

Crosslake Community School Board of Education  
August 19, 2024  
5:00 PM  
Crosslake Community School  
35808 Co Rd 66  
Crosslake, MN 56442

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Emily Stull Richardson will be attending the meeting remotely:  
Caribou Coffee - Dick's Fresh Market  
1050 River Place Mall  
Amery, WI 54001

Josef Garcia will be attending the meeting remotely:  
Horse Thief Store Cafe 24391 SD 87  
Custer SD 57730

1. **Call Meeting to Order**

Meeting called to order at 5:03 p.m.

2. **Pledge of Allegiance**

Please stand for the Pledge of Allegiance

3. **Roll Call and Establish a Quorum**

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

We have established a quorum.

4. **Additional Items**

5. **Public Comment**

Any public comment:

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 August 19, 2024 Agenda?

Motioned: Williams

Seconded: Glazier

Discussion:

Yeas: (Josef Garcia, Mindy Glazier, Jared Griffin, ~~Mike Newmann~~, Emily Stull Richardson, Clare Thompson, Colin Williams, Belinda Yurick)  
Nays:  
Motion passes: 7:0

## 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.

6.A.1. Board of Education Minutes - July 15, 2024

6.A.2. Finance Meeting Minutes - August 12, 2024

6.A.3. Personnel Matters

May I have a motion to approve the Consent Agenda?

Motioned: Griffin

Seconded: Yurik

Discussion:

Yeas: (Josef Garcia, Mindy Glazier, Jared Griffin, ~~Mike Newmann~~, Emily Stull Richardson, Clare Thompson, Colin Williams, Belinda Yurick)

Nays:

Motion passes: 7-0

### 6.B. **Academic, Environmental Education, and Performance Improvement Plan Updates**

Addie Mazza from Osprey Wilds will be giving an update and overview.

Addie affirmed the board's proactive communication and compliance, and noted the compliance spreadsheet tool that can be referenced.

### 6.C. **Action Items**

6.C.1. Review and Approve June Financial Information

Were there any comments to the June Financial Information?

Garcia noted that we are awaiting information regarding the questions raised from the board retreat.

Rhonda noted that the surplus hard numbers will not be available until October.

May I have a motion to approve the June financials?

Motioned: Griffin

Seconded: Yurik

Discussion:

Yeas: (Josef Garcia, Mindy Glazier, Jared Griffin, ~~Mike Newmann~~, Emily Stull Richardson, Clare Thompson, Colin Williams, Belinda Yurick)

Nays:

Motion passes: 7:0

## 6.C.2. Approve Policies

There are no policies at this time to approve under action

### 6.D. Information/Discussion Items

#### 6.D.1. District Personnel

##### 6.D.1.a. Lead Special Education Paraprofessional Job Description

Annette, do you want to speak on this item?

Annette noted the importance of one representative for all of the paras.

May I have a motion to move the Lead Special Education Paraprofessional Job Description to an action item?

Motioned: Williams

Seconded: Thompson

Discussion:

Yeas: (Josef Garcia, Mindy Glazier, Jared Griffin, ~~Mike Newmann~~, Emily Stull Richardson, Clare Thompson, Colin Williams, Belinda Yurick)

Nays:

Motion passes: 7:0

May I have a motion to approve the Lead Special Education Paraprofessional Job Description?

Motioned: Griffin

Seconded: Glazier

Discussion:

Yeas: (Josef Garcia, Mindy Glazier, Jared Griffin, ~~Mike Newmann~~, Emily Stull Richardson, Clare Thompson, Colin Williams, Belinda Yurick)

Nays:

Motion passes: 7:0

##### 6.D.1.b. Executive Director job description—lots of input for this job description, hard work on this noted

May I have a motion to move the Executive Director Job Description to an action item?

Motioned: Yurik

Seconded: Thompson

Discussion:

Yeas: (Josef Garcia, Mindy Glazier, Jared Griffin, ~~Mike Newmann~~, Emily Stull Richardson, Clare Thompson, Colin Williams, Belinda Yurick)

Nays:

Motion passes: 7:0

May I have a motion to approve the Executive Director Job Description?

Motioned: Griffin

Seconded: Williams

Discussion: It was clarified that the description includes supervision of both directors, HR rep, tech support. It was noted that the hybrid ratio is flexible.

Yeas: (Josef Garcia, Mindy Glazier, Jared Griffin, ~~Mike Newmann~~, Emily Stull Richardson, Clare Thompson, Colin Williams, Belinda Yurick)  
Nays:  
Motion passes: 7:0

#### 6.D.2. Policy Review

Procurement Policy  
School Board Member Approval Policy & Process for Trainings & Reimbursements  
Hiring Procedures

Any discussion on any of these policies?

May I have a motion to move the Procurement Policy, School Board Member Approval Policy and Process for Trainings & Reimbursements Policy and the Hiring Procedures Policy to an action item?

Motioned: Glazier

Seconded: Yurik

Discussion:

Yeas: (Josef Garcia, Mindy Glazier, Jared Griffin, ~~Mike Newmann~~, Emily Stull Richardson, Clare Thompson, Colin Williams, Belinda Yurick)

Nays:

Motion passes: 7:0

May I have a motion to approve the Procurement Policy, School Board Member Approval Policy and Process for Trainings & Reimbursements Policy and the Hiring Procedures Policy ?

