or pupil withdrawal agreements, except where it appears that the student will create an immediate and substantial danger to self or to surrounding persons or property.
The use of exclusionary practices for early learners as defined in Minnesota Statutes, section 121A.425 is prohibited. The use of exclusionary practices to address attendance and truancy issues is prohibited.
The use of exclusionary practices for early learners as defined in Minnesota Statutes, section 121A.425 is prohibited. The use of exclusionary practices to address attendance and truancy issues is prohibited.

B. Violations leading to suspension, based upon severity, may also be grounds for actions leading to expulsion, and/or exclusion. A student may be dismissed on any of the following grounds:

1. Willful violation of any reasonable school board regulation, including those found in this policy;

2. Willful conduct that significantly disrupts the rights of others to an education, or the ability of school personnel to perform their duties, or school sponsored extracurricular activities; or

3. Willful conduct that endangers the student or other students, or surrounding persons, including school district employees, or property of the school.

C. Disciplinary Dismissals Prohibited

1. A pupil enrolled in the following is not subject to dismissals under the Pupil Fair Dismissal Act:

a) a preschool or pre kindergarten program, including an early childhood family education, school readiness, voluntary prekindergarten, Head Start, or other school-based preschool or prekindergarten program; or

b) kindergarten through Grade 3.

2. This section does not apply to a dismissal from school for less than one school day, except as provided under Minnesota Statutes, chapter 125A and federal law for a student receiving special education services.

3. Notwithstanding this section, expulsions and exclusions may be used only after resources outlined under Nonexclusionary discipline have been exhausted, and only in circumstances where there is an ongoing serious safety threat to the child or others.

D. Suspension Procedures

1. "Suspension" means an action by the school administration, under rules promulgated by the school board, prohibiting a student from attending school for a period of no more than ten (10) school days; provided, however, if a suspension is longer than five (5) school days, the suspending administrator shall provide the superintendent with a reason for the longer term of suspension. This definition does not apply to dismissal for one (1) school day or less where a student with a disability does not receive regular or special education instruction during that dismissal period.

2. School administration must allow a suspended pupil the opportunity to complete all school work assigned during the period of the pupil's suspension and to receive full credit for satisfactorily completing the assignments. The school principal or other person having administrative control of the school building or program is encouraged to designate a district or school employee as a liaison to work with the pupil's teachers to allow the suspended pupil to (1) receive timely course materials and other information, and (2) complete daily and weekly assignments and receive teachers' feedback.

3. If a student's total days of removal from school exceed ten (10) cumulative days in a school year, the school district shall make reasonable attempts to convene a meeting with the student and the student's parent or guardian before subsequently removing the student from school and, with the permission of the parent or guardian, arrange for a mental health screening for the student at the parent or guardian's expense. The purpose of this meeting is to attempt to determine the student's need for assessment or other services or whether the parent or guardian should have the student assessed or diagnosed to determine whether the student needs treatment for a mental health disorder.

4. The definition of suspension under Minnesota Statutes, section 121A.41, subdivision 10, does not apply to a student's dismissal from school for less than one school day, except as provided under federal law for a student with a disability. Each suspension action may include a readmission plan. The plan shall include, where appropriate, a provision for implementing alternative educational services upon readmission which must not be used to extend the current suspension. A readmission plan must not obligate a parent or guardian to provide psychotropic drugs to their student as a condition of readmission. School administration must not use the refusal of a parent or guardian to consent to the administration of psychotropic drugs to their student or to consent to a psychiatric evaluation, screening, or examination of the student as a ground, by itself, to prohibit the student from attending class or participating in a school-related activity, or as a basis of a charge of child abuse, child neglect, or medical or educational neglect. The school administration may not impose consecutive suspensions against the same student for the same course of conduct, or

incident of misconduct, except where the student will create an immediate and substantial danger to self or to surrounding persons or property or where the school district is in the process of initiating an expulsion, in which case the school administration may extend the suspension to a total of fifteen (15) days.

5. A child with a disability may be suspended. When a child with a disability has been suspended for more than five (5) consecutive days or ten (10) cumulative school days in the same year, and that suspension does not involve a recommendation for expulsion or exclusion or other change in placement under federal law, relevant members of the child's IEP team, including at least one of the child's teachers, shall meet and determine the extent to which the child needs services in order to continue to participate in the general education curriculum, although in another setting, and to progress toward meeting the goals in the child's IEP. That meeting must occur as soon as possible, but no more than ten (10) days after the sixth (6th) consecutive day of suspension or the tenth (10th) cumulative day of suspension has elapsed.

