



ROCKFORD AREA SCHOOLS

INDEPENDENT SCHOOL DISTRICT 883

BOARD OF EDUCATION

A Tradition of Excellence, One Student at a Time

Agenda for November 24, 2025

5:30 PM

District Board Room

6051 Ash Street

Rockford, MN 55373

1. **CALL MEETING TO ORDER**

A. Board Roll Call

2. Org. Meeting Prep

2

3. Sub Pay Rate

4. **BOARD AND SUPERINTENDENT UPDATES AND ANNOUNCEMENTS**

A. Regular Meeting of the Board of Education: Monday, November 24, 2025 at 6:30pm in the District Office Board Room

5. **ADJOURNMENT**

Our Mission: *In partnership with our communities and families, Rockford Area Schools provides challenging opportunities to engage, inspire, and educate globally-minded citizens.*

Our Vision: *Rockford Area Schools provides a supportive, rigorous, and relevant learning culture producing courageous learners prepared to enter a global society.*

Rockford Board of Education

Eric Gordee	Jessica Johnson
Jamie Hillstrom	Chris Morgan
Dr. Beth Praska	Kevin Sjodin
Superintendent Dr. Jeff Ridlehoover	



ROCKFORD AREA SCHOOLS INDEPENDENT SCHOOL DISTRICT 883 BOARD OF EDUCATION

The board needs to elect a Chairperson, Vice Chair, Clerk and Treasurer. Each of these positions is for one year. The duties are (per Policy 202)

- **CHAIR**--The chair when present shall preside at all meetings of the school board, countersign all orders upon the treasurer for claims allowed by the school board, represent the school district in all actions and perform all duties a chair usually performs.

In case of absence, inability, or refusal of the clerk to draw orders for the payment of money authorized by a vote of the majority of the school board to be paid, the chair may draw the orders, or the office of the clerk may be declared vacant by the chair and treasurer and filled by appointment.

- **VICE CHAIR** -- The vice-chair shall perform the duties of the chair in the event of the chair's temporary absence.
- **CLERK**

1.The clerk shall keep a record of all meetings in the books provided.

2.Within three days after an election, the clerk shall notify all persons elected of their election.

3.On or before September 15 of each year, the clerk shall:

a.file with the school board a report of the revenues, expenditures and balances in each fund for the preceding fiscal year.

b.make and transmit to the commissioner certified reports, showing (1) condition and value of school property; (2) revenues and expenditures in detail, and such other financial information required by law, rule, or as may be called for by the commissioner; (3) length of school term and enrollment and attendance by grades; and (4) other items of information as called for by the commissioner.

4.The clerk shall enter into the clerk's record book copies of all reports and of the teachers' term reports, and of the proceedings of any meeting, and keep an itemized account of all expenses of the school district.

5.The clerk shall furnish to the county auditor, on or before September 30, an attested copy of the clerk's record, showing the amount of money voted by the school district or the school board for school purposes.

6.The clerk shall draw and sign all orders upon the treasurer for the payment of money for bills allowed by the school board for salaries of officers and for teachers' wages and all claims, to be countersigned by the chair.



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7.The clerk shall perform such duties as required by the Minnesota Election Law or other applicable laws relating to the conduct of elections.

8.The clerk shall perform the duties of the chair in the event of the chair's and the vice-chair's temporary absences.

● **TREASURER--**

1.The treasurer shall deposit the funds of the school district in the official depository.

2.The treasurer shall make all reports which may be called for by the school board and perform all duties a treasurer usually performs.

3.In the event there are insufficient funds on hand to pay valid orders presented to the treasurer, the treasurer shall receive, endorse, and process the orders in accordance with Minn. Stat. § 123B.12.

(The persons who perform the duties of clerk and treasurer need not be members of the school board. The school board by resolution may delegate the duties of clerk and treasurer to persons in the administrative office.)



2026 ROCKFORD AREA SCHOOLS

SCHOOL BOARD COMMITTEES AND AD HOC COMMITTEES

SCHOOL BOARD COMMITTEES

1. **FINANCE COMMITTEE**- Board Treasurer and two other board member serve on the committee and work with the Director of Business Operations and Superintendent
2. **POLICY COMMITTEE**- Three board members serve on this committee and work with the Superintendent and Executive Assistant.
3. **DISTRICT OPERATIONS COMMITTEE**- Board Chair, Treasurer, and one other board member serve on this committee and work with the Superintendent.
4. **NEGOTIATIONS** - The three board member committee works with the Human Resources Coordinator, Director of Business Operations and Superintendent.

