

**Crosslake Community School Board of Education**  
**Special Board Meeting - Resume Seat-Based Director Deliberations**  
**April 5, 2022**  
**4:00 PM**  
**Crosslake Community School**  
**35808 Co Rd 66**  
**Crosslake, MN 56442**

1. **Call Meeting to Order**

Meeting called to order at 4:00p.m.

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

Josef Garcia, Jared Griffin, Cinda Jensen, Jennifer Muller, Abigayle Swenson, Chris Rhinehart, Karen Teff, Ronda Veit

Dr. Dan Jett is joining us. Dr. Jett is the consultant Crosslake Community Schools has been working with to fill the Seat-Based Director position.

3. **Agenda**

A. Resume Deliberations

Jensen makes a motion to extend the search for the director of the Crosslake Community School Seat Based Program; Teff seconded.

Discussion: If the search is extended, what would that mean for a worse case scenario where another candidate has not been found and we move into another interim situation? Discussion on how many candidates would apply and what extending an offer would look like, and needing more information on what extending the search would look like, and what qualifications are needed. Clarification discussion that motion needs a majority to pass

Is: Cinda Jensen, Jennifer Muller, Karen Teff

Nays: Josef Garcia, Jared Griffin, Abigayle Swenson, Chris Rhinehart, Ronda Veit

Motion does not pass 3-5

Veit makes a motion to offer Annette the position of the director with a specific entry plan and time imbedded checkpoints for improvement in performance, salary TBD; Garcia seconded

Discussion: (1:10) discussion of the plan, discussion on data to go off of for decision making

Is:Josef Garcia, Abigayle Swenson, Chris Rhinehart, Ronda Veit

Nays:Cinda Jensen, Jennifer Muller, Karen Teff, Jared Griffin

Motion does not pass 4-4

Teff makes a motion to reopen the interviews, specifically inviting Annette to reapply, acknowledging we would like to see another interview against some new candidates, as she was not the number one choice unanimously; Veit seconded

Discussion: A lot of pressure on the weight of the interview, discussion of going on path of extending the offer or extending the search and what those options look like

Josef Garcia, Jared Griffin, Cinda Jensen, Jennifer Muller, Abigayle Swenson, Chris Rhinehart, Karen Teff, Ronda Veit  
Motion does not pass 0-8

Swenson makes a motion to offer the position of Seat-Based Director to Annette with a professional growth plan, which will be board approved and committee attached to it, with the following three areas of focus: professional communication, collaboration with the board and online director, and support, strengthen relationships, and lead all staff members, teaching and nonteaching role, at regular intervals, as well coming forward with ideas on how to grow in the three areas; with a prorated salary of \$80,000 with an reevaluation at the end of the year, with \$2,000 for professional development opportunities, with 15 days PTO, with the standard benefit package available, effective April 15, 2022.

Motion dies for a lack of a second.

Swenson makes a motion to offer position to Annette with a professional growth plan, which will be board approved and committee attached to it, with the following three areas of focus: professional communication, collaboration with the board and online director, and support, strengthen relationships, and lead all staff members, teaching and nonteaching roles, with check in regular intervals, as well coming forward with ideas on how to grow in the three areas; with a salary of \$80,000, \$2,000 for professional development opportunities, with 15 days PTO, with the standard benefit package available, effective starting April 15, 2022; Garcia seconded.

Discussion: none

Is:Josef Garcia, Jared Griffin, Abigayle Swenson, Chris Rhinehart, Karen Teff, Ronda Veit

Nays:Cinda Jensen, Jennifer Muller

Motion passes: 6-2

Jensen: nay is specific to the comments made on April 4th, Cinda will fully support the decision of the vote

Teff: changed her mind because of the specific growth plan

Muller:the growth plan was put in but with the deliberations, Jennifer would still have pursued the extended search

Garcia makes a motion that if Annette does not accept the offer, the board moves forward with extending the search; Muller seconded.

Discussion:

Josef Garcia, Jared Griffin, Cinda Jensen, Jennifer Muller, Abigayle Swenson, Chris Rhinehart, Karen Teff, Ronda Veit

Motion passes 8-0

#### 4. **Adjourn the Special Board of Education Meeting**

Motion by Josef to adjourn April 1st meeting on April 5th at 8:40pm; Jensen seconded.

Discussion: none

Josef Garcia, Jared Griffin, Cinda Jensen, Jennifer Muller, Abigayle Swenson, Chris Rhinehart, Karen Teff, Ronda Veit

Motion passes 8-0