

Regular Meeting
Monday, May 19, 2025 5:00
PM Central

Crosslake Community School
35808 Co Rd 66
Crosslake, MN 56442

1. CALL MEETING TO ORDER

Meeting called to order at 5:09 p.m.

2. PLEDGE OF ALLEGIANCE

Please stand for the Pledge of Allegiance

3. ROLL CALL and ESTABLISH a QUORUM

A full Roll Call will need to be taken as we have a remote board director.

Josef Garcia, Mindy Glazier, Jared Griffin, Mike Neumann, Emily Stull Richardson, Clare Thompson, Colin Williams, Belinda Yurick

We have established a quorum.

Emily Stull Richardson will be attending the meeting remotely:

Caribou Coffee

Dick's Fresh Market

Amery, WI

4. ADDITIONAL ITEMS

6.E.1.a Job descriptions

Are there any additional items?

6.E.1.a Job Descriptions

5. PUBLIC COMMENT

If you have an item for the Regular Board of Education public comment period, please email Board of Education Chair Josef Garcia (josefgarcia@crosslakekids.org) with your name and topic on the Friday before the Board Meeting. You may appear in person before the Board or virtually via the Google Meet.

JUST a reminder, public comments will only take place during this agenda item. No public comments or chat comments will be accepted following this agenda item.

May I have a motion to approve the May 19, 2025 Agenda?. This motion, made by Jared Griffin and seconded by Colin Williams, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea

Yea: 8, Nay: 0

6. **AGENDA**

6.A. **CONSENT AGENDA**

All items listed below are considered to be routine by the Crosslake Community Schools Board of Education and will be acted upon by one motion; however, any Board Director may request that items on the Consent Agenda be removed from it for independent consideration. Any items so identified will be moved to the Action Item portion of the Agenda.

May I have a motion to approve the Consent Agenda?. This motion, made by Belinda Yurick and seconded by Clare Thompson, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

6.A.1. **Board of Education Minutes - April 14, 2025**

6.A.2. **Finance Meeting Minutes - May 7, 2025**

6.A.3. **EE Online Committee Meeting Minutes - April 14, 2025**

6.A.4. **CACR Committee - May 12, 2025**

6.A.5. **Personnel Matters**

6.A.6. **Food Service Reports**

6.A.7. **Gifts and Donations**

6.B. **FY26 Budget presentation**

Jenna suggests model 4 which she previously reviewed with both directors.

Annette agrees with this model and starts at 600

Rose the online team can be ready for whoever shows up. Looking at trend data, she would not be comfortable going past 600. However, they can be ready for 700.

Mindy, just because we are 600 we can still continue to add students. All hires would still need board approval regardless of 600 or 650.

Adam Hewitt does not see a real issue with running a deficit as long as in future years, you're projecting to come out and eventually get back to having surpluses and that all the projections show that you can afford to have a deficit. He thinks in our end probably the main concern would be if you approve any of these comp plans, are we going to be able to have the ADM meet. Where do we want it to be so that we don't have to make cuts to staffing in future years in order to make the balance or the finances work?

Josef

Requests a call for motion to approve the entire compensation with the executive director bringing back the compensation plan. So I have a motion to approve the entire compensation plan to include licensed teachers and management staff. We'll just call them everybody, with the caveat that any adjustment to management staff, which also includes paid holidays and stuff for all hourly employees and things like that with a caveat that any adjustment to management staff will come back to board for approval.

6.C. ACADEMIC, ENVIRONMENTAL EDUCATION, and PERFORMANCE IMPROVEMENT PLAN UPDATES

6.D. ACTION ITEMS

6.D.1. Review and Approve April Financial Information

May I have a motion to approve the April financials?. This motion, made by Mindy Glazier and seconded by Belinda Yurick, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

6.D.2. Approve Policies

May I have a motion to approve policies 401, 402, 405, 409, 420, 526, 530, 530FRM Addendum 1, 2, 3 and 4, Online Attendance Policy and CCS Restrictive Procedures Plan?. This motion, made by Clare Thompson and seconded by Mindy Glazier, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

6.D.3. Hiring procedure update for approval

May I have a motion to approve the change to the Hiring Procedure. This motion, made by Jared Griffin and seconded by Belinda Yurick, Passed.

