

Regular Meeting
Monday, October 21, 2024,
5:00 PM Central

Crosslake Community School
35808 Co Rd 66
Crosslake, MN 56442

1. CALL MEETING to ORDER

Meeting called to order at 5:04 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.

Present:

Josef Garcia, Mindy Glazier, Jared Griffin, Mike Newmann, Emily Stull Richardson, Colin Williams

Absent:

Clare Thompson
Belinda Yurick

We have established a quorum.

Emily Stull Richardson will be attending the meeting remotely:

Caribou Coffee - Dick's Fresh Market
1050 River Place Mall Amery, WI 54001

4. ADDITIONAL ITEMS

The following items have been added:

6.A.2 EE Online Committee minutes

6.C.3 FY24 Transfer from general fund

6.C.4 Security - services ended with Silent Knight and start with MidWest Security

6.D.1.a Hiring of an Online Math Teacher and Learning Coach and also Online Seminar Teacher

6.D.1.B Hiring of an District Technology Manager

5. PUBLIC COMMENT

May I have motion to **approve the October 21, 2024, Agenda**. This motion, made by Jared Griffin and seconded by Colin Williams, Passed.

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

Yea: 6, Nay: 0, Absent: 2

No public comment

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 Colin Williams and seconded by Jared Griffin, Passed.

Clare Thompson: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

6.A.1. Board of Education Minutes - September 16, 2024

6.A.2. EE Online Committee Meeting Minutes - October 14, 2024

6.A.3. Finance Meeting Minutes - October 11, 2024

6.A.4. Academic - CACR October 14, 2024

6.A.5. Personnel Matters

6.A.6. Food Service Reports - September 2024 Clicts

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

Laurie Jost introduced herself, explaining that she had taken over the environmental education portion from Melanie Donnelly. Online EE program highlights: Elementary students have sponsored a penguin from the Minnesota Zoo as a class pet. They will be learning about the endangered African Penguin in the coming weeks. Several students participated in a loon center excursion. Mrs. Thompson led a group of students to the Long Lake conservation area to experience a night sky in person. Implementing high school-wide activities, focused on global temperature changes in our messy projects. Seat Based EE program highlights: Meetings will start in November. Happy Dancing Turtle came out to explain how the aquaponics system works and how to care for the fish and what might work successfully in the planter beds going forward. They are also planning on speaking to the staff about hydroponics on a staff development day in November. It was also noted that there were two rotations of lettuce out of our planting beds this year to serve at lunches.

6.C. ACTION ITEMS

6.C.1. Approve Policies

May I have a motion **to approve policies 550-E Learning Day**. This motion, made by Mindy Glazier and seconded by Jared Griffin, Passed.

Clare Thompson: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

6.C.2. Review and Approve September 2024 Financial Information

Are there any comments to the September financial information?

May I have a motion **to approve the September financials**. This motion, made by Colin Williams and seconded by Jared Griffin, Passed.

Clare Thompson: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

Are there any comments to the September financial information?

6.C.3. FY 24 Transfers from general fund:

May I have a motion **to approve the FY24 Transfers from the general fund**. This motion, made by Colin Williams and seconded by Jared Griffin, Passed.

Clare Thompson: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

6.C.4. Security

May I have a motion **to approve end services with Silent Knight and replace with MidWest Security**. This motion, made by Mindy Glazier and seconded by Jared Griffin, Passed.

Clare Thompson: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

6.D. INFORMATION/DISCUSSION ITEMS

6.D.1. District Personnel

6.D.1.a. Hiring an Online Math Teacher and Learning Coach and also an Online Seminar Teacher

May I have a motion **to move to action the hiring of an Online Math Teacher and Learning Coach, Online Seminar Teacher**. This motion, made by Jared Griffin and seconded by Colin Williams, Passed.

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

Yea: 6, Nay: 0, Absent: 2

May I have a motion **to approve the Online Math Teacher and Learning Coach and Online Seminar Teacher**. This motion, made by Colin Williams and seconded by Mindy Glazier, Passed.

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

Yea: 6, Nay: 0, Absent: 2

6.D.1.b. Hiring of a District Technology Manager

May I have a motion **to move to action the hiring of a District Technology Manager**. This motion, made by Jared Griffin and seconded by Colin Williams, Passed.

