

Listening Session + Regular Meeting of  
the St. Anthony-New Brighton School  
Board

Tuesday, August 4, 2026 5:00 pm Listening  
Session, 5:30 pm Regular Meeting

St. Anthony Community Services (Council  
Chambers)  
Community Services  
3301 Silver Lake Road NE  
St. Anthony, MN 55418

Annie Bosmans: Present  
Laura Haas: Present  
Amy Kalar: Present  
Cassandra Palmer: Present  
PJ Striker: Present  
Daniel Turner: Present

Present: 6.

1. Listening Session (5:00 pm)

Listening Session: Started at 5:00 p.m.

Staff in attendance: Assistant Superintendent Hope Fagerland; Laura Haupt-Coleman

Daniel Turner is virtual.

2. Call to Order School Board Regular Meeting (5:30pm)

Staff in attendance: Superintendent Dr. Steve Massey; Assistant Superintendent Hope Fagerland; Laura Haupt-Coleman

3. Approval of Agenda

The recommended motion is to approve the 8/04/26 Regular meeting agenda as presented. This motion, made by Laura Haas and seconded by Annie Bosmans, Carried.

Annie Bosmans: Yea, Laura Haas: Yea, Amy Kalar: Yea, Cassandra Palmer: Yea, PJ Striker: Yea, Daniel Turner: Yea

Yea: 6, Nay: 0

4. Approval of Consent Agenda

The recommended motion is to approve the consent agenda as presented, including: minutes from the July 21, 2026, Meeting, personnel, and payment of bills. This motion, made by PJ Striker and seconded by Amy Kalar, Carried.

Annie Bosmans: Yea, Laura Haas: Yea, Amy Kalar: Yea, Cassandra Palmer: Yea, PJ Striker: Yea, Daniel Turner: Yea

Yea: 6, Nay: 0

5. Action Items

5.1. Superintendent Search Timeline

The recommended motion is to approve the Superintendent search timeline as presented. This motion, made by Laura Haas and seconded by PJ Striker, Tabled.

Annie Bosmans: Yea, Laura Haas: Yea, Amy Kalar: Yea, Cassandra Palmer: Yea,

PJ Striker: Yea, Daniel Turner: Yea  
Yea: 6, Nay: 0

5.2. Superintendent Search Request for Proposal

The recommended motion is to approve the Request for Proposal draft as presented. This motion, made by PJ Striker and seconded by Annie Bosmans, Tabled.

Annie Bosmans: Yea, Laura Haas: Yea, Amy Kalar: Yea, Cassandra Palmer: Yea, PJ Striker: Yea, Daniel Turner: Yea  
Yea: 6, Nay: 0

6. Reports

6.1. ISD282 Program and Building Report

6.2. Board Reports

7. Adjourn School Board Meeting

Adjourn at: 6:10 p.m.

## SCHOOL BOARD CONSENT AGENDA

**August 4, 2026**

PRESENTER(S): School Board Chair

### 1. Personnel

Hire(s)

| Last Name | First Name | Position            | School | Date Effective |
|-----------|------------|---------------------|--------|----------------|
| Simenson  | Ryan       | Due Process Support | WP     | 08.24.26       |
| Bergquist | Ella       | Volleyball Coach    | SAVHS  | 07.22.26       |
| Seymour   | Martha     | Para Educator       | WP     | 08.24.26       |
| Grand     | Shiela     | Para Educator       | WP     | 08.24.26       |
|           |            |                     |        |                |

Resignation/Separation(s)

| Last Name | First Name | Position      | School | Date Effective |
|-----------|------------|---------------|--------|----------------|
| Willis    | Samantha   | Para Educator | WP     | 07.29.26       |
|           |            |               |        |                |

### 2. Payment of Bills Checks Paid 06/30/2026 & May/June Wires

|                              |                       |
|------------------------------|-----------------------|
| 01- General Fund             | \$1,650,695.71        |
| 02- Food Service Fund        | \$27,085.19           |
| 03- Transportation Fund      | \$5,914.50            |
| 04- Community Serv Fund      | \$82,658.02           |
| 05- Capital Expenditure Fund | \$35,611.83           |
| 09- Trust Fund               | \$6,967.77            |
| 20- Internal Service Fund    | \$24,727.16           |
| 25- Student Activities       | \$21,750.54           |
| <b>Total: \$</b>             | <b>\$1,855,410.72</b> |

3. **Change in position and employment contract for Executive Assistant to the School Board and Superintendent.**
4. **Minutes - Meeting Minutes of July 21, 2026 work session.**



**Work Session of the St. Anthony-New Brighton School Board**

Tuesday, July 21, 2026

6:00 PM

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

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

---

**Minutes**

Attendance Taken at 5:56 PM.