6. Alternative education services must be provided to a pupil who is suspended for more than five (5) consecutive school days. Alternative educational services may include, but are not limited to, special tutoring, modified curriculum, modified instruction, other modifications or adaptations, instruction through electronic media, special education services as indicated by appropriate assessments, homebound instruction, supervised homework, or enrollment in another district or in an alternative learning center under Minnesota Statutes, section 123A.05 selected to allow the student to progress toward meeting graduation standards under Minnesota Statutes, section 120B.02, although in a different setting.

7. The school administration shall not suspend a student from school without an informal administrative conference with the student. The informal administrative conference shall take place before the suspension, except where it appears that the student will create an immediate and substantial danger to self or to surrounding persons or property, in which case the conference shall take place as soon as practicable following the suspension. At the informal administrative conference, a school administrator shall notify the student of the grounds for the suspension, provide an explanation of the evidence the authorities have, and the student may present the student's version of the facts. A separate administrative conference is required for each period of suspension.

8. After school administration notifies a student of the grounds for suspension, school administration may, instead of imposing the suspension, do one or more of the following:

    a) strongly encourage a parent or guardian of the student to attend school with the student for one day;

    b) assign the student to attend school on Saturday as supervised by the principal or the principal's designee; and

    c) petition the juvenile court that the student is in need of services under Minnesota Statutes chapter 260C.

9. A written notice containing the grounds for suspension, a brief statement of the facts, a description of the testimony, a readmission plan, and a copy of the Minnesota Pupil Fair Dismissal Act, Minnesota Statutes, sections 121A.40-121A.56, shall be personally served upon the student at or before the time the suspension is to take effect, and upon the student's parent or guardian by mail within forty-eight (48) hours of the conference. (See attached sample Notice of Suspension).

10. The school administration shall make reasonable efforts to notify the student's parent or guardian of the suspension by telephone as soon as possible following suspension.

11. In the event a student is suspended without an informal administrative conference on the grounds that the student will create an immediate and substantial danger to surrounding persons or property, the written notice shall be served upon the student and the student's parent or guardian within forty-eight (48) hours of the suspension. Service by mail shall be complete upon mailing.

12. Notwithstanding the foregoing provisions, the student may be suspended pending the school board's decision in an expulsion or exclusion proceeding, provided that alternative educational services are implemented to the extent that suspension exceeds five (5) consecutive school days.

E. Expulsion and Exclusion Procedures

1. "Expulsion" means a school board action to prohibit an enrolled student from further attendance for up to twelve (12) months from the date the student is expelled. The authority to expel rests with the school board.

2. "Exclusion" means an action taken by the school board to prevent enrollment or re-enrollment of a student for a period that shall not extend beyond the school year. The authority to exclude rests with the school board.

3. All expulsion and exclusion proceedings will be held pursuant to and in accordance with the provisions of the Minnesota Pupil Fair Dismissal Act, Minnesota Statutes, sections 121A.40-121A.56.

4. No expulsion or exclusion shall be imposed without a hearing, unless the right to a hearing is waived in writing by the student and parent or guardian.

5. The student and parent or guardian shall be provided written notice of the school district's intent to initiate expulsion or exclusion proceedings. This notice shall be served upon the student and his or her parent or guardian personally or by mail, and shall contain a complete statement of the facts; a list of the witnesses and a description of their testimony; state the date, time and place of hearing; be accompanied by a copy of the Pupil Fair Dismissal Act, Minnesota Statutes, sections 121A.40-121A.56; describe the nonexclusionary disciplinary practices accorded the student in an attempt to avoid the expulsion proceedings; and inform the student and parent or guardian of their right to: (1) have a representative of the student's own choosing, including legal counsel at the hearing; (2) examine the student's records before the hearing; (3) present evidence; and (4) confront and cross-examine witnesses. The school district must advise the student's parent or guardian that free or low-cost legal assistance may be available and that a legal assistance resource list

is available from the Minnesota Department of Education (MDE) and is posted on its website.

6. The hearing shall be scheduled within ten (10) days of the service of the written notice unless an extension, not to exceed five (5) days, is requested for good cause by the school district, student, parent, or guardian.