SCHOOL BOARD AD HOC COMMITTEES

5. **FACILITIES COMMITTEE** - *Board Chair and another board member* serve on this committee with Director of Business Operations and Superintendent. Meets three times per year to review finance and business topics as well as buildings and grounds projects as needed.
6. **CONTINUING EDUCATION COMMITTEE** - Serve as Rockford board representative. The purpose of the committee is to promote professional growth of certified staff. It will also verify Continuing Education Units (CEUs) and requirements for clock hours for relicensure. Meets regularly as needed.
7. **CURRICULUM, INSTRUCTION AND ASSESSMENT COMMITTEE** - Serve as board representative on this advisory committee. The purpose of the committee is to provide community input for new initiatives and curriculum instruction. Committee plans to meet two to three times per year; meeting time and location TBD.



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SCHOOL BOARD COMMITTEES AND AD HOC COMMITTEES

8. **COMMUNITY EDUCATION ADVISORY BOARD** - Serve as Rockford board representative on committee. The advisory board makes program recommendations to the school board. Meets quarterly, usually in the evening. This committee also includes the ECFE/School Readiness Advisory Committee. Committee meets four times a year as needed in the evening.
9. **COMMITTEE AT-LARGE** - Serve as Rockford board representative. The committee meets as needed to discuss items under study such as activities, technology, transportation, food service, student data support, referendum steering committee and other district needs.
10. **COMMUNICATIONS COMMITTEE** - This committee is comprised of three board appointees with the Board Chair serving in an advisory capacity. Meetings will occur as needed.

SCHOOL BOARD REPRESENTATIVES

11. **MINNESOTA STATE HIGH SCHOOL LEAGUE (MSHSL)** - Serve as board representative to the Minnesota State High School League. Receives mailings and usually has state level meeting at MSBA Leadership Conference. For more information, go to www.mshsl.org
12. **CHAMBER COMMITTEE** - Serve as Rockford School District representative to the Rockford/Greenfield Chamber of Commerce. Meets on a regular bi-monthly basis during the day in Rockford. Only one member can attend the meetings.
13. **LEGISLATIVE/MSBA DELEGATE ASSEMBLY** - Serve as Rockford board legislative liaison for Area 20 with Minnesota School Board Association. May attend regional and state delegate assembly meetings. Delegate Assembly members are elected by mail ballot in summer of odd years for a two-year term. For more information, go to www.mnmsba.org.



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SCHOOL BOARD COMMITTEES AND AD HOC COMMITTEES

14. **ASSOCIATION OF METRO SCHOOL DISTRICTS** - The Board Chair is the board representative to this organization, with the Vice-chair serving as alternate. They meet monthly on the first Friday of the month (August through May) starting at 7 am at the Quora Education Center. For more information, go to www.asmd.org.

15. **MEEKER & WRIGHT SPECIAL EDUCATION COOPERATIVE (MAWSECO)** - Serve as Rockford representative on MAWSECO governing board. Usually meets monthly in the evening on fourth Tuesday at the MAWSECO building in Howard Lake. For more information, go to www.mawseco.k12.mn.us.

16. **NORTHWEST SUBURBAN INTEGRATION SCHOOL DISTRICT (NWSISD)** - Serve as Rockford board representative on the NWSISD Governing board. The board usually meets monthly in the evening on third Wednesday during school year at their district office in Brooklyn Park. For more information, go to www.nws.k12.mn.us.

17. **SCHOOLS FOR EQUITY IN EDUCATION (SEE)** - Serve as board representative at General Membership meetings. Day meetings are usually held five to six times during the school year. For more information, go to www.schoolsforequity.org.

18. **MINNESOTA RURAL EDUCATION ASSOCIATION (MREA)** - Board members would not need to be a designated district representative for/to MREA. The Board and district leadership would all be subscribed to their weekly e-newsletter, *Insider Briefing* (if they do not opt out). For more information, go to www.mreavoice.org. Board representatives may be designated to attend their annual conference in Brainerd in November. Also, as board members attend MSBA meetings, there may be other involvement with MREA as well.



2026

SCHOOL BOARD COMMITTEES AND AD HOC COMMITTEES

SCHOOL BOARD COMMITTEES		2025	2026
1	FINANCE COMMITTEE	Morgan	
		Gordee	
		Sjodin	
2	POLICY COMMITTEE	Johnson	
		Hillstrom	
		Praska	
3	DISTRICT OPERATIONS COMMITTEE	Gordee	
		Morgan	
		Praska	
4	NEGOTIATIONS COMMITTEE	Johnson	
		Sjodin	
		Hillstrom	
SCHOOL BOARD AD HOC COMMITTEES		2025	2026
5	FACILITIES COMMITTEE	Gordee	
		Morgan	
6	CONTINUING EDUCATION COMMITTEE	Johnson	
		Hillstrom	
7	CURRICULUM, INSTRUCTION AND ASSESSMENT COMMITTEE	Praska	
		Gordee	
8	COMMUNITY EDUCATION ADVISORY BOARD	Morgan	
		Sjodin	
10	COMMITTEE AT-LARGE	Johnson	
		Hillstrom	
		Sjodin	
11	COMMUNICATIONS COMMITTEE	Gordee	
		Hillstrom	
		Sjodin	
SCHOOL BOARD REPRESENTATIVE		2025	2026
12	MINNESOTA STATE HIGH SCHOOL LEAGUE (MSHSL)	Sjodin	
		Hillstrom	
13	CHAMBER COMMITTEE	Hillstrom	
		Sjodin	
14	LEGISLATIVE/MSBA DELEGATE ASSEMBLY	Hillstrom	
		Gordee	
15	ASSOCIATION OF METRO SCHOOL DISTRICTS	Gordee	
		Johnson	
16	MEEKER & WRIGHT SPECIAL EDUCATION COOPERATIVE (MAWSECO)	Johnson	
		Sjodin	
17	NORTHWEST SUBURBAN INTEGRATION SCHOOL DISTRICT (NWSISD)	Gordee	
		Praska	
18	SAFF	Hillstrom	
19	MREA REPRESENTATIVE	Praska	