Annie Bosmans: Present

Laura Haas: Present

Amy Kalar: Present

Cassandra Palmer: Present

PJ Striker: Present

Daniel Turner: Present

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

**Discussion:** Chair Palmer called the meeting to order at 6:00 p.m. Staff in attendance: Hope Fagerland, Assistant Superintendent; Dr. Troy Urdahl, Director of Athletics, Activities and Facilities; Eric Brever, Esq.; Laura Haupt-Coleman

**2. Approval of Agenda**

**Action(s) :**

The recommended motion is to approve the 7/21/26 agenda as presented. This motion, made by Kalar and seconded by Haas, Carried.

**Voting Detail:**

Annie Bosmans: Yea

Laura Haas: Yea

Amy Kalar: Yea

Cassandra Palmer: Yea

PJ Striker: Yea

Daniel Turner: Yea

**Voting Summary:** Yea: 6, Nay: 0

**3. Introduction of Dr. Steve Massey**

**4. Approval of Consent Agenda**

**Action(s) :**

The recommended motion is to approve the consent agenda as presented, including: minutes from June 16, 2026, work session, Board meeting, personnel, and payment of bills. This motion, made by Striker and seconded by Bosmans, Carried.

**Voting Detail:**

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

Annie Bosmans: Yea  
Laura Haas: Yea  
Amy Kalar: Yea  
Cassandra Palmer: Yea  
PJ Striker: Yea  
Daniel Turner: Yea

**Voting Summary:** Yea: 6, Nay: 0

**5. Reports**

**5.1. Unison Contract**

**5.1.a. Unison Contract**

**Action(s):**

The recommended motion is to approve of the contract with Unison as presented. This motion, made by Striker and seconded by Kalar, Carried.

**Roll Call Voting Detail:**

Annie Bosmans: Yea  
Laura Haas: Yea  
Amy Kalar: Yea  
Cassandra Palmer: Yea  
PJ Striker: Yea  
Daniel Turner: Nay

**Voting Summary:** Yea: 5, Nay: 1

**5.2. Boys' Volleyball Co-op**

**5.3. Monarch contract**

**6. Action Items**

**6.1. Q-Comp Memo**

**Action(s):**

Administration recommends the Board approve the Memorandum of Agreement regarding Q-Comp between ISD 282 and SAVEA for the 2026-27 and 2027-28 school years. This motion, made by Striker and seconded by Bosmans, Carried.

**Voting Detail:**

Annie Bosmans: Yea  
Laura Haas: Yea  
Amy Kalar: Yea  
Cassandra Palmer: Yea  
PJ Striker: Yea  
Daniel Turner: Yea

**Voting Summary:** Yea: 6, Nay: 0

**6.2. P-Card**

**Action(s):**

The recommended motion is to approve Hope Fagerland, Assistant Superintendent, and Dr. Troy Urdahl, Director of Athletics, Activities and Facilities as the authorized users of a District owned P-Card. This motion, made by Haas and seconded by Bosmans, Carried.

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

**Voting Detail:**

Annie Bosmans: Yea  
Laura Haas: Yea  
Amy Kalar: Yea  
Cassandra Palmer: Yea  
PJ Striker: Yea  
Daniel Turner: Yea

**Voting Summary:** Yea: 6, Nay: 0

**7. Discussion Items**

7.1. Board Sponsored Community Engagement Events

**8. Board Reports**

8.1. ISD282 District, Program, and Building Report

8.2. School Board Member Reports

**9. Adjourn School Board Meeting**

Discussion: Chair Palmer adjourned the July 21, 2026 school board meeting at 8:13 p.m.

Approved by: School Board Clerk or Board Chair

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

## Superintendent Search Timeline

| When                         | Pre-Search                                                                 | Who                                   |
|------------------------------|----------------------------------------------------------------------------|---------------------------------------|
| Aug. 4 and 18 Board Meetings | Discuss and Approve Pre-search Timeline                                    | School Board                          |
| Aug. 21                      | Search RFP Posted on District website                                      | Staff                                 |
| By Aug. 28                   | Contact search firms to request proposal<br>- Phone or email and share RFP | Chair<br>Palmer/Superintendent        |
| Sept. 18                     | Receive Proposals/Deadline                                                 | Prospective Search Firms              |
| Sept. 22 Board Meeting       | Board will select firms to invite to make a presentation to the board      | School Board                          |
| Oct. 6 Board Meeting         | Search Firm Presentations                                                  | Search Firms and School Board         |
| Oct. 20 Board Meeting        | Select Search Firm                                                         | School Board                          |
| Nov. 10 Board Meeting        | Board Planning Session with Search Firm to Determine Timeline and Process  | Selected Search Firm and School Board |
| By Nov. 27                   | Post Position                                                              | Search Firm                           |
| When                         | Community Engagement/Profile                                               | Who                                   |
| October 27                   | Community Engagement Session                                               | CESO/School Board                     |
|                              | <b>TBD</b>                                                                 |                                       |
| When                         | Search                                                                     | Who                                   |
|                              | <b>TBD</b>                                                                 |                                       |