Melanie Donley: Yea, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Steena Johnson: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 10, Nay: 0

6.D.4. 2025-2026 CCS Online Calendar

May I have a motion to approve the addition of Osprey Wild's field trip April 8-April 10 2026 to the CCS Online Calendar. This motion, made by Clare Thompson and seconded by Belinda Yurick, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull

Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

6.D.5. Approve Independent Contractor Agreement/Service Agreement - 2025-2026 School Year (Speech-Courtney Budge)

May I have a motion to approve the Independent Contractor Agreement/Service Agreement - 2025-2026 School Year. This motion, made by Jared Griffin and seconded by Clare Thompson, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull
Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

6.D.6. ReGroup Counseling and Crosslake School Partnership - 2025-2026

May I have a motion to approve the 2025-2026 ReGroup Counseling and Crosslake School Partnership agreement. This motion, made by Jared Griffin and seconded by Belinda Yurick, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull
Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

6.E. INFORMATION /DISCUSSION ITEMS

6.E.1. District Personnel

6.E.1.a. Job descriptions

May I have a motion to move to action the job descriptions pending approval of the compensation scales and pending HR's final review and edits. This motion, made by Belinda Yurick and seconded by Clare Thompson, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull
Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

May I have a motion to approve the job descriptions pending approval of the compensation scales and pending HR's final review and edits. This motion, made by Clare Thompson and seconded by Belinda Yurick, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull
Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

6.E.1.b. Organizational Charts

6.E.2. Policy Review

May I have a motion to move to action Policy 416 FRM Testing Form. This motion, made by Belinda Yurick and seconded by Clare Thompson, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull
Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

May I have a motion to approve Policy 416FRM Testing Form. This motion, made by Belinda Yurick and seconded by Mindy Glazier, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull

Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

6.E.3. Professional Development - Board of Education Trainings

6.E.4. ERC Check received

6.E.5. Strategic Planning Matters

6.E.5.a. Compensation Plan

6.E.5.b. Digital Marketing Strategy Proposal

May I have a motion to move to an action item the Digital Marketing Strategy Proposal. This motion, made by Mindy Glazier and seconded by Colin Williams, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

May I have a motion to approve the Digital Marketing Strategy Proposal. This motion, made by Colin Williams and seconded by Jared Griffin, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

6.E.6. Director Evaluations

6.E.6.a. Executive Director Staff Survey questions

May I have a motion to move to action approving the Executive Director Survey questions. This motion, made by Belinda Yurick and seconded by Mindy Glazier, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

Do I have a motion to approve the Executive Director Survey questions? This motion, made by Mindy Glazier and seconded by Belinda Yurick, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

6.E.7. Milk Bid for the 25-26 school year

May I have a motion to approve the 2025-2026 Milk Bid. This motion, made by Belinda Yurick and seconded by Colin Williams, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

May I have a motion to move the 2025-2026 Pan-O-Gold Bread Bid to an action item. This motion, made by Belinda Yurick and seconded by Colin Williams, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

May I have a motion to move the 2025-2026 Milk Bid and Bread Bid to an action item. This motion, made by Colin Williams and seconded by Belinda Yurick, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

Milk Bid and Pan-O-Gold Baking co Bread Bid - combined into one motion

6.E.8. Pan-O-Gold Baking Co - Bread Bid 2025-2026

6.E.9. Board Elections Details

6.E.9.a. Board Election results

May I have a motion to move to action the certification of board election results. This motion, made by Jared Griffin and seconded by Mindy Glazier, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

May I have a motion to approve the certification of board election results. This motion, made by Jared Griffin and seconded by Belinda Yurick, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

Certification of election results

6.E.9.b. Discuss the seating of new board members

6.E.9.c. 2025-2026 Board Meeting Schedule - Draft

May I have a motion to move to action the 2025-2026 Board Meeting Schedule. This motion, made by Colin Williams and seconded by Mindy Glazier, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

May I have a motion to approve the 2025-2026 Board Meeting Schedule. This motion, made by Mindy Glazier and seconded by Belinda Yurick, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

6.E.10. Board Retreat - Set a date

Jared Griffin will look at a date in June at Camp Knutson

6.E.11. Bylaws

6.F. REPORTS

6.F.1. CCS Executive Director Report

6.F.2. Finance Committee

6.F.3. Academic Performance/Achievement and World's Best Workforce

6.F.4. EE Seat-Based Committee

6.F.5. EE Online Committee

6.F.6. Directors' Evaluations

7. AUTHORIZER UPDATE

8. JUNE MEETING PREPARATION

8.A. Suggestion for Discussion Topics for Next Meeting

Swear in new members, Retreat Date, Comp feedback, Executive Director Evaluation meeting

9. BOARD MEETING EVALUATION

10. ADJOURN the REGULAR BOARD of EDUCATION MEETING

May I have a motion to adjourn the Regular Meeting of the Board of Education at 8:19 pm?.

This motion, made by Belinda Yurick and seconded by Colin Williams, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea

Yea: 8, Nay: 0

Josef Garcia, Mindy Glazier, Jared Griffin, Mike Newmann, Emily Stull Richardson, Clare Thompson, Colin Williams, Belinda Yurick