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

Yea: 6, Nay: 0, Absent: 2

May I have a motion **to approve the hiring of a District Technology Manager**. This motion, made by Jared Griffin and seconded by Colin Williams, Passed.

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

Yea: 6, Nay: 0, Absent: 2

Discussion followed and clarification that we would have one district manager and one technology coordinator.

6.D.2. Policy Review

May I have a motion **to move the Bereavement Policy to an action item**. This motion, made by Colin Williams and seconded by Jared Griffin, Passed.

Clare Thompson: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

May I have a **motion to approve the Bereavement Policy**. This motion, made by Jared Griffin and seconded by Colin Williams, Passed.

Clare Thompson: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

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

It was noted that a Board Training opportunity is available virtually on November 12 from 4:00-5:30 regarding "What Boards need to know about Charter School Audits"

6.D.4. Implementation Committee for Executive Director

Discussion followed, if the audit is good, put the job description on the November agenda for review, and if it's good, then move into the opening and internal hiring process.

6.D.5. 2023-2024 Annual Report and Annual World's Best Workforce Report

May I have a motion **to move the Annual World's Best Workforce Report to an action item**. This motion, made by Mindy Glazier and seconded by Jared Griffin, Passed.

Clare Thompson: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

May I have a motion **to approve the Annual World's Best Workforce Report**. This motion, made by Colin Williams and seconded by Mindy Glazier, Passed.

Clare Thompson: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

Abi Swenson stated that this will be the last year with it being called the World's Best Workforce. It is now moving to Comprehensive Achievement in Civic Readiness. It was noted that a lot of people have worked really hard on this report and Abi is very proud of this document.

6.D.6. **Data Privacy Training/Assurance of Compliance Equity Laws**

A cursory review of references used to report CCS' Annual Assurance of Compliance and Mandated Reporting. As a part of the Assurances of Compliances, CCS has verified there is a copy of each of these laws in the Business Manager's Office.

Colin Williams left at the end of this training 6:35

6.D.7. **Expansion of Charter School application**

Jenna Leadbetter stated that she has started the expansion paperwork because we are out of compliance based off of our numbers. Crosslake is thriving and that is a good problem to have. We just want to get back on track with our compliance with our authorizer contract.

6.D.8. **Compensation**

After much discussion, it was decided to bring back compensation next month and include teacher pay schedules.

6.D.9. **CCS Complaint Form**

May I have a motion **to move the Complaint Form to an action item**. This motion, made by Mindy Glazier and seconded by Jared Griffin, Passed.

Clare Thompson: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

May I have a motion **to approve the Complaint Form**. This motion, made by Jared Griffin and seconded by Mindy Glazier, Passed.

Clare Thompson: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

It was decided that the Business Manager/HR would receive the complaint form and then forward onto the appropriate person since it is a standalone role.

6.D.10. **Benefits**

May I have a motion **to move to an action item the recommendations to the Board of Education for 2025 Benefits**. This motion, made by Jared Griffin and seconded by Mindy Glazier, Passed.

Clare Thompson: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

May I have a motion **to approve the 2025 Benefits**. This motion, made by Jared Griffin and seconded by Mindy Glazier, Passed.

Clare Thompson: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

6.D.11. **Retention bonus update**

Postponed until FY24 salaries and SpEd expenditures have been audited.

6.E. **Reports**

6.E.1. **CCS' Directors**

6.E.2. **Finance Committee**

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

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

6.E.5. **EE Online Committee**

6.E.6. **Directors' Evaluations**

7. **AUTHORIZER UPDATE**

Sounding Board Issue #3 – Open Meeting Law, Part 1

8. **NOVEMBER MEETING PREPARATION**

8.A. Suggestion for Discussion Topics for Next Meeting

Executive Director job description, recommendations from the Finance Committee and director input.

Compensation - include current salary schedule for teachers

Secretarial duties

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 7:20 pm.

This motion, made by Mindy Glazier and seconded by Jared Griffin, Passed.

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

Yea: 6, Nay: 0, Absent: 2

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

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