

**OFFICE OF THE SCHOOL BOARD
INDEPENDENT SCHOOL DISTRICT NO. 2909
MONDAY, SEPTEMBER 22, 2025, 6:00 P.M.
ROCK RIDGE ADMINISTRATION BUILDING, 1405 PROGRESS PARKWAY, VIRGINIA, MN 55792
MINUTES OF THE REGULAR SCHOOL BOARD MEETING**

Members Present:

Jennifer Bonner John Uhan
Tim Riordan Lisa Westby

Members Absent:

Nicole Culbert-Dahl Jodi Westby
Brandi Lautigar

Other Staff Present:

Dr. Noel Schmidt, Superintendent
Mike Hoag, Maintenance Director
Andrea Lintula, Business Manager
Scott Manni, RRHS Principal

- I. Chair JOHN UHAN called the regular meeting to order at 6:00 P.M.
- II. **APPROVE AGENDA:** Motion to **approve the agenda** made by RIORDAN, seconded by L. WESTBY. Motion passed unanimously.
- III. **RECOGNITION OF VISITORS AND VISITOR INPUT:** None.
- IV. **CONSENT AGENDA:**
- A. Uhan corrected Consent Agenda Item 4.16: *Approval of overloads for the following staff for the 2025-2026 school year: Nikki Young (0.08 FTE Art \$5,384.79) and Cody Baker (0.8 FTE Art \$4,397.21) effective September 30, 2025 - January 16, 2026.* Cody Baker's overload will be 0.08 FTE, not 0.8 FTE.
- B. Motion to **approve the Consent Agenda as amended** made BONNER, seconded by RIORDAN. Motion passed unanimously.
1. Approval of September 8, 2025 regular meeting minutes.
 2. Approval of hire of Mary Heilman for the Paraprofessional (RRHS) position at a rate of \$19.97/hour effective September 15, 2025.
 3. Approval of hire of Alexandria Roskoski for the Health Services Assistant LPN (LES & NES) position at a rate of \$25.10/hour effective September 16, 2025.
 4. Approval of hire of Anita Beckman for the Paraprofessional position (RRHS) at a rate of \$19.97/hour effective September 19, 2025.
 5. Approval of hire of Kara Starkovich for the Paraprofessional position (PES) at a rate of \$19.97/hour effective September 19, 2025.
 6. Approval of hire of Deborah Feth for the Elementary Academic Advisor Indigenous Education (LES & PES) position at a rate of \$19.25/hour effective September 23, 2025.
 7. Approval of hire of Tim Leseman for the Custodian/GM/Grounds/Driver - Afternoons position at a rate of \$25.75/hour effective September 24, 2025.
 8. Approval of hire of Sarah Boyd for the Paraprofessional position (Head Start) at a rate of \$19.97/hour effective September 29, 2025.
 9. Approval of hire of Edward Mahn for the Custodian/GM/Grounds/Driver - Afternoons position at a rate of \$25.75/hour effective September 29, 2025.
 10. Approval of hire of Ashley Samargia for the Head Softball Coach position for the 2025-2026 school year with a stipend of \$6,052.
 11. Approval of hire of Ian Lah for the Assistant Musical position for the 2025-2026 school year with a stipend of \$1,765.
 12. Approval of hire of Dominick Olivanti for the Assistant Musical position for the 2025-2026 school year with a stipend of \$1,765.
 13. Approval of transfer of Paraprofessional Steve Manninen to the Paraprofessional 2nd Grade (PES) position effective September 16, 2025.