## REQUEST FOR PROPOSALS

# Superintendent Search Services

---

Independent School District 282 | St. Anthony-New Brighton, Minnesota

|                                         |                                                                                 |                                                    |
|-----------------------------------------|---------------------------------------------------------------------------------|----------------------------------------------------|
| <b>ISSUED</b><br><b>August 21, 2026</b> | <b>PROPOSALS DUE</b><br><b>September 18, 2026</b><br><b>4:00 p.m. (Central)</b> | <b>SUPERINTENDENT START</b><br><b>July 1, 2027</b> |
|-----------------------------------------|---------------------------------------------------------------------------------|----------------------------------------------------|

## 1. The Opportunity

### Purpose

The St. Anthony-New Brighton School Board invites proposals from qualified superintendent search consultants. Under the Board's direction, the selected consultant will assist with candidate identification, recruitment, screening, interviews, due diligence, and selection. The superintendent is expected to begin July 1, 2027.

### Who We Are

Located six miles northeast of downtown Minneapolis, St. Anthony-New Brighton School District (ISD 282) serves approximately 1,900 students across three closely connected schools: Wilshire Park Elementary School, St. Anthony Middle School and St. Anthony Village High School.

Our size does not limit opportunity. Students benefit from rigorous academics, Advanced Placement courses, vibrant arts, competitive athletics, and comprehensive support for all learners. The district serves both resident and open-enrolled students.

### Existing Community Input

In August and October 2026, the district will facilitate community visioning engagements as part of the Board's goal to enhance community engagement. The district will provide the selected firm with available data, findings, and relevant stakeholder input. The firm

should explain how it will use that information and recommend any additional search-specific engagement needed to inform the Board's leadership profile and selection process.

## 2. Scope of Services

*Proposals should describe a complete, Board-guided search process. The items below identify the outcomes SANB expects; firms may recommend refinements based on their experience.*

**Discovery and search planning.** Establish a clear work plan, decision points, roles, and timeline in partnership with the Board. Review relevant district information and learn the context, aspirations, and priorities that should shape the search.

**Community engagement.** Describe the stakeholder-engagement approach you recommend for SANB, including how district-provided findings and any additional search-specific input would inform the leadership profile presented to the Board.

**Leadership profile and recruitment strategy.** Translate community and Board input into a compelling leadership profile and a focused recruitment plan that reflects SANB's identity, strengths, opportunities, and expectations for leadership.

**Candidate outreach and recruitment.** Conduct proactive, high-quality outreach through local, regional, and national networks as appropriate. Explain how the firm will attract candidates who may not be reached through posting alone.

**Screening and due diligence.** Develop and apply a consistent screening process; present the Board with a well-qualified pool; and describe the firm's approach to references, background review, and other appropriate due diligence.

**Interview and selection support.** Prepare the Board for effective interviews, recommend selection tools and protocols, facilitate candidate interviews and deliberations, and support the Board through final selection and appointment.

**Communication and project management.** Maintain regular communication with the Board and its designated district contact, anticipate risks, protect candidate confidentiality as required, and keep the search on schedule.

### Expected Deliverables

- A detailed search plan and calendar aligned with the July 1, 2027 start date.
- A community engagement plan and summary of input for Board consideration.
- A superintendent leadership profile and recruitment materials that accurately describe the district and position.
- A recruitment, screening, and candidate-presentation process designed for fairness, quality, and Board confidence.
- Interview protocols, evaluation tools, and facilitation for the Board's selection process.

- Regular progress updates and a final record of agreed-upon search activities.

