

Regular Meeting
Monday, February 23, 2026
5:00 PM Central

Crosslake Community School
35808 Co Rd 66
Crosslake, MN 56442

Melanie Donley: Absent
Josef Garcia: Present
Mindy Glazier: Present
Jared Griffin: Present
Steena Johnson: Present
Emily Stull Richardson: Present
Colin Williams: Present
Belinda Yurick: Absent
Present: 6, Absent: 2.

1. CALL MEETING TO ORDER

Meeting called to order at 5:03 p.m.

2. PLEDGE OF ALLEGIANCE

Please stand for the Pledge of Allegiance

3. ROLL CALL and ESTABLISH a QUORUM

4. ADDITIONAL ITEMS

1. Board Action Item: Approval of 2025-2026 Stakeholder Satisfaction Surveys (cover sheet with recommended motion)
2. Attachment A: Multi-Year Stakeholder Survey Analysis (Board Summary)
3. Attachment B: Parent/Guardian Survey Instrument
4. Attachment C: Student Survey Instruments (K-3, 4-8, 9-12 versions)
5. Attachment D: Staff Survey Instrument

AND:

1. Board Action Item: Adoption of Three-Year COLA-Based Compensation Cycle Framework
2. Board Meeting Report: Three-Year COLA-Based Compensation Cycle Plan (Attachment A to the action item)

Are there any additional items?

5. 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) 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.

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? With the removal of Mrs. Steffen's retirement letter not for an action item but more for a discussion item just to recognize her service to the school. This motion, made by Colin Williams and seconded by Mindy Glazier, Passed.

Melanie Donley: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Steena Johnson: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

6.A.1. **Board of Education Minutes - January 26, 2026 Board Minutes**

May I have a motion to approve the Consent Agenda? Remove the letter of retirement for Mrs. Steffen, not for an action item but more for a discussion item. This motion, made by Colin Williams and seconded by Mindy Glazier, Passed.

Melanie Donley: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Steena Johnson: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

6.A.2. **Finance Meeting Minutes - February 18, 2026 Finance Minutes**

6.A.3. **EE Online Committee Meeting Minutes - February 19, 2026 Meeting Minutes**

6.A.4. **CACR Committee - January 29, 2026 CACR Meeting Minutes**

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

6.A.6. **Food Service Reports - January CliCS 2**

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

Over the past year, the team has taken a deeper look at the curriculum, LMS platforms, and digital tools used across K-12 to ensure they are effective, fiscally responsible, and supportive of both staff and students. In reviewing products like Buzz, Canvas, and Edgenuity, the group discovered that several paid resources are outdated, underutilized, or unable to provide the data and flexibility teachers need. As a result, staff have been piloting alternatives such as FlexPoint and Lincoln Learning, exploring options that offer better academic impact, allow more teacher control, align with Minnesota standards, and reduce wasted costs—especially when enrollment fluctuates. The long-term plan includes transitioning away from Edgenuity, piloting new LMS options, aligning curriculum more effectively, and ensuring that future investments truly support best practices and student outcomes.

6.C. ACTION ITEMS

6.C.1. Approve Policies

May I have a motion to approve policies, the hiring procedures policy and the Emergency and Time-Sensitive Check Signing Authority?. This motion, made by Colin Williams and seconded by Jared Griffin, Passed.

Melanie Donley: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Steena Johnson: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

6.C.2. Review and Approve January Financial Information

May I have a motion to approve the January financials and the budget projection model?. This motion, made by Steena Johnson and seconded by Mindy Glazier, Passed.

Melanie Donley: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Steena Johnson: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

Some fine-tuning in language and then each of our school level principles and their teams really ironed out those school level budgets.

6.C.3. Wellness Committee

The board recommended Steena Johnson to serve on the Wellness Committee. No motion or action was taken.

6.D. INFORMATION /DISCUSSION ITEMS

6.D.1. District Personnel

May I have a motion to approve the Seminar and Homeroom Teacher (1.0FTE) and the .5 District Marketing Coordinator job description. This motion, made by Jared Griffin and seconded by Steena Johnson, Passed.

Melanie Donley: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Steena Johnson: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

May I have a motion to move to action the Seminar and Homeroom Teacher (1.0FTE) and the .5 District Marketing Coordinator job description. This motion, made by Board Member #1 and seconded by Board Member #2, Passed. This motion, made by Steena Johnson and seconded by Jared Griffin, Passed.

Melanie Donley: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Steena Johnson: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

The district is proposing a new 0.5 FTE District Marketing Coordinator position after seeing strong enrollment gains from the recent partnership with 2060 Hubbard. The marketing committee believes many of the strategies learned through that partnership can now be handled in-house, especially with staff who already possess marketing skill sets. This role would centralize and professionalize outward-facing communications, oversee digital platforms, and support continued enrollment growth using the marketing funds already budgeted. Board members discussed ROI, long-term need, and ensuring the right level of expertise, ultimately agreeing to post the position internally and externally to evaluate the

applicant pool. If qualified candidates are not found, the district can return to using an external vendor.