Motioned: Thompson

Seconded: Williams

Discussion:

Yeas: (Josef Garcia, Mindy Glazier, Jared Griffin, ~~Mike Newmann~~, Emily Stull Richardson, Clare Thompson, Colin Williams, Belinda Yurick)

Nays:

Motion passes: 7:0

6.D.3. Professional Development - Board of Education Trainings 👍 Osprey Wilds will be offering a New Board Member Training virtually on September 10 & 11. All board members are encouraged to attend this training.

CEUs to Paula, OW trainings Sept. 10-11 (there are two new ones for old members to attend)

#### 6.D.4. Implementation Committee for Executive Director

Next steps moving forward

– finances are coming soon

–survey for staff input (thank you Mindy and Belinda)

–Paula will send out to staff

#### 6.D.5. Board Elections Details

–waiting for OW approval of bylaws

#### 6.D.6. Bylaws

–It is not necessary to have date of school board elections in bylaws

May I have a motion to move giving preemptive approval for the teachers' to vote on the bylaws once they are approved by OW to an action item?

Motioned: Thompson

Seconded: Glazier

Yeas: Garcia, Glazier, Griffin, Richardson, Thompson, Williams, Yurik

Motion passes: 7:0

May I have a motion to approve giving preemptive approval for the teachers' to vote on the bylaws once they are approved by OW?

Motioned: Griffin

Seconded: Yurik

Yeas: Garcia, Glazier, Griffin, Richardson, Thompson, Williams, Yurik

Motion passes: 7:0

#### 6.D.7. Pre-K class size increase to 18

Annette, do you want to speak on this? Annette noted this is a way to make the 4 year old program solid and to make money for the school. Verified teacher plus a para in the classroom, keeping the required 1:10 ratio

May I have a motion to move increasing the Pre-K class size to 18 to an action item?

Motioned: Williams

Seconded: Thompson

Discussion:

Yeas: (Josef Garcia, Mindy Glazier, Jared Griffin, ~~Mike Newmann~~, Emily Stull Richardson, Clare Thompson, Colin Williams, Belinda Yurick)

Nays:

Motion passes: 7:0

May I have a motion to approve increasing the Pre-K class size to 18?

Motioned: Glazier

Seconded: Yurick

Discussion:

Yeas: (Josef Garcia, Mindy Glazier, Jared Griffin, ~~Mike Newmann~~, Emily Stull Richardson, Clare Thompson, Colin Williams, Belinda Yurick)

Nays:

Motion passes: 7:0

#### 6.D.8. Draft - 2024-2025 Staff Handbook

May I have a motion to move the Draft 2024-2025 Staff Handbook to an action item?

Motioned: Griffin

Seconded: Williams

Discussion:

Yeas: (Josef Garcia, Mindy Glazier, Jared Griffin, ~~Mike Newmann~~, Emily Stull Richardson, Clare Thompson, Colin Williams, Belinda Yurick)

Nays:

Motion passes: 7:0

May I have a motion to approve the Draft 2024-2025 Staff Handbook?

Motioned: Glazier

Seconded: Griffin

Discussion:

Yeas: (Josef Garcia, Mindy Glazier, Jared Griffin, ~~Mike Newmann~~, Emily Stull Richardson, Clare Thompson, Colin Williams, Belinda Yurick)

Nays:

Motion passes: 7:0

## 6.E. **Reports**

### 6.E.1. CCS' Directors

Excellent cooperation and hard work in preparation for start of school year.

Welcome Rhona Veit for 7th/8th online ELA!

Construction interference? Promised it will not be a problem

“Compass”- new platform is a support system for both schools, not just online.

Online getting new advocate for “Every Student Succeeds” but in May we surpassed the reason for being referred to that program:):)

Noted importance of separation of church/state in regards to recent OK action

### 6.E.2. Finance Committee

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

Report is due Nov 1– will get to board in Oct.

Thank you, Mindy, for the hard work on World's Best Workforce

### 6.E.4. EE Seat-Based Committee

New coordinator this year

### 6.E.5. EE Online Committee

### 6.E.6. Directors' Evaluations

## 7. **Authorizer Update**

## 8. **September Meeting Preparation**

### 8.A. Suggestion for Discussion Topics for Next Meeting

–survey results for Exec. Dir.

- Bylaws
- Compensation ideas
- OW board training sharings
- grievance form, Mindy will prepare and discuss with Kelly, consultant

#### 9. **Board Meeting Evaluation**

- excellent remote leadership from the Wild West, Joe!

#### 10. **Adjourn the Regular Board of Education Meeting**

May I have a motion to adjourn the Regular Meeting of the Board of Education at 6:26 pm?

Motioned: Williams

Seconded: Yurik

Discussion:

Yeas: (Josef Garcia, Mindy Glazier, Jared Griffin, ~~Mike Newmann~~, Emily Stull Richardson, Clare Thompson, Colin Williams, Belinda Yurick)

Nays:

Motion Passes:7-0

Schedule of upcoming Board of Education Meetings for 2024-2025:

September 16, 2024

October 21, 2024

November 18, 2024

December 16, 2024

January 13, 2025 (Second Monday due to Martin Luther King, Jr.'s Birthday as an observed holiday)

February 10, 2025 (Second Monday due to President's Day - no school)

March 17, 2025

April 14, 2025 (Second Monday due to Easter Monday - no school)

May 19, 2025

June 16, 2025