### 3. Proposal Requirements

*Make your proposal easy to evaluate. Concise, specific responses are encouraged, and firms should distinguish included services from optional services.*

1. **Firm overview and relevant experience.** Describe the firm, its approach to public education executive searches and its record with superintendent searches, particularly in districts or communities comparable to SANB.
2. **Understanding of SANB.** Share your understanding of this opportunity, the strengths you would elevate in recruitment, and the search challenges or opportunities you anticipate.
3. **Community engagement.** Describe strategies used successfully with previous clients to secure broad, meaningful participation, especially among students and voices that are often underrepresented. Also explain how you will incorporate findings from the district's recent and upcoming engagements into the search process, including the firm's search-related engagement activities, informing the development of the leadership profile, and connection with recruitment strategies.
4. **Recruitment strategy.** Explain how you will identify, reach and persuade high-quality candidates, including candidates who may not be actively seeking a new role.
5. **Methodology and timeline.** Provide the proposed step-by-step process, major decision points, and approximate timeline. Explain how Board members will be informed, prepared, and involved throughout the search and selection process.
6. **Assigned personnel.** Identify the individuals who will lead and support the SANB search. Include each person's role, relevant qualifications, and availability.
7. **References.** Provide at least five recent client references (within the last three years). For each, include the contact person's name, organization, telephone number, and email address.
8. **Fees and expenses.** Provide a firm price for the complete search, including travel and incidentals. Itemize optional components and every expense that would be SANB's responsibility. Clearly state any assumptions or conditions affecting price.

### Evaluation Criteria

Written-proposal scores will be used to identify firms invited to present to the Board. The Board may consider the written proposal, presentation, responses to Board questions, references, cost, and overall value when making its final selection. The lowest-cost proposal will not necessarily be selected.

The Board will evaluate proposals based on the following rubric:

| Written proposal criterion                                  | Points     |
|-------------------------------------------------------------|------------|
| Firm overview and relevant superintendent-search experience | 15         |
| Understanding of SANB and the search                        | 10         |
| Community and stakeholder engagement approach               | 10         |
| Candidate recruitment, screening, and due diligence         | 20         |
| Methodology, timeline, Board roles, and communication       | 20         |
| Qualifications and availability of assigned personnel       | 10         |
| Quality and relevance of references                         | 5          |
| Fees, transparency, and overall value                       | 10         |
| <b>Total Points Possible</b>                                | <b>100</b> |

## 4. RFP Schedule

*The Board intends to follow the schedule below. SANB may adjust the schedule if needed and will communicate material changes to participating firms.*

| Date                                  | Milestone                                                                                                                                                  |
|---------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Aug. 21, 2026                         | RFP posted on the district website and distributed to regional search firms by email.                                                                      |
| Sept. 18, 2026<br>4:00 p.m. (Central) | Proposals due. Electronic, mail, and courier submissions must be received by this deadline.                                                                |
| Sept. 22, 2026                        | Board reviews proposals during its work session.                                                                                                           |
| Sept. 23, 2026                        | Firms selected to present are notified.                                                                                                                    |
| Oct. 6, 2026<br>6:30 p.m.             | Firm presentations during the regular Board of Education business meeting at the Community Services Building, 3301 Silver Lake Rd., St. Anthony, MN 55418. |
| Oct. 20, 2026                         | Board plans to review proposals and select the superintendent search consultant. Firms will be notified after a decision is made.                          |

## Presentation availability

Firms selected should reserve October 6, 2026, at 6:30 p.m. to present to the School Board. SANB does not anticipate offering alternate presentation dates. All proposal preparation and presentation costs, including travel and staff time, are the responsibility of the proposing firm.

## 5. How to Submit

*Firms may submit electronically or by mail/courier. Either method is acceptable; duplicate submissions are not required.*

### OPTION 1 | ELECTRONIC

**Email one complete PDF proposal to:**

**lhauptcoleman@isd282.org**

**Subject line:** Superintendent Search RFP  
[Firm Name]

### OPTION 2 | MAIL OR COURIER

**Send one complete proposal in a reproducible format to:**

**Laura Haupt-Coleman**

St. Anthony-New Brighton School District  
3303 33rd Ave NE  
St. Anthony, MN 55418

**DEADLINE** Proposals must be received by 4:00 p.m. Central on September 18, 2026, regardless of submission method. A mailed proposal must be received, and not merely postmarked, by the deadline.

## Submission format

Submit a complete, reproducible proposal that addresses every requirement in Section 3. Clearly label optional services and identify all fees or expenses that would be billed to SANB.

## Conditions of the RFP

- All costs of preparing and presenting a proposal, including travel and presentation time, are the responsibility of the proposing firm.
- The Board reserves the right to reject any or all proposals.
- The Board may consider proposal quality, references, presentations, cost, and overall value when making its selection.

## Insurance requirements

The selected consultant must provide evidence of commercial general liability and automobile liability insurance, with each policy carrying a minimum limit of \$1,000,000 per occurrence and naming SANB as an additional insured. Evidence of workers' compensation insurance will also be required.