7. All hearings shall be held at a time and place reasonably convenient to the student, parent, or guardian and shall be closed, unless the student, parent, or guardian requests an open hearing.

8. The school district shall record the hearing proceedings at district expense, and a party may obtain a transcript at its own expense.

9. The student shall have a right to a representative of the student's own choosing, including legal counsel, at the student's sole expense. The school district shall advise the student's parent or guardian that free or low-cost legal assistance may be available and that a legal assistance resource list is available from MDE. The school board may appoint an attorney to represent the school district in any proceeding.

10. If the student designates a representative other than the parent or guardian, the representative must have a written authorization from the student and the parent or guardian providing them with access to and/or copies of the student's records.

11. All expulsion or exclusion hearings shall take place before and be conducted by an independent hearing officer designated by the school district. The hearing shall be conducted in a fair and impartial manner. Testimony shall be given under oath and the hearing officer shall have the power to issue subpoenas and administer oaths.

12. At a reasonable time prior to the hearing, the student, parent or guardian, or authorized representative shall be given access to all school district records pertaining to the student, including any tests or reports upon which the proposed dismissal action may be based.

13. The student, parent or guardian, or authorized representative, shall have the right to compel the presence of any school district employee or agent or any other person who may have evidence upon which the proposed dismissal action may be based, and to confront and cross-examine any witnesses testifying for the school district.

14. The student, parent or guardian, or authorized representative, shall have the right to present evidence and testimony, including expert psychological or educational testimony.

15. The student cannot be compelled to testify in the dismissal proceedings.

16. The hearing officer shall prepare findings and a recommendation based solely upon substantial evidence presented at the hearing, which must be made to the school board and served upon the parties within two (2) days after the close of the hearing.

17. The school board shall base its decision upon the findings and recommendation of the hearing officer and shall render its decision at a meeting held within five (5) days

after receiving the findings and recommendation. The school board may provide the parties with the opportunity to present exceptions and comments to the hearing officer's findings and recommendation provided that neither party presents any evidence not admitted at the hearing. The decision by the school board must be based on the record, must be in writing, and must state the controlling facts on which the decision is made in sufficient detail to apprise the parties and the Commissioner of the Minnesota Department of Education (Commissioner) of the basis and reason for the decision.

18. A party to an expulsion or exclusion decision made by the school board may appeal the decision to the Commissioner within twenty-one (21) calendar days of school board action pursuant to Minnesota Statutes section 121A.49. The decision of the school board shall be implemented during the appeal to the Commissioner.

19. The school district shall report any suspension, expulsion or exclusion action taken to the appropriate public service agency, when the student is under the supervision of such agency.

20. The school district must report, through the MDE electronic reporting system, each expulsion or exclusion within thirty (30) days of the effective date of the action to the Commissioner. This report must include a statement of alternative educational services given the student and the reason for, the effective date, and the duration of the exclusion or expulsion. The report must also include the student's age, grade, gender, race, and special education status. The dismissal report must include state student identification numbers of affected students.

21. Whenever a student fails to return to school within ten (10) school days of the termination of dismissal, a school administrator shall inform the student and his/her parent or guardian by mail of the student's right to attend and to be reinstated in the school district.

XIII. ADMISSION OR READMISSION PLAN

A school administrator must prepare and enforce an admission or readmission plan for any student who is excluded or expelled from school. The plan must include measures to improve the student's behavior, which may include completing a character education program consistent with Minnesota Statutes, section 120B.232, subdivision 1, social and emotional learning, counseling, social work services, mental health services, referrals for special education or 504 evaluation, and evidence-based academic interventions. The plan must include reasonable attempts to obtain parental involvement in the admission or readmission process, and may indicate the consequences to the student of not improving the student's behavior. The readmission plan must not obligate parents to provide a sympathomimetic medication for their child as a condition of readmission.

XIV. NOTIFICATION OF POLICY VIOLATIONS

Notification of any violation of this policy and resulting disciplinary action shall be as provided herein, or as otherwise provided by the Pupil Fair Dismissal Act or other applicable law. The teacher, principal or other school district official may provide additional notification as deemed appropriate.
In addition, the school district must report, through the MDE electronic reporting system, each exclusion or expulsion, each physical assault of a school district employee by a pupil, and each pupil

withdrawal agreement within thirty (30) days of the effective date of the dismissal action, pupil withdrawal, or assault, to the MDE Commissioner. This report must include a statement of the nonexclusionary disciplinary practices, or other sanction, intervention, or resolution in response to the assault given to the pupil and the reason for, the effective date, and the duration of the exclusion or expulsion or other sanction, intervention, or resolution. The report must also include the pupil's age, grade, gender, race, and special education status.