14. Approval of additional duty and stipend for the following staff for the 2025-2026 school year: Bridget LaCoursiere (I Love To Read Coordinator \$505), Lillian Archambeau (I Love To Read Coordinator \$505).
15. Approval of work agreement for Shanon Kush-Jeffery, ECFE Coordinator, for 2024-2025 (\$68,475 pro-rated based on FTE) and 2025-2026 (\$70,700 pro-rated based on FTE).
16. Approval of overloads for the following staff for the 2025-2026 school year: Nikki Young (0.08 FTE Art \$5,384.79) and Cody Baker (0.08 FTE Art \$4,397.21) effective September 30, 2025 - January 16, 2026.
17. Approval of change of effective date for Shelly Babiracki (LPN) — from September 11, 2025 to September 22, 2025.
18. Approval of leave of absence for Shannen Toole from the Paraprofessional position for the 2025-2026 school year effective September 15, 2025. (Any paid time off will be used first, followed by an unpaid leave.)
19. Acceptance of resignation of Amanda Schug from the Lunch/Playground Aide position effective September 15, 2025.
20. Acceptance of resignation of Kelsey Polchow from the Paraprofessional position effective August 28, 2025.
21. Approval of termination of Sky Smith-Owens from the Paraprofessional position effective September 12, 2025.
22. Acceptance and appreciation of a donation in the amount of \$1,258.20 from Range Cooperatives, Inc. – “Pump Your Pride” program - to help support our Rock Ridge schools.
23. Acceptance and appreciation of a donation in the amount of \$200 from Peace United Methodist Church – “Noisy Offering” donation - to help support students at North Star and Laurentian with school supply needs.

V. **REPORTS:**

- A. Mike Hoag, Maintenance Director, discussed that Requests For Proposals will be sent out for both snow removal for the district (Parkview/North Star & Laurentian/RRHS) and for annual (or as needed) turf field maintenance for the baseball, softball, and football fields.
- B. RRHS Principal Scott Manni provided an update on RRHS, start of the school year progress, and upcoming events.
- C. Supt. Noel Schmidt noted that the sidewalk by the JV baseball field is unfinished at this time but will be completed once the bigger equipment is out of the area and there isn't risk of damaging a newly poured sidewalk. Second, Dr. Schmidt gave each board member a copy of the book *Strength Finder 2.0* and asked each board member to complete the quiz just as all administrations did at the end of last school year. Third, he mentioned that individual meetings were conducted with maintenance employees to learn more about who's doing what, how are processes working or not working, etc. More in-depth conversations will be held now that this information has been gathered. Finally, a rough draft of community meetings/survey timeline was presented. Community meetings, to be held in Eveleth, Gilbert, and Virginia, will focus on gathering thoughts from our community members on potential topics such as, “Have we, as a district, kept our promises?”, “How is the district doing?”, and allow for feedback or advice for the school board. A survey would also be conducted for those living within the Rock Ridge attendance boundaries. All this information would then be presented to the board to determine possible options.
- D. Motion to **approve the payment of the bills** made by L. WESTBY, seconded by RIORDAN. Motion passed unanimously.

VI. **ADMINISTRATION ITEMS:**

- A. Motion to **approve the proposed 25 Pay 26 levy at maximum** made by RIORDAN, seconded by BONNER. Motion passed unanimously. (The Truth in Taxation meeting was scheduled for December 8, 2025 at 6:00 PM at the Rock Ridge Administration Building.)

- B. Motion to **approve the Letter of Cooperation between Hibbing Public Schools and Rock Ridge Public Schools for the creation and operation of an Area Learning Center (ALC)** made by RIORDAN, seconded by L. WESTBY. Motion passed unanimously.
- C. Motion to **approve the offer from the City of Virginia to buy three unused school parking lots in Virginia** made by RIORDAN, seconded by UHAN. Motion passed unanimously.
- D. Motion to **approve the Memorandum of Understanding between RRPS and the Virginia Police Department** made by L. WESTBY, seconded by RIORDAN. Motion passed unanimously.
- E. Motion to **approve the agreement between RRPS and the City of Virginia regarding the School Resource Officer program for the 2025-2026 school year** made by L. WESTBY, seconded by BONNER. Motion passed unanimously.
- F. Motion to **approve the Concurrent Enrollment or College in the Schools (CITS) Contract between RRPS and Lake Superior College** made by RIORDAN, seconded by BONNER. Motion passed unanimously.
- G. Motion to **approve the renewal of membership in the Minnesota Rural Education Association in the amount of \$2,500 effective July 1, 2025 through June 30, 2026** made by RIORDAN, seconded by BONNER. Motion passed unanimously.

VII. **MEETING ANNOUNCEMENTS** were made.

VIII. **ADJOURNMENT:** Meeting adjourned at 6:43 P.M.

CHAIR

CLERK