

Regular Meeting
Monday, November 18, 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 5:10p.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, Emily Stull Richardson, Clare Thompson, Colin Williams, Belinda Yurick

Absent:

Mike Neumann

We have established a quorum.

Emily Stull Richardson will be attending the meeting remotely:

Caribou Coffee- Dick's Fresh Market

1050 River Place Mall

Emery, WI 54001

4. ADDITIONAL ITEMS

These additional items were added:

Under Information/Discussion Items

District Personnel

6.D.1.b CCS Online Reading Interventionist

6.D.1.c CCS Online Math Interventionist

6.D.1.d. Seat Based Custodial/Maintenance

6.D.1.e Emergency Substitute Teacher Pay

6.D.1.f District Engagement Coordinator

6.D.1.g CCS Online MnMTSS Coordinator

6.D.2 Policy Review - 110 Enrollment, Student Admissions and Lottery

6.D.4 Annual Audit Report - attachments

6.D.5 SY24-25 Additional Compensation

6.D.9 Bylaws

6.D.10 Board of Education Secretarial Duties

5. PUBLIC COMMENT

May I have a motion to **approve the November 18, 2024 Agenda**. This motion, made by Jared Griffin and seconded by Clare Thompson, Passed.

Mike Neumann: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 7, Nay: 0, Absent: 1

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 Belinda Yurick, Passed.

Mike Neumann: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 7, Nay: 0, Absent: 1

6.A.1. **Board of Education Minutes - October 21, 2024**

6.A.2. **Finance Meeting Minutes - November 15, 2024**

6.A.3. **EE Online Committee Meeting Minutes - November 11, 2024**

6.A.4. **CACR Committee - November 11, 2024**

6.A.5. **Personnel Matters**

6.A.6. **Food Service Reports - October CLiCS**

6.A.7. **Gifts and Donations**

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

Jenna Leadbetter presented the Performance Improvement Plan. She explained that we have moved to a district-wide model, pushing forth that strategic plan of unifying under a district model, but also more collaboration, communication, connection, and clarity. One of our main emphasis this school year is the ReadAct and all of its implications for our district.

6.C. ACTION ITEMS

6.C.1. **Review and Approve October 2024 Financial Information**

May I have a motion to **approve the October 2024 financials**? This motion, made by Jared Griffin and seconded by Mindy Glazier, Passed.

Mike Neumann: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 7, Nay: 0, Absent: 1

Joe Garcia commented on our new contractor and how they have been good to work with and very responsive. The board agrees that their reports are easier to follow.

6.D. **INFORMATION /DISCUSSION ITEMS**

6.D.1. **District Personnel**

6.D.1.a. **Online Curriculum Coordinator .5 FTE job description**

May I have a **motion to move the Online Curriculum Coordinator .5 FTE job description to an action item**. This motion, made by Clare Thompson and seconded by Colin Williams, Passed.

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

Yea: 7, Nay: 0, Absent: 1

May I have a **motion to approve the Online Curriculum Coordinator .5 FTE job description**. This motion, made by Clare Thompson and seconded by Belinda Yurick, Passed.

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

Yea: 7, Nay: 0, Absent: 1

6.D.1.b. **CCS Online Reading Interventionist**

May I have a **motion to move the CCS Online Reading Interventionist and CCS Online Math Interventionist job description and salary scale to an action item**. This motion, made by Clare Thompson and seconded by Belinda Yurick, Passed.

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

Yea: 7, Nay: 0, Absent: 1

May I have a **motion to approve the CCS Online Reading Interventionist and CCS Online Math Interventionist job description and salary scale**. This motion, made by Colin Williams and seconded by Jared Griffin, Passed.

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

Yea: 7, Nay: 0, Absent: 1

The board combined the CCS Online Reading Interventionist and CCS Online Math Interventionist into one motion.

6.D.1.c. **CCS Online Math Interventionist**

This was combined with the CCS Online Reading Interventionist position

6.D.1.d. Seat Based Custodial/Maintenance

May I have a motion to **approve the Seat Based Custodial/Maintenance job description and increase hours to 20/week and pay \$22.29 for F. Roberts.** This motion, made by Jared Griffin and seconded by Belinda Yurick, Passed.

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

Yea: 7, Nay: 0, Absent: 1

May I have a motion to **approve the Seat Based Custodial/Maintenance job description and increase hours to 20/week and pay \$22.29 for F. Roberts.** This motion, made by Jared Griffin and seconded by Mindy Glazier, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

6.D.1.e. Emergency Substitute Teacher Pay

May I have a motion to **move to an action item Emergency Substitute Teacher Pay at \$18.75 for licensed substitute teachers to sub as a para, food service assistance, or administrative assistant.** This motion, made by Mindy Glazier and seconded by Belinda Yurick, Passed.

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

Yea: 7, Nay: 0, Absent: 1

May I have a motion to **approve the Emergency Substitute Teacher Pay at \$18.75 for licensed substitute teachers to sub as a para, food service assistance, or administrative assistant.** This motion, made by Colin Williams and seconded by Belinda Yurick, Passed.

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

Yea: 7, Nay: 0, Absent: 1

6.D.1.f. District Engagement Coordinator

May I have a motion to **move to action the District Engagement Coordinator job description (with the corrected job description) and the Online MTSS Lead job description.** This motion, made by Clare Thompson and seconded by Mindy Glazier, Passed.

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

Yea: 7, Nay: 0, Absent: 1

May I have a motion to **approve the District Engagement Coordinator job description (with the corrected job description) and the Online MTSS Lead job description.** This motion, made by Clare Thompson and seconded by Belinda Yurick, Passed.