XV. STUDENT DISCIPLINE RECORDS

The policy of the school district is that complete and accurate student discipline records be maintained. The collection, dissemination, and maintenance of student discipline records shall be consistent with applicable school district policies and federal and state law, including the Minnesota Government Data Practices Act, Minnesota Statutes chapter 13.

XVI. STUDENTS WITH DISABILITIES

Students who are currently identified as eligible under the IDEA or Section 504 will be subject to the provisions of this policy, unless the student's IEP or 504 plan specifies a necessary modification. Before initiating an expulsion or exclusion of a student with a disability, relevant members of the child's IEP team and the child's parent shall, consistent with federal law, conduct a manifestation determination and determine whether the child's behavior was (i) caused by or had a direct and substantial relationship to the child's disability and (ii) whether the child's conduct was a direct result of a failure to implement the child's IEP. If the student's educational program is appropriate and the behavior is not a manifestation of the student's disability, the school district will proceed with discipline – up to and including expulsion – as if the student did not have a disability, unless the student's educational program provides otherwise. If the team determines that the behavior subject to discipline is a manifestation of the student's disability, the team shall conduct a functional behavioral assessment and implement a behavioral intervention plan for such student provided that the school district had not conducted such assessment prior to the manifestation determination before the behavior that resulted in a change of placement. Where a behavioral intervention plan previously has been developed, the team will review the behavioral intervention plan and modify it as necessary to address the behavior.

When a student who has an IEP is excluded or expelled for misbehavior that is not a manifestation of the student's disability, the school district shall continue to provide special education and related services during the period of expulsion or exclusion.

XVII. OPEN ENROLLED STUDENTS

The school district may terminate the enrollment of a nonresident student enrolled under an Enrollment Option Program (Minnesota Statutes section 124D.03) or Enrollment in Nonresident District (Minnesota Statutes section 124D.08) at the end of a school year if the student meets the definition of a habitual truant, the student has been provided appropriate services for truancy (Minnesota Statutes chapter 260A), and the student's case has been referred to juvenile court. The school district may also terminate the enrollment of a nonresident student over the age of seventeen (17) enrolled under an Enrollment Options Program if the student is absent without lawful excuse for one or more periods on fifteen (15) school days and has not lawfully withdrawn from school.

XVIII. DISCIPLINE COMPLAINT PROCEDURE

Students, parents and other guardians, and school staff may file a complaint and seek corrective

action when the requirements of the Minnesota Pupil Fair Dismissal Act, including the implementation of the local behavior and discipline policies, are not being implemented appropriately or are being discriminately applied.

The Discipline Complaint Procedure must, at a minimum:

1. provide procedures for communicating this policy including the ability for a parent to appeal a decision under Minnesota Statutes, section 121A.49 that contains explicit instructions for filing the complaint;

2. provide an opportunity for involved parties to submit additional information related to the complaint;

3. provide a procedure to begin to investigate complaints within three school days of receipt, and identify personnel who will manage the investigation and any resulting record and are responsible for keeping and regulating access to any record;

4. provide procedures for issuing a written determination to the complainant that addresses each allegation and contains findings and conclusions;

5. if the investigation finds the requirements of Minnesota Statutes, sections 121A.40 to 121A.61, including any local policies that were not implemented appropriately, contain procedures that require a corrective action plan to correct a student's record and provide relevant staff with training, coaching, or other accountability practices to ensure appropriate compliance with policies in the future; and

6. prohibit reprisals or retaliation against any person who asserts, alleges, or reports a complaint, and provide procedures for applying appropriate consequences for a person who engages in reprisal or retaliation.

XIX. DISTRIBUTION OF POLICY

The school district will notify students and parents of the existence and contents of this policy in such manner as it deems appropriate. Copies of this discipline policy shall be made available to all students and parents at the commencement of each school year and to all new students and parents upon enrollment. This policy shall also be available upon request in each principal's office.

XX. REVIEW OF POLICY

The principal and representatives of parents, students and staff in each school building shall confer at least annually to review this discipline policy, determine if the policy is working as intended, and to assess whether the discipline policy has been enforced. Any recommended changes shall be submitted to the superintendent for consideration by the school board, which shall conduct an annual review of this policy.