School Board Compensation 2026

OVERVIEW

Each year, as a Board and District, we have the opportunity and responsibility to evaluate the payment structure for Board related work and activities. On an annual basis, the school district needs to be able to budget appropriately in order to allocate funds. The current payment structure leverages a mix of payment vouchers, where board members are responsible for logging their time for work outside of regular governance meetings; and District recorded payments for governance meetings such as Regular, Work and Special Sessions. There is currently variation in how the payment vouchers are applied across the Board. The primary goals of this proposal are to simplify the process, provide clarity for when vouchers should be submitted and calibrate compensation commensurate for the work requested of the School Board.

HISTORY

At Rockford Areas Schools, board members are able to submit vouchers for meetings that occur outside of the formal governance meetings. This includes board approved committee appointments as well as ad hoc working meetings that occur between the District and Board. The challenge is that submission of vouchers for meetings outside of the formal governance slate of meetings is varied. In addition, vouchers have not universally been submitted in a timely manner or submitted at all. Furthermore, school board members have had the same compensation rate for at least the past six years.

DATA COLLECTION

Research was conducted on school board pay from schools in Wright County, school districts similar in size to Rockford Area Schools, and schools within the conference. Eighteen school districts were compared and analyzed. From the analysis, it is clear that there is variation across all Districts in how school boards are compensated. This variation ranges from stipends, to per meeting rates, to hourly compensation, to leadership stipends.

ADDITIONAL INFORMATION

Required School Board Committees

New in accordance with Policy 213, there are four required school board committees.. Three of these governance related committees will have a more predictable level of responsibility, meeting schedule and requirements similar to our other governance related meetings. Therefore, we should consider a stipend payment model for participation in these committees (finance, policy and building and grounds). Furthermore, it is understood that the Negotiations Committee meeting schedule will vary by contract and calendar year; therefore, these members will be compensated for their time during active contract negotiations.

- FINANCE COMMITTEE - Board Chair, Treasurer and a Director serve on this committee and work with the Director of Finance and Operations and Superintendent.
- POLICY COMMITTEE – Vice Chair, Clerk and a Director serve on this committee and work with the Superintendent and Executive Assistant.
- DISTRICT OPERATIONS COMMITTEE - Board Chair, Treasurer and another board member serve on this committee and work with the Director of Buildings and Grounds and the Superintendent.
- NEGOTIATIONS COMMITTEE - The three board member committee works with Director of Human Resources, Director of Finance and Operations and Superintendent.

Ad Hoc School Board Committees

There are thirteen ad hoc committees that vary in frequency of meetings. When adding up the number of meetings throughout the committees per year, there are a rough total of seventy-two meetings per year for the ad hoc school board committees, for which the District would budget \$7200 compensation to be distributed across the Board for attendance at ad hoc committee meetings. As described above, there is variation in the intensity, duration and responsibility associated with each of the committee appointments. Most meetings run from 1-2 hours; with the exception of the Delegate Assembly, which is a two day event, with one prep session, held once per year; and some committee meetings require work outside of committee in greater intensity than others.

1. All board members will receive a yearly stipend of \$3,000. This stipend covers all regular, work session and special session meetings called during the calendar year. In addition, this stipend covers any and all board member participation ceremonial, recognition and district related events.

2. The Board Chair will receive a stipend of \$500 to cover duties associated with chair responsibilities that occur outside of normal governance meetings. This is unchanged from past precedent.
3. The Board Vice Chair will receive a stipend of \$300 to cover duties associated with Vice Chair responsibilities that occur outside of normal governance meetings.
4. The Clerk will receive a stipend of \$300, this is new and is commensurate for additional roles and responsibilities associated with the clerkship. Responsibilities include but are not limited to: reviewing meeting minutes and preparing for the policy committee in partnership with District leadership.
5. The Treasurer will receive a stipend of \$300, this is new and is commensurate for additional roles and responsibilities associated with treasurer. Examples include: detailed review of treasurers report and budget on a regular