

**MINUTES
BOARD OF EDUCATION
St. Cloud Area School District 742
St. Cloud, Minnesota
December 3, 2025**

A meeting of the Board of Education of St. Cloud Area School District 742 was held on Wednesday, December 3, 2025, at the District Administration Office, 1201 South 2nd Street, Waite Park, Minnesota.

The meeting was called to order at 6:40 p.m. by Chair Shannon Haws (*following Community Input*) with the following Board Members present: Scott Andreasen, Natalie Copeland (Ringsmuth), Al Dahlgren, Zach Dorholt, Diana Fenton, Shannon Haws, Heather Weems.

I. APPROVAL OF BOARD MEETING AGENDA

Moved by Andreasen, seconded by Copeland to approve the Board Meeting and Work Session agenda.

On roll call, the following voted “aye”: Andreasen, Copeland, Dahlgren, Dorholt, Fenton, Haws, Weems. Motion carried.

II. CONSENT AGENDA

Moved by Andreasen, seconded by Copeland to:

Approve the following personnel changes pursuant to relevant laws and appropriate provisions of negotiated agreements between the Board of Education and exclusive representatives. For new hires, the indicated rates are consistent with current negotiated agreements and Board approved rates of pay. All rates/salaries listed do not include fringe benefits.

LICENSED STAFF

New Hire

Keely Murphy, Tier 1 ECSE Teacher, Quarryview Education Center, effective for the 2025-2026 school year, Lane BA, Pay Level 2 (.50 FTE of a full-time contract) with a salary of \$24,570.50.

Kandra Schmitz, Tier 3 Long Call Substitute Kindergarten Teacher, Discovery Community School, effective September 19, 2025 through November 7, 2025, Lane BA, Pay Level 2 (35 days of a full-time contract) with a salary of \$9,296.95.

Kelly Jo Herwig, Tier 1 ABE Teacher, Quarryview Education Center, effective October 20, 2025 through the 2025-2026 school year, Lane BA, Pay Level 2 (.70 FTE of a full-time contract) with a salary of \$33,318.32.

Madelyn Herkenhoff, Tier 3 Long Call Substitute Kindergarten Teacher, Westwood Elementary School, effective March 9, 2026 through June 1, 2026, Lane BA, Pay Level 2 (60.5 days of a full-time contract) with a salary of \$16,070.44.

Rehire

Souleymane Kassoum, Tier 1 Long Call Substitute EL Teacher, Westwood Elementary School, effective February 23, 2026 through May 29, 2026, Lane MA+20, Pay Level 2 (185 days of a full-time contract) with a salary of \$22,897.74.

Joshua Gable, Tier 1 Long Call Substitute SPED ABS Teacher, Tech High School, effective November 6, 2025 through December 23, 2025, Lane BA, Pay Level 3 (31.5 days of a full-time contract) with a salary of \$8,639.68.

Extended Contract

Cathleen Bengtson, SPED Speech/Language Pathologist, District Wide, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (.1 FTE of a full-time contract). Ms. Bengtson's salary for this assignment will be \$9,036.20.

Sarah Davis, Nurse, North Junior High School, effective for the 2025-2026 school year, Lane MA, Pay Level 5 (5 additional days of a full-time contract). Ms. Davis' salary for this assignment will be \$1,795.32.

Sarah Davis, Nurse, North Junior High School, effective August 25, 2025 through December 23, 2025, Lane MA, Pay Level 5 (.2 FTE of a full-time contract). Ms. Davis's salary for this assignment will be \$6,068.18.

Megan Taylor, Nurse, Oak Hill Community School effective November 3, 2025 through December 23, 2025, Lane MA+10, Pay Level 7 (.2 FTE of a full-time contract). Ms. Taylor's salary for this assignment will be \$2,920.58.

Amy Hammond, Nurse, Kennedy Community School, effective November 3, 2025 through December 23, 2025, Lane MA, Pay Level 7 (.2 FTE of a full-time contract). Ms. Hammond's salary for this assignment will be \$2,786.83.

Veronica Dal Canto Bushman, Nurse, Discovery Community School, effective August 25, 2025 through December 23, 2025, Lane MA, Pay Level 5 (.2 FTE of a full-time contract). Ms. Dal Canto Bushman's salary for this assignment will be \$6,068.18.

Leave of Absence

Emily Miller, Assistant Principal, Kennedy Community School, effective November 3, 2025 through November 24, 2025.

NON-LICENSED STAFF

New Hire

Saida Abdinoor, SPED Instructional Paraeducator, Oak Hill Community School, effective December 1, 2025, at an hourly rate of \$18.50.

Sire Traore, SPED Instructional Paraeducator, Madison Elementary School, effective November 24, 2025, at an hourly rate of \$18.50.

Asli Hassan, SPED Instructional Paraeducator, Oak Hill Community School, effective December 8, 2025, at an hourly rate of \$18.50.

Toya Williams, SPED Instructional Paraeducator, Talahi Community School, effective November 24, 2025, at an hourly rate of \$18.50.

Shukri Abdi, SPED Instructional Paraeducator, Quarryview Education Center, effective December 1, 2025, at an hourly rate of \$18.50.