6.D.2. SIS Update

The new Infinite Campus SIS project has moved from the discovery phase into full implementation, with all planning and training sessions scheduled through the start of the school year. Staff have begun using Campus' self-paced online training modules, and additional live workshops and school-specific refinement sessions will occur throughout the spring, summer, and into next year. Data mapping from JMC to Infinite Campus is underway and is the largest current task, with the first major data pull scheduled for March 17. The team is also implementing the online registration system, aiming to have it fully functional by the end of July so August can be used for testing. Overall, communication with Infinite Campus has been strong, staff have access to a trial environment, and the transition is expected to dramatically improve data access, parent experience, efficiency, and integration across the district.

6.D.3. Board Ad Hoc Safety and Security Committee

Lake Foundation was in agreement to phase in a prioritized list of those identified components

6.D.4. Professional Development - Board of Education Trainings

6.D.5. Strategic Planning Matters

The CCS Board of Education reviewed a working 3, 5, and 7-year vision focused on developing environmentally literate and digitally fluent learners. Academic data validates this direction, with reading proficiency (59.3%) nearing the 2030 goal and math proficiency (50.3%) already surpassing its 40% target. The three-year plan prioritizes infrastructure, including a framework for three new, fluid Graduation Pathways: Workforce Ready, Career Technical, and College Bound. The long-term goal for the five and seven-year marks is to reach an 80% literacy and math benchmark for High Quality Charter School eligibility while maintaining a trajectory to recover the fund balance to 30% by 2030.

6.D.6. Approval of 2025-2026 Stakeholder Satisfaction Surveys

"Move to action the 2025-2026 Crosslake Community School District Stakeholder Satisfaction Survey instruments as presented, and authorize the Superintendent to administer the surveys during spring 2026, with the understanding that minor formatting or logistical adjustments may be made as needed prior to distribution.". This motion, made by Mindy Glazier and seconded by Jared Griffin, Passed.

Melanie Donley: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Steena Johnson: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

"Move to approve the 2025-2026 Crosslake Community School District Stakeholder Satisfaction Survey instruments as presented, and authorize the Superintendent to administer the surveys during spring 2026, with the understanding that minor formatting or logistical adjustments may be made as needed prior to distribution.". This motion, made by Jared Griffin and seconded by Mindy Glazier, Passed.

Melanie Donley: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Steena Johnson: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

6.D.7. Adoption of Three-Year COLA-Based Compensation Cycle

Three-Year COLA-Based Compensation Cycle Plan (Attachment A to the action item)

Move to action adopt the three-year COLA-based compensation cycle as the Crosslake Community School District's ongoing compensation framework, effective with the first full rotation beginning FY 2028-29, and authorize the Superintendent to bring the annual COLA percentage and scheduled group overhaul recommendations to the Board for approval as part of the annual budget development process. This motion, made by Jared Griffin and seconded by Colin Williams, Passed.

Melanie Donley: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Steena Johnson: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

Move to adopt the three-year COLA-based compensation cycle as the Crosslake Community School District's ongoing compensation framework, effective with the first full rotation beginning FY 2028-29, and authorize the Superintendent to bring the annual COLA percentage and scheduled group overhaul recommendations to the Board for approval as part of the annual budget development process. This motion, made by Jared Griffin and seconded by Mindy Glazier, Passed.

Melanie Donley: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Steena Johnson: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea
Yea: 6, Nay: 0, Absent: 2

6.D.8. Superintendent Evaluations

Now that the board has heard the Superintendent's strategic plan they will have a meeting and report in the March board meeting.

6.D.9. Board Elections Details

Letter emailed to all Online and In Person families and all staff.

6.D.10. Bylaws

6.E. REPORTS

6.E.1. CCS Superintendent Report

6.E.2. CCS Principal's Report

6.E.3. Finance Committee

6.E.4. Academic Performance/Comprehensive Achievement and Civic Readiness

6.E.5. EE Seat-Based Committee

6.E.6. EE Online Committee

6.E.7. Superintendent Evaluations

7. AUTHORIZER UPDATE

8. MARCH MEETING PREPARATION

8.A. Suggestion for Discussion Topics for Next Meeting

Summer Kids Care, 1.0 engagement coordinator job description, school level calendars

9. **BOARD MEETING EVALUATION**

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

May I have a motion to adjourn the Regular Meeting of the Board of Education at __8:42 pm?.

This motion, made by Jared Griffin and seconded by Colin Williams, Passed.

Melanie Donley: Absent, Belinda Yurick: Absent, Josef Garcia: Yea, Mindy Glazier: Yea, Jared Griffin: Yea, Steena Johnson: Yea, Emily Stull Richardson: Yea, Colin Williams: Yea

Yea: 6, Nay: 0, Absent: 2

Melanie Donley, Josef Garcia, Mindy Glazier, Jared Griffin, Steena Johnson, Emily Stull Richardson, Colin Williams, Belinda Yurick