

**MINUTES
BOARD OF EDUCATION
St. Cloud Area School District 742
St. Cloud, Minnesota
August 6, 2025**

A meeting of the Board of Education of St. Cloud Area School District 742 was held on Wednesday, August 6, 2025, at the District Administration Office, 1201 South 2nd Street, Waite Park, Minnesota.

The meeting was called to order at 6:31 p.m. by Chair Shannon Haws with the following Board Members present: Scott Andreasen, Natalie Copeland (Ringsmuth), Al Dahlgren, Diana Fenton, Shannon Haws. Absent: Zach Dorholt and 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, Fenton, Haws. Motion carried.

II. CONSENT AGENDA

Moved by Dahlgren, 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

Kjerstin Campbell, Tier 3 Grade 3 Teacher, Oak Hill Community School, effective for the 2025-2026 school year, Lane BA, Pay Level 3 (185 days of a full-time contract) with a salary of \$50,741.

Paige Knorek, Tier 4 EL Teacher, Apollo High School and McKinley-ALC, effective for the 2025-2026 school year, Lane MA, Pay Level 7 (185 days of a full-time contract) with a salary of \$68,742.

Angela Rosen, Tier 3 SPED ABS Teacher, Talahi Community School, effective for the 2025-2026 school year, Lane MA+10, Pay Level 5 (185 days of a full-time contract) with a salary of \$69,545.

Ashley Lassen, Tier 3 Long Call Substitute Elementary Teacher (Grades 1 and 4), Madison Elementary School, effective August 25, 2025 through February 27, 2026 (124.5 days of a full-time contract) with a salary of \$33,070.56.

Leave of Absence

Barika Davis, Administrative Dean, Quarryview Education Center, effective August 4, 2025 through August 29, 2025.

Rescind Position

Stephanie Harbulak-Barron, Tier 4 Secondary Literacy Specialist, Apollo High School, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (185 days of a full-time contract) with a salary of \$90,362. Rescind Board action of July 23, 2025. Ms. Harbulak-Barron declined the position.

NON-LICENSED STAFF

New Hire

Allison Volante, SPED Instructional Paraeducator, Discovery Community School, effective September 2, 2025, at an hourly rate of \$18.50.

Leo Anderson, SPED Behavior Resource Specialist, Madison Elementary School, effective September 2, 2025, at an hourly rate of \$29.00

Han Do, Security Officer, McKinley-ALC, effective September 2, 2025, at an hourly rate of \$19.00.

Martina Ranczka, Clerical Class I (10-Month), Katherine Johnson Education Center, effective August 11, 2025, at an hourly rate of \$16.72.

Amy Brutger-Gerwing, Occupational Therapist Assistant, Quarryview Education Center, effective September 2, 2025, at an hourly rate of \$32.00.

Denise Irish, Kitchen Helper, Oak Hill Community School, effective September 2, 2025, at an hourly rate of \$16.49.

Amal Geele, Substitute Kitchen Helper, District Wide, effective September 2, 2025, at an hourly rate of \$16.49.

Miles Carlton, Kitchen Helper, South Junior High School, effective September 2, 2025, at an hourly rate of \$16.49.

Maria Ortega, Early Childhood Instructional Paraeducator, Lincoln Elementary School, effective September 2, 2025, at an hourly rate of \$18.50.

Dheraj Behram, Clerical Class II (12-Month), District Administration Office, effective August 18, 2025, at an hourly rate of \$20.33.

Melanie Minkler, Clerical Class II (10-Month), South Junior High School, effective August 4, 2025, at an hourly rate of \$19.29.

Zachary Schiltz, SPED Behavior Resource Specialist, Madison Elementary School, effective September 2, 2025, at an hourly rate of \$26.50.

Zachary Eder, Security Officer, Tech High School, effective September 2, 2025, at an hourly rate of \$19.00.

Reassignment

Taurean Grady, Dean of Students, Apollo High School, effective August 11, 2025, with an annual salary of \$50,000.

Rehire

Samuel Holmes, SPED Instructional Paraeducator, Clearview Elementary School, effective September 2, 2025, at an hourly rate of \$18.50.

Anthony Robinet, Custodian, Clearview Elementary School, effective August 4, 2025, at an hourly rate of \$18.10.

Ann Harris, Kitchen Helper, Tech High School, effective September 2, 2025, at an hourly rate of \$16.49.

Fanny Escobar, SPED Instructional Paraeducator, Discovery Community School, effective August 21, 2025, at an hourly rate of \$18.50.

