

**Regular Meeting**  
**Monday, June 16, 2025 5:00**  
**PM Central**

**Crosslake Community School**  
**35808 Co Rd 66**  
**Crosslake, MN 56442**

**1. CALL MEETING TO ORDER**

Meeting called to order at 5:21p.m.

**2. PLEDGE OF ALLEGIANCE**

Please stand for the Pledge of Allegiance

**3. SEAT NEW BOARD MEMBERS**

This item is tabled until the July meeting

**4. ROLL CALL and ESTABLISH a QUORUM**

A full Roll Call will need to be taken as we have a remote board director.

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

We have established a quorum.

Emily Stull Richardson will be attending the meeting remotely:  
Caribou Coffee  
Dick's Fresh Market  
Amery, WI

Clare Thompson will be attending the meeting remotely:  
Kahler Inn and Suites,  
[9 3rd Avenue SW, Rochester, Minnesota 55902](https://www.kahlerinn.com/locations/minnesota/rochester)

**5. ADDITIONAL ITEMS**

Are there any additional items? None

**6. PUBLIC COMMENT**

If you have an item for the Regular Board of Education public comment period, please email Board of Education Chair Josef Garcia ([josefgarcia@crosslakekids.org](mailto:josefgarcia@crosslakekids.org)) with your name and topic on the Friday before the Board Meeting. You may appear in person before the Board or virtually via the Google Meet.

JUST a reminder, public comments will only take place during this agenda item. No public comments or chat comments will be accepted following this agenda item.  
Josef Garcia:

**I was not notified of any additional items to add to the hearing, and having been notified of no public comments, may I have a motion to approve the June 16th, 2025 agenda.**

## **7. AGENDA**

### **7.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 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

#### **7.A.1. Finance Meeting Minutes - June 9, 2025**

#### **7.A.2. Personnel Matters**

#### **7.A.3. Food Service Reports**

#### **7.A.4. Gifts and Donations**

### **7.B. ACADEMIC, ENVIRONMENTAL EDUCATION, and PERFORMANCE IMPROVEMENT PLAN UPDATES**

that there are some things that said that we are revising and editing these because what we currently have is not a true reflection of what we're doing here at CCS. Everything is being revised and edited. but that's what the state wants to see. They don't want to see perfection. They want to see how we're moving the needle forward.

Claire asked if there is a plan for front loading information to parents through orientation or the beginning of the year about the importance of these screenings. they'll get the information from the screenings, but just to know and have it on their radar how important this is and the part it plays in our MTS.

Abi responded stating she is in discussions with Rose and that will probably organically happen as we continue working through this summer with the adoption of Minnesota MTSS because there's a whole component on how we engage our families and our community and so front loading the importance of that is definitely something that we are doing and right now we don't have an official plan and so it would just be really loose as to how but there will be more loading of that information to stress the importance and why we're pushing it and why the participation is important.

### **7.C. ACTION ITEMS**

#### **7.C.1. Review and Approve May Financial Information**

May I have a motion to approve the May financials?. This motion, made by Colin Williams and seconded by Belinda Yurick, 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

#### **7.C.2. Ratification of Personnel Action**

May I have a move to ratify the personnel action taken by the Executive Director as outlined in the confidential memorandum dated 6-9-2025. This motion, made by Mindy Glazier and seconded by Belinda Yurick, 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

### **7.D. INFORMATION /DISCUSSION ITEMS**

#### **7.D.1. District Personnel**

May I have a motion to move to action the Online Engagement Coordinator, Online Learning Coach Coordinator, Online Digital Learning Coordinator, Online Digital Learning Coordinator, Seat Based Instructional Coach job descriptions and updated Hiring Procedure. This motion, made by Colin Williams and seconded by Jared Griffin, 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

#### **7.D.2. Professional Development - Board of Education Trainings**

#### **7.D.3. Strategic Planning Matters**

#### **7.D.4. Director Evaluations**

ED survey emailed to board members and will be discussed in our closed June 23rd meeting.

Board retreat dates for June did not work, Jared will check if any dates are available for July or August.

Some items to discuss at board retreat: how to increase board director election pool, how to increase PreK, how we can be competitive to other schools including the forest schools.

#### **7.D.5. Bylaws**

#### **7.D.6. Surveys**

Jenna- It's important to delineate that there were district wide satisfaction surveys that have been part of Cross Lake Community School for years and they've grown over-year in their content, the questions, just been a lot of growth and development. These are not the same as what our board chair Garcia was just talking about. Specific executive director satisfaction survey that was sent out internally to all CS employees for my evaluation, but also to set the stage for things that I can grow. After all, you set the standard at the top and I want to make sure that I'm adhering to goals that the

**board would like me to address and move forward on.**

#### **Compensation plan hit the mark**

**Second, our core strengths remain rock solid. So, safety, teacher quality, mission alignment, and our caring culture all received strong validation. Students specifically noted feeling welcomed and wanted, a direct quote, compared to their previous schools.**

**We have a documented community demand for high school programming. We do have high school programming in our online setting, but I do believe that there is a subtle disconnect knowing that students can go from eighth grade in our seatbased setting to an online school and continue with CCS. I think that there's room to potentially should we want to go down this road, which would require building expansion and even more steps. Not there yet but worth looking into. Transportation, the length students are on the bus, was another issue we are looking into.**

**There's just been a lot of talk about our seatbased setting with what we can do to expand our extracurriculars meaning activities and clubs or even the one-stop shop kind of camps and exposures for kids, families and even adults in our online setting.** There are families who have moved from CCS to other schools for the social benefits of having them integrate with kids at a younger age vs at 8th grade, some families are moving for the sport and club components that are offered at other schools but not everyone. The board requests that a further drive be done as to specific reasons for leaving.

#### **7.D.7. FY24 Academic Performance Evaluation for CCS.**

### **7.E. REPORTS**

#### **7.E.1. CCS Executive Director**

ED is staying on top of legislative changes and updates that could impact CCS and or charter schools, new policies and protocols for things like measles, and opioid. ADA compliance, CCS PR and how to increase PREK enrollment, the board will discuss this further at board retreat.

Significant investments have been made across pay scales particularly uplifting our educational levels, years of service and tenure to ensure that we have highly qualified staff to make CCS even more of a mark on that statewide map. Speaking to Claire's point about the forest schools that are popping up everywhere, we want to have that environmentally literate learner as our beacon.

Josef asked once what you propose gets finalized and it's gone through whatever eyes and internal vetting process you determine that you send it to each of the board directors so we can put eyes on it before the meeting. I think that would be super helpful for us because it's a lot to digest.

#### **7.E.2. Finance Committee**

nothing to add

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

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

just received EE goals and approved

**7.E.5. EE Online Committee**

**All of the goals were in a couple were not met but almost met but we had two in each of the indicator areas. One was met in each area at least.**

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

June 23rd 5 PM closed meeting.

Josef will email ED questions for self evaluation, barriers, successes, areas of improvements etc. ED, Jenna requests we create smart goals for her

**8. AUTHORIZER UPDATE**

**9. JULY MEETING PREPARATION**

**Look at the final component of the compensation plan, Swearing in, sports update.**

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

Josef will email ED questions for self evaluation, barriers, successes, areas of improvements etc. ED, Jenna requests we create smart goals for her

**10. BOARD MEETING EVALUATION**

great

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

May I have a motion to adjourn the Regular Meeting of the Board of Education at 7:25 pm?.  
This motion, made by Mike Neumann and seconded by Clare Thompson, 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