Mike Neumann: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea,

Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 7, Nay: 0, Absent: 1

District Engagement Coordinator and Online MTSS Lead were combined into one motion

6.D.1.g. Online MTSS Lead

This was combined with the Online MTSS Lead job description into one motion

6.D.2. Policy Review

May I have a motion to **move to an action item policy 110 Enrollment, Student Admissions and Lottery**. This motion, made by Jared Griffin and seconded by Belinda Yurick, Passed.

Mike Neumann: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 7, Nay: 0, Absent: 1

May I have a motion to approve policy 110 Enrollment, Student Admissions and Lottery. This motion, made by Jared Griffin and seconded by Belinda Yurick, Passed.

Mike Neumann: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 7, Nay: 0, Absent: 1

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

6.D.4. Annual Audit Report, Justin Nilson, CPA, Senior Manager Abdo

Jen/Will did not have access to the video so Paula Green shared her screen so the video could be watched.

6.D.5. SY24-25 Additional Compensation

This item was covered in 6.D.8. Implementation Committee for Executive Director

6.D.6. Compensation

This item was covered in 6.D.8. Implementation Committee for Executive Director

6.D.7. Director Evaluations

6.D.8. Implementation Committee for Executive Director

Motion to move the internal posting of an Executive Director position no later than end of business 11/19/2024 for a period of five days. This motion, made by Belinda Yurick and seconded by Clare Thompson, Passed.

Mike Neumann: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 7, Nay: 0, Absent: 1

Motion to approve the internal posting for an Executive director position for a period of 5 days with a posting occurring no later than close of business 11/19/2024. This motion, made by Belinda Yurick and seconded by Clare Thompson, Passed.

Mike Neumann: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 7, Nay: 0, Absent: 1

Motion for Yurick, Griffin, Williams, Garcia and Stull Richardson to be on the hiring committee. This motion, made by Belinda Yurick and seconded by Jared Griffin, Passed. Mike Neumann: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 7, Nay: 0, Absent: 1

Motion to empower the hiring committee to make the necessary decisions about the scope of the posting as earlier discussed. If we don't get enough qualified candidates, then empower the committee to move forward in external postings. This motion, made by Colin Williams and seconded by Belinda Yurick, Passed.

Mike Neumann: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 7, Nay: 0, Absent: 1

Motion to move to an action item to make it a top priority for the incoming executive director is to work on the compensation plan within 60 days of their start date. This motion, made by Belinda Yurick and seconded by Mindy Glazier, Passed.

Mike Neumann: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 7, Nay: 0, Absent: 1

Motion to approve to make it a top priority for the incoming executive director is to work on the compensation plan within 60 days of their start date. This motion, made by Belinda Yurick and seconded by Colin Williams, Passed.

Mike Neumann: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 7, Nay: 0, Absent: 1

6.D.9. Bylaws

May I have a **motion to move the Revised Bylaws to an action item.** This motion, made by Clare Thompson and seconded by Belinda Yurick, Passed.

Mike Neumann: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 7, Nay: 0, Absent: 1

May I have a **motion to approve the Revised Bylaws.** This motion, made by Clare Thompson and seconded by Colin Williams, **Failed.**

Mike Neumann: Absent, Josef Garcia: Nay, Mindy Glazier: Nay, Jared Griffin: Nay, Emily Stull Richardson: Nay, Clare Thompson: Nay, Colin Williams: Nay, Belinda Yurick: Nay
Yea: 0, Nay: 7, Absent: 1

Since the Bylaws were a late addition to the board packet, the board decided they would like additional time to review them.

6.D.10. Board of Education Secretarial Duties

Motion to move the Board of Education Secretary position to an action item. This motion, made by Jared Griffin and seconded by Clare Thompson, Passed.

Mike Neumann: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 7, Nay: 0, Absent: 1

Do I have a **nomination for Belinda Yurick to the board secretary?.** This motion, made by Jared Griffin and seconded by Clare Thompson, Passed.

Mike Neumann: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 7, Nay: 0, Absent: 1

6.E. **REPORTS**

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

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

It was clarified that the Finance Committee hasn't done the budget revision meeting but it is in the works.

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

No update on academic performance

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

Every teacher has submitted their ee goals. Once a month on Wednesdays there is an e activity implemented, last month they went into the forest and created fairy boxes. This was a big hit.

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

First professional development day went really well. 9th-12th grades had a presentation of the Messi projects and worked on clarifying what that is. Saltwatch, virtual field trips and working on tracking ELP data

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

Jared Griffin shared that the directors should receive an email communication from him sometime later this week when we're in the evaluation process to check in with the evaluation committee team.

7. **AUTHORIZER UPDATE**

8. **DECEMBER MEETING PREPARATION**

8.A. **Suggestion for Discussion Topics for Next Meeting**

Topics for next month: Bylaws, Executive Director update, budget revision

9. **BOARD MEETING EVALUATION**

Claire thanked Joe for leading us and being open and honest and clear about what he feels is most important. Thank you everybody.

10. **ADJOURN the REGULAR BOARD of EDUCATION MEETING**

May I have a motion to adjourn the Regular Meeting of the Board of Education at 8:00pm?. This motion, made by Belinda Yurick and seconded by Mindy Glazier, Passed.

Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Mike Neumann: Yea, Emily Stull Richardson: Yea, Clare Thompson: Yea, Colin Williams: Yea, Belinda Yurick: Yea
Yea: 8, Nay: 0

Josef Garcia, Mindy Glazier, Jared Griffin, Mike Newmann, Emily Stull Richardson, Clare Thompson, Colin Williams, Belinda Yurick