Legal References:
Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)
Minn. Stat. § 120B.02 (Educational Expectations and Graduation Requirements for Minnesota Students)
Minn. Stat. § 120B.232 (Character Development Education)
Minn. Stat. § 121A.26 (School Preassessment Teams)
Minn. Stat. § 121A.29 (Reporting; Chemical Abuse)

Minn. Stat. §§ 121A.40-121A.56 (Pupil Fair Dismissal Act)
Minn. Stat. § 121A.575 (Alternatives to Pupil Suspension)
Minn. Stat. § 121A.58 (Corporal Punishment; Prone Restraint; And Certain Physical Holds)
Minn. Stat. § 121A.582 (Student Discipline; Reasonable Force)
Minn. Stat. §§ 121A.60 (Definitions)
Minn. Stat. § 121A.61 (Discipline and Removal of Students from Class)
Minn. Stat. § 121A.611 (Recess and Other Breaks
Minn. Stat. § 122A.42 (General Control of Schools)
Minn. Stat. § 123A.05 (State-Approved Alternative Program Organization)
Minn. Stat. § 124D.03 (Enrollment Options Program)
Minn. Stat. § 124D.08 (School Boards' Approval to Enroll in Nonresident District; Exceptions)
Minn. Stat. Ch. 125A (Special Education and Special Programs)
Minn. Stat. § 152.22, Subd. 6 (Definitions)
Minn. Stat. § 152.23 (Limitations)
Minn. Stat. Ch. 260A (Truancy)
Minn. Stat. Ch. 260C (Juvenile Safety and Placement)
20 U.S.C. §§ 1400-1487 (Individuals with Disabilities Education Act)
29 U.S.C. § 794 et seq. (Rehabilitation Act of 1973, § 504)
34 C.F.R. § 300.530(e)(1) (Manifestation Determination)

Cross References:
MSBA/MASA Model Policy 413 (Harassment and Violence)
MSBA/MASA Model Policy 419 (Tobacco-Free Environment; Possession and Use of Tobacco, Tobacco-Related Devices, and Electronic Delivery Devices)
MSBA/MASA Model Policy 501 (School Weapons)
MSBA/MASA Model Policy 502 (Search of Student Lockers, Desks, Personal Possessions, and Student's Person)
MSBA/MASA Model Policy 503 (Student Attendance)
MSBA/MASA Model Policy 505 (Distribution of Nonschool-Sponsored Materials on School Premises by Students and Employees)
MSBA/MASA Model Policy 507.5 (School Resource Officers)MSBA/MASA Model Policy 514 (Bullying Prohibition Policy)
MSBA/MASA Model Policy 524 (Internet Acceptable Use and Safety Policy)
MSBA/MASA Model Policy 525 (Violence Prevention)
MSBA/MASA Model Policy 526 (Hazing Prohibition)
MSBA/MASA Model Policy 527 (Student Use and Parking of Motor Vehicles; Patrols, Inspections, and Searches)
MSBA/MASA Model Policy 610 (Field Trips)
MSBA/MASA Model Policy 709 (Student Transportation Safety Policy)
MSBA/MASA Model Policy 711 (Video Recording on School Buses)
MSBA/MASA Model Policy 712 (Video Surveillance Other Than on Buses)

Stillwater School Board
Policy Meeting Notes
July 22, 2026

Present: Sarah Grcevich, Pete Kelzenberg, Alison Sherman,
Efe Agbamu, Mike Funk, Carissa Keister, Heidi Klukas, Joan Hurley

Agenda

- Reviewed the following policies for the July 28, 2026 board meeting
    - Consent Agenda
        - Policy 722 Public Data Request
        - Policy 806 - Crisis Management Policy
        - Policy 524 - Student Technology and Internet Access and Acceptable Use - Legal Requirements
    - First Reading
        - Policy 610 Field Trips
    - Further Review
        - Policy 506 Student Discipline
        - Policy 625 - Responsible Use of Artificial Intelligence
        - Policy 208 Development, Adoption and Implementation of Policies
        - Policy 402 Disability Nondiscrimination Policy
        - Policy 423 Employee-Student Relationships
        - Policy 507.5 School Resource Officers
        - Policy 509 Enrollment of Nonresident Students
        - Policy 521 Student Disability Nondiscrimination
        - Policy 613 Graduation Requirements
        - Policy 621 Literacy and the Read Act
        - Policy 709 Transportation
        - Policy 721 Uniform Grant Guidance Policy Regarding Federal Revenue Sources
        - Policy Policy 535 - Service Animals in Schools