Harmony Hilsgen, SPED Instructional Paraeducator, Quarryview Education Center, effective August 21, 2025, at an hourly rate of \$18.50.

Josephine Wicker, Clerical Substitute, District Administration Office, effective August 13, 2025, at an hourly rate of \$23.22. Ms. Wicker is returning for this assignment after retirement.

Leave of Absence

Virginia Sakamoto Dos Santos, Custodian, South Junior High School, effective July 28, 2025 through September 1, 2025.

Resignation

Paitynn Baade, SPED Instructional Paraeducator, Apollo High School, effective May 30, 2025.

Abdiaziz Kaarshe, Bus Driver, District Services Building, effective April 25, 2025.

Halima Ali, Van Driver, District Services Building, effective May 30, 2025.

Jasmin Estrada, Activities Coordinator, South Junior High School, effective June 5, 2025.

Farhiya Mohamed, SPED Instructional Paraeducator, Talahi Community School, effective April 11, 2025.

Retirement

Lora Schlangen, Kitchen Facilitator, South Junior High School, effective November 4, 2025, after 28 years of service in District 742.

Correction

Teanna Taylor, Dean of Students, Tech High School, effective July 1, 2025, with an annual salary of \$65,000, for 195 days. This is a correction to the June 18, 2025 consent agenda where this item was listed as Dean of Students at Lincoln Elementary School with an annual salary of \$58,500.

Approval of the Resolution to Appoint Absentee Ballot Board for the November 4, 2025 Special Election.

Approve North Long Term Facilities Maintenance Change Orders with Precise Refrigeration and Heating in the amount of +\$29,842.00, Precise Refrigeration and Heating in the amount of +\$1,815.00, JT Electric in the amount of +\$3,276.67, JT Electric in the amount of -\$1,003.40, JT Electric in the amount of +\$516.08, JT Electric in the amount of +\$32,877.69, MCI, Inc. in amount of +\$90,440.00, MCI, Inc. in amount of +\$10,540.00, Heartland Glass in the amount of +\$42,457.00, and Heartland Glass in the amount of +457.00, for a grand total amount of +\$211,218.04.

Approve South Long Term Facilities Maintenance Change Orders with MCI, Inc. in the amount of +\$81,758.00, Holden Electric in the amount of +\$3,515.00, and SCR, Inc. in the amount of +\$14,381.72, for a grand total amount of +\$99,654.72.

III. INFORMATION ITEMS

A. Code of Conduct New Updates

Kate Butkowski, Director of Student Services, reviewed new updates for the district's Code of Conduct including vandalism and school threat.

IV. DISCUSSION AND/OR ACTION ITEMS

A. (ACTION ITEM) - Approval of 2025-2026 Health and Dental Insurance Plan Renewals and Premiums

Tracy Flynn Bowe, Executive Director of Human Resources and General Counsel, along with George Vander Weit, Senior Benefits Consultant with One Digital, provided an overview of the health and dental insurance plans. Tracy shared that the School District operates self-insured health and dental plans that are managed by the School District in partnership with the Labor Management Committee ("LMC") as authorized by our collective bargaining agreements and the LMC bylaws.

Accordingly, the LMC meets monthly throughout the year to review the financial operation of the plans provided by financial consultant One Digital. Annually, following a thorough review of the financial analysis of the plan including the projected costs of claims for the coming year and the funding provided through premiums, the committee recommends changes in premiums and plan design sufficient to maintain the financial viability of the plans and based on the interests of their respective members. Mr. Vander Weit provided a thorough financial review of the plans and a general overview of the double-digit increasing costs of insurance throughout the State of Minnesota and that the proposal for an 11.54% increase was on the lower end of those average increases. Following their presentation the administration shared the LMC recommendations for the 2025-2026 plan year with the board.

The Labor Management Committee's recommendations related to the District's self-insured health and dental insurance plans effective October 1, 2025, are as follows:

Health Plan

Move to Blue Cross Blue Shield as our Third Party Administrator along with their administrative partners to manage the Health Reimbursement Accounts and IRS Flexible Spending plans, as well as the pharmacy benefits for high costs medications.

Single Premium: 11.54% increase - rates would increase to \$992.12 per month

Family Premium: 11.54% increase - rates would increase to \$2,289.26 per month

Dental Plan

Remain with Delta Dental as our Third Party Administrator.

