



**Unapproved Minutes Of Special Session / Work Session Combined Agenda  
Independent School District #139  
Thursday, December 4, 2025**

Special Session / Work Session called to order at 6:04 pm.

**I. Routine Matters**

- A. Roll Call: William Schmidt, Ken Lind, Kristin Papke, Teri Umbreit, Rory Roth, Kevin Haugurd, Brent Stavig; ex officio  
Others in attendance: Kerstin Quigley, Coleman McDonough, Jim Hatz, Andrew Nordstrom, Attorney Mike Ervin and other interested parties.
- B. Approval of Agenda  
Motion by Umbreit seconded by Roth to approve agenda as presented. Motion carried 6-0.

**II. Work Session**

- A. **Reports**
  - 1. S2ORG Report
- B. **Old Business**
  - 1. Live Streaming Meetings
  - 2. Policy #103 Complaints Discussion
- C. **New Business**
  - 1. Locker Room Proposal
  - 2. Office Renovation Proposal
  - 3. 2025-2026 Calendar Discussion

**III. Special Session**

- A. **New Business**
  - 1. Closed Session for Employee Grievance Hearing  
Motion by Roth seconded by Lind to close meeting at 7:20 pm. Motion carried 6-0.  
Motion by Umbreit seconded by Roth to re-open the meeting at 8:17. Motion carried 6-0.
  - 2. Closed Session for Attorney-Client Privileged Discussion related to Employee Grievance  
Short recess 8:17 pm.  
Motion by Haugrud seconded by Roth to close meeting at 8:24 pm. Motion carried 6-0.  
Motion by Umbreit seconded by Roth to re-open the meeting at 10:12 pm.
  - 3. Potential Action Related to Items Discussed in Closed Session

**IV. Adjournment**

- Motion by Umbreit seconded by Roth adjourning meeting at 10:15 pm. Motion carried 6-0.