What's next:

- Policy meeting September 10, 2026

NORTHEAST METRO Intermediate School District | 916

partners in education

TO: Northeast Metro 916 Board of Education
FROM: Val Rae Boe
DATE: August 11, 2026
RE: August 5 Board of Education Meeting Talking Points

Members present: Knisely-12, Palmer-13, Jones-14, Forsberg-16, Striker-282, Nitardy-622, Clark-623, Thompson-624, Dols-833, and Thelander-834.

Members absent: Bock-621, Rebelein-831, and Stout-832.

Legislative Update: Valerie Dosland, lobbyist, presented the School Board with a review of the 2026 legislative session highlighting that a bipartisan budget agreement, including $31.7 million in one-time funding for K12 education, was reached in the final days of the session. Valerie also gave a preview of the upcoming year highlighting the Permanent School Fund Constitutional Amendment that will be on the November Ballot and provided more on the ballot initiative here. She spoke about 2026 being a major election year in MN, with all 201 state legislative seats on the ballot, along with the Governor, all constitutional offices, all eight U.S. House seats, and one U.S. Senate seat. A record 43 state legislators or 21 percent of the legislature, have announced their retirement or plans to run for another office. Looking ahead, the Blue Ribbon Commission on Special Education and the Compensatory Revenue Task Force will both deliver recommendations in October which the legislature will need to address. Lastly, the Intermediate legislative priorities brought forward in 2026 did not move advance but did receive attention and the Intermediates will continue to discuss funding for ITRAC, special education, and safe schools and student mental health as priorities in 2027.

Highlights & Opportunities: 916 Student and Family Surveys: Theresa Wallace, manager of special projects, presented the results of the CAREI student and Family survey. This survey is used to understand student and family experiences to inform how the district engages students and families in ways that promote authentic collaboration to support common values and equitable outcomes. The five categories focused on included Agency, Advocacy and Voice, Student Growth, Instructional Impact, and Progress Support, Relational Connectivity, Belonging & Cultural Inclusion, and Environmental Safety. Theresa shared areas of strengths which included strong relationships with staff, support for student needs, and welcoming and respectful environments. She ended by sharing some of the opportunities for continued improvement which include stronger positive student experience with culturally responsive teaching in classrooms, communication and involvement in transitions, and opportunities for student and family voice and engagement.

QComp: Scott Thomas, executive director of educational services, reviewed the Q-Comp results for 2026, noting that Northeast Metro 916 is the only Intermediate to receive Q-Comp. He highlighted that 98% of eligible employees received either their full or a reduced amount of their incentive pay and 56% met their individual goal. Dr. Thomas explained the new summative criteria that was created this year which is based on evaluation type and stated that 127 out of the 146 eligible staff received summative payments. He ended by noting some of the work the PLC Facilitators and Instructional Coaches accomplished in the last year.

2025-26 Impact Report: Shannon Hunter, director of communications, shared an overview of the benchmark goals that 916 used across the four quadrants of the 916 experience in the 2025-26 school year. 10 of the 13 benchmarks were met, and the remaining three which are still in progress will be included with this year's benchmarks.

Approval of Policies: The School Board approved policy modifications to Policies 208, 402, 423, 521, 705, 713, 714, 801, and 904.

Approval of Contracts:

- **Managed Security Services with Artic Wolf:** The School Board approved the quote from CDW-G for contracted Aurora MDR Services through Artic Wolf. This service resulted in a drastic improvement in our detection visibility and security response across all of our various local and cloud-based data systems. It also contributed to a 50% reduction in our Cybersecurity insurance renewals this last year.
- **Canvas Health:** The School Board approved the contract with Canvas Health. Canvas health provides co-located mental health services and this year will also be providing chemical health and substance-use support.
- **Dialectical Behavior Therapy (DBT Steps-A & DBT Steps- E):** The School Board approved the contract with DBT, a school-based social-emotional learning curriculum that teaches students practical skills in mindfulness, distress tolerance, emotion regulation, and interpersonal effectiveness. 916 Social Workers attended a training this June and this contract will offer the training to school-based mental health staff and special education case managers in our member districts in September.