Single Premium: 0% Increase – rates hold at \$32.93 per month

Family Premium: 0% Increase – rates hold at \$94.70 per month

Moved by Copeland, seconded by Fenton to approve the Labor Management Committee's recommendations related to the District's self-insured health and dental insurance plans effective October 1, 2025, to authorize the plans for the coming year in preparation for open enrollment.

On roll call, the following voted "aye": Andreasen, Copeland, Dahlgren, Fenton, Haws. Motion carried.

B. (DISCUSSION ITEM) - Review of 2025-2026 Student and Family Handbooks

Nikki Hansen, Assistant Superintendent of E-5 Learning and Dr. Jason Harris, Assistant Superintendent of Secondary Education, noted they met with the committee during the school year and there are no recommended changes for the 2025-2026 Student and Family Handbooks. Ms. Hansen also noted that one of the recommendations from the committee is to review the MSBA Model Student and Family Handbook in multiple meetings throughout the year with some likely changes as we look to school year 2026-2027.

Board Member Dorholt arrived at 7:20 p.m.

This agenda item of the 2025-2026 Student and Family Handbooks will come back for approval at the August 20, 2025 Board Meeting.

IV. 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 July 23, 2025, and reviewed (1) Policy 506 to move forward for three readings, (2) MSBA Model Board Agenda Calendar, (3) Planning to ensure consistent onboarding and orientation of new Board members, (4) Committing to a formal Board Retreat every even-numbered year with the next one in 2026, and (5) Eliminating the format of School Presentations during regular Board meetings and instead we will continue to produce school marketing materials on a bi-annual schedule to ensure they align with our district-wide communications and community engagement efforts.
2. Board member Al Dahlgren, on behalf of Heather Weems, Chair of the Board Finance Committee, noted the committee met for a second time in July on July 31, 2025, and reviewed the Apollo Referendum Project Update and Tech Single-User Restrooms.

V. FUTURE AGENDA ITEMS

Board Chair Haws noted August 20, 2025 Regular Board Meeting topics will include:

- End of Summer Construction Project Update
- Approval of 2025-2026 Student and Family Handbooks
- Approval of 2025-2026 Weather Related E-learning Days Plan
- Review of Proposed Resolutions for the MSBA Delegate Conference
- Policy Readings

VI. ADJOURNMENT OF BOARD MEETING

Moved by Copeland, seconded by Andreassen to adjourn the Board Meeting.

All Board members stated “aye”. The Board meeting concluded at 7:34 p.m.

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

VII. BOARD OF EDUCATION WORK SESSION

A. Proposed Revised Board Policy 506 – Student Discipline (*First Reading*)

Shannon Avenson, Executive Director of Community Education and Community Partnerships, reviewed Proposed Revised Board Policy 506 – Student Discipline. There were no suggested changes. This proposed revised policy will be on the August 20, 2025 Board Meeting agenda for a second reading.

B. Elementary Boundary Review Process

Superintendent Laurie Putnam provided an overview of the Elementary Boundary Redesign Review Process.

Why Redesign Boundaries?

- Address overcrowding in some schools and under use in other schools.
- Improve access to preschool and other specialized programs while increasing transportation efficiency.
- Adjust for changes in housing and geographic growth.
- Ensure efficient use of resources and facilities.
- Maintain fiscal responsibility.

We will establish a Design Team of 10-12 administrators and union leaders to review data and scenario modelling, consider staffing and labor issues, and recommend attendance area enrollment policies. We will also create an Input Team of 40-50 staff, families, community members, and administrators to provide local insights and priorities, help refine criteria and scenarios, and serve as ambassadors to the community.

Process and Timeline:

- July 2025 – Data Gathering – Executives and IT
- August 2025 – Exploration – Design Team
- September 2025 – Refinement – Input Team
- October 2025 – Recommendation – Design Team
- November 2025 – Community Review
- December 2025 – Board Review and Vote
- January 2026 – Implementation

Community Engagement:

- Input team workshop to review rebounding options.
- Website that provides meeting notes, potential maps, Q&A, and online feedback form.
- School-based information nights before final vote.

Dr. Putnam also reviewed data and decision criteria, transportation and cost efficiency, programs and special considerations, Board of Education key inputs, and core commitments including fiscal responsibility, timely, transparent, and accessible communication, access to programming for students and families, and thoughtful transition planning for students and staff.

VIII. ADJOURNMENT OF THE WORK SESSION

Chair Haws adjourned the Work Session at 8:00 p.m. All Board members stated “aye”.

Scott Andreasen, Clerk Pro Tem

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