

- I. Recognition: The board recognized the girls' high school soccer team for winning the state tournament over Wayzata. They also recognized the adaptive soccer team for qualifying for the state tournament for the fifth consecutive year.
- II. Public Comment: Kate Niemann, Nick Leverson, Ted Snaza-boundaries; Peter Schuna, Amy Sonnek-Calendar; Shari Mogren-Sale of Lake Elmo Elementary
- III. Call to Order: The meeting was called to order at 5:55 p.m.
- IV. Roll Call: Present: Sarah Grcevich, Katie Hockert, Pete Kelzenberg, Chris Lauer, Robert Parker, Alison Sherman, Andrew Thelander.
- V. Pledge of Allegiance
- VI. Approval of Agenda: Motion by Hockert, second by Thelander, carried 7-0.
- VII. Student Report: Aurora shared a report on academics and extracurricular activities.
- VIII. Superintendent Report: The Superintendent provided a long-term perspective on the district, reflecting on the instability that existed prior to his arrival in 2022, when the district had six superintendents in 13 years. That level of turnover matters; it leads to a lack of coherence and clarity across systems, and ultimately students feel those effects. With this context in mind, the leadership team conducted a comprehensive review of the district, examining the past 20 years of teaching and learning, operations, and facilities. During periods of financial constraint, curriculum purchases were delayed, and professional development opportunities were reduced. The Board also heard concerns related to literacy, long-standing systemic challenges, and the limitations of a six-period high school day that has restricted flexibility and opportunities to better meet student needs. In response, the district has established clearer priorities. This year has brought significant changes, including a new start time, a revised calendar, combination classes, schedule adjustments, and the implementation of a new elementary science curriculum aligned to state standards, along with strengthened professional development. Each of these decisions was made with student learning at the forefront.
- IX. Board Chair Report: Nothing to report.
- X. Consent Agenda: A. School Board Meeting Minutes, November 18, 2025; B. School Board Meeting Minutes, December 2, 2025; C. Payment of Invoices, November 29 - December 12, 2025; D. Human Resources Personnel Report. Motion by Sherman, second by Kelzenberg, carried 7-0.
- XI. Strategic Direction A: Ensure the Learning Process is Adaptable to Meet Individual Student Needs. Nothing to report.
- XII. Strategic Direction B: Foster a Safe, Welcoming and Inclusive Environment for all Staff and Students. Nothing to report.
- XIII. Strategic Direction C: Utilize Systems and Align Resources in an Efficient Manner to Support Learning.

- A. The board voted to certify the 2025 Payable 2026 Property Tax Levy.

General Fund	\$45,122,334.60
Community Service Fund	\$ 1,322,474.12
Debt Service	\$20,120,971.30
Total	\$66,565,780.02

Motion by Sherman, second by Thelander, carried 7-0.

- B. Motion by Sherman to approve the resolution approving purchase agreement of Lake Elmo Elementary School, second by Kelzenberg, carried 7-0.

- C. Motion by Parker to postpone the 2027-28 school calendar until November 2026 and second by Kelzenberg, failed 2-5. Motion by Sherman to approve the 2027-28 school calendar, second by Thelander, carried, 5-2.
 - D. The board voted to approve the boundary change. Motion by Hockert, second by Thelander, carried 5-1-1(abstain).
 - E. There have been no changes to Policy 605 - Alternative Program since its first reading on November 18.
 - F. Motion by Sherman to approve Policy 605 - Alternative Program and second by Lauer, passed 7-0. Motion by Sherman to approve the 2025-2027custodial master contract and second by Hockert, passed 7-0.
 - G. Negotiations with SCEA are ongoing. The district and SCEA will be submitting a joint request to the Bureau of Mediation Services (BMS) to enter mediation. Both sides remain committed to continuing to work together toward a mutually acceptable settlement. Two more meetings are scheduled after the winter break.
- XIV. Strategic Direction D: Develop Strong Partnerships with the Communities We Serve. Nothing to report. Nothing to report.
- XV. Motion by Sherman at 7:17 p.m. to move to a closed session Pursuant to § Minnesota Statute 13D.03(b). The governing body of a public employer may, by a majority vote in a public meeting, decide to hold a closed meeting to consider strategy for labor negotiations, including negotiation strategies or developments or discussion and review of labor negotiation proposals, conducted pursuant to sections 179A.01 to 179A.25 and second by Greevich, carried 7-0. Present: Hockert, Grcevich, Kelzenberg, Lauer, Parker, Sherman, Thelander, Funk, Carlston, Schrul. Motion by Sherman at 7:51p.m. to adjourn to open meeting and second by Thelander, carried 7-0.
- XVI. Adjourn
- A. The meeting adjourned at 7:52 p.m.
- Respectfully submitted, Katie Hockert, School Board Clerk