Brittany Stredelman, SPED Behavior Resource Specialist, Kennedy Community School, effective November 20, 2025, at an hourly rate of \$27.50.

Abdikadir Jimale, SPED Instructional Paraeducator, Discovery Community School, effective November 24, 2025, at an hourly rate of \$18.50.

Sabrin Abdinoor, SPED Instructional Paraeducator, Talahi Community School, effective November 17, 2025, at an hourly rate of \$18.50.

Faduma Warsame, Level 4 Advanced SPED Instructional Paraeducator, Roosevelt Education Center and Journey, effective November 18, 2025, at an hourly rate of \$20.50.

Abdikarim Noor, SPED Instructional Paraeducator, Talahi Community School, effective November 17, 2025, at an hourly rate of \$18.50.

Mariah Berg, SPED Instructional Paraeducator, Westwood Elementary School, effective November 13, 2025, at an hourly rate of \$18.50.

Yu Chiao Huang, Literacy Accountability Specialist, Quarryview Education Center, effective November 17, 2025, at an hourly rate of \$29.00.

Alexis Drew, SPED Instructional Paraeducator, Discovery Community School, effective November 17, 2025, at an hourly rate of \$18.50.

Rehire

David Gasperlin, Substitute Custodian, District Wide, effective December 2, 2025, at an hourly rate of \$16.25.

Kesha Anderson-King, Student Support Paraeducator, South Junior High School, effective November 19, 2025, at an hourly rate of \$16.50.

Leave of Absence

Amy Cao, Student Support Paraeducator, Madison Elementary School, effective November 20, 2025 through April 10, 2026.

Jeanette Robinette, SPED Instructional Paraeducator, Talahi Community School, effective December 22, 2025 through January 31, 2026.

Resignation

Alanya Brown, SPED Instructional Paraeducator, Westwood Elementary School, effective December 2, 2025.

Jade Sheriff, LPN, Roosevelt Education Center, effective November 12, 2025.

Bernice Smith, Kitchen Helper, Tech High School, effective November 6, 2025.

Maleeka Awaitey Teye, SPED Instructional Paraeducator, North Junior High School, effective November 14, 2025.

Gabrielle Hasselbrink, Clerical Class I (10-Month), Tech High School, effective November 26, 2025.

Abdulqadir Abdi, Bus Driver, District Services Building, effective November 14, 2025.

Termination

Clarissa Warne, SPED Instructional Paraeducator, Oak Hill Community School, effective November 14, 2025.

Approve Proposed Revised Board Policy 899 – Naming School District Facilities (*Third Reading*).

Approve New Board Policy 990 – Memorials for Deceased Students and Staff (*Third Reading*).

Approve Proposed Revised Board Policy 610 – Field Trips (*Statute formats only*).

Approve Proposed Revised Board Policy 801 – Equal Access to School Facilities (*Statute formats only*).

On roll call, the following voted “aye”: Andreasen, Copeland, Dahlgren, Dorholt, Fenton, Haws, Weems. Motion carried.

III. INFORMATION ITEMS

A. Summary Reports for the 2024-2025 Comprehensive Achievement and Civic Readiness (CACR) and Achievement and Integration Plans

Donna Roper, Director of Research, Assessment and AI Integration, and Ayan Omar, Director of Equity Services, presented Summary Reports for the 2024-2025 Comprehensive Achievement and Civic Readiness (CACR) and Achievement and Integration Plans.

This is a required annual report used by the Minnesota Department of Education to track the implementation of components in Every Student Succeeds Act (ESSA), which is currently a federal law. All portions of the State requirement are embedded into the district’s continuous improvement process within schools and departments and are foundational to the Strategic Plan.

Three interconnected plans:

- Strategic Plan – Future Ready by Design (2025-2028) – Our comprehensive district vision and goal.
- CACR – State requirement for all Minnesota districts with five foundational goal areas. Replaced World’s Best Work Force. A new CACR requirement is stakeholder voice through community engagement with three surveys in the Fall, Winter, and Spring. Student to student relationships also need attention.
- Achievement and Integration Plan – Funded strategy for racially isolated districts focusing on integration and closing opportunity gaps.

IV. DISCUSSION AND/OR ACTION ITEMS

A. (DISCUSSION ITEM) – Multipurpose Athletic Facility Project Update

Ryan Rademacher, Principal Architect with JLG Architects, provided a project update since the presentation on September 3, 2025.

This will be a large indoor multipurpose turf facility that will be located on the grounds of Apollo High School, designed to serve both the school district and the broader community. It is a facility that will allow for year-round access to athletics, physical education, and wellness. We have centered this around a high school

regulation soccer field as the driver for the size, but it will be a multipurpose field along with other amenities. The design blends durable, modern materials with thoughtful detailing to create a space that is both high-performing and inspiring. The project reflects the district's commitment to student access, community partnership, and long-term sustainability. Construction is anticipated to begin in May of 2026 and will position the facility as a cornerstone of health and activity for decades to come.

The project schedule: (1) Schematic Design from April 13 to July 2, 2025, (2) Design Development from July 6 to September 19, 2025, (3) Construction Documents from September 22 to December 19, 2025, (4) Bidding from January 5 to February 2026, and (5) Construction from May 2026 to April 2027.

B. (DISCUSSION/ACTION ITEM) – Approval of Funding for Multipurpose Athletic Facility Equipment

Amy Skaalerud, Executive Director of Business and Finance Services, presented a recommendation by Administration to approve funding for equipment for the Multipurpose Athletic Facility in an amount of \$350,000.

Moved by Dahlgren, seconded by Andreasen to approve funding for equipment for the Multipurpose Athletic Facility in an amount of \$350,000.

On roll call, the following voted “aye”: Andreasen, Copeland, Dahlgren, Dorholt, Fenton, Haws, Weems. Motion carried.

C. (ACTION ITEM) – Approval of the Date, Time, and Location for the 2026 Board of Education Reorganization Meeting

Chair Haws proposed Monday, January 5, 2026 at 5:00 p.m. as the date for the 2026 Board Reorganization Meeting to be held at the District Administration Office.

Moved by Andreasen, seconded by Copeland to approve the 2026 Board Reorganization Meeting to be held on Monday, January 5, 2026, at 5:00 p.m. at the District Administration Office.

On roll call, the following voted “aye”: Andreasen, Copeland, Dahlgren, Dorholt, Fenton, Haws, Weems. Motion carried.

D. (ACTION ITEM) – Approval of the Date, Time, and Location for the First 2026 Board of Education Meeting

Chair Haws proposed Wednesday, January 7, 2026 at 6:30 p.m. as the date for the first 2026 Board Meeting to be held at the District Administration Office.

Moved by Andreasen, seconded by Copeland to approve Wednesday, January 7, 2026 at 6:30 p.m. as the date for the first 2026 Board Meeting to be held at the District Administration Office.

On roll call, the following voted “aye”: Andreasen, Copeland, Dahlgren, Dorholt, Fenton, Haws, Weems. Motion carried.

V. REPORTS

A. Board of Education Standing Committee Reports

1. Zach Dorholt, Chair of the Board Development, Policy, and Governance Committee, noted the committee met on November 24, 2025 and determined the third reading of both Policy 990 Memorials for Deceased Students or Staff and Policy 899 Naming School District Facilities would be included on tonight’s consent agenda. The committee also reviewed Policy 610 - Field Trips and Policy 801 - Equal Access to School Facilities and determined that neither required substantive changes, as the updates consisted primarily of minor statute amendments. These two policies are also included on tonight’s consent agenda.
2. Natalie Copeland, Chair of the Board Personnel Committee, noted the Committee met on November 25, 2025, and discussed two items: (1) Superintendent Evaluation for 2025-2026 and (2) Negotiations update.

VI. FUTURE AGENDA ITEMS

Board Chair Haws noted December 17, 2025 Regular Board Meeting topics will include:

- Immunization Policy Compliance Update
- Presentation of the Final 2025 Payable 2026 Property Tax Levy Certification
- Opportunity for Public Input on the Final 2025 Payable 2026 Property Tax Levy Certification
- Approval of the Final 2025 Payable 2026 Property Tax Levy Certification
- Approval of Naming the ISD 742 Multipurpose Athletic Facility
- Approval of the 2026-2027 High School Course Catalog
- Approval of the 2026-2027 Elementary School Boundary Redesign

VII. ADJOURNMENT OF BOARD MEETING

Moved by Andreasen, seconded by Copeland to adjourn the Board meeting. All Board members stated “aye”. The Board meeting concluded at 7:53 p.m.

The Board then moved to the Work Session, which included discussion of the following items.

VIII. BOARD OF EDUCATION WORK SESSION

A. 2026-2027 Elementary School Boundary Redesign

Superintendent Laurie Putnam and Nikki Hansen, Assistant Superintendent of E-5 Learning, provided an in-depth review of the 2026-2027 Elementary School Boundary Redesign. Boundaries have not been redrawn in our school district since the 1990's. Over the past three decades, we have seen significant growth in the central St. Cloud area causing uneven enrollment across the district, addition of immersion and newcomer multi-lingual programs, and expanded early learning programs. Our planning centers on ensuring safe, supportive, and balanced environments where students learn and staff thrive. Boundary redesign ensures that all schools are well-positioned for long-term success.

Our core commitments include (1) student experience comes first, (2) maintain community schools, and (3) efficient use of resources, and family and staff stability. Goals of the change process include legacy decision making, balanced facility utilization, and increased efficiency.

Timing, transportation and placement: (1) Boundary changes will go into effect for the 2026-2027 school year. (2) Students will receive transportation to their new school assignments and immersion sites. (3) If students are reassigned but a family wishes they remain in their original school, parents may request an in-district transfer which, if granted, does not include transportation. (4) All current in-district transfers will be honored and new in-district transfer requests for next year will be paused until Summer 2026.

IX. ADJOURNMENT OF THE WORK SESSION

Moved by Chair Haws to adjourn the Work Session at 8:42 p.m. All Board members stated "aye".

Heather Weems, Clerk

These minutes are not official until reviewed and approved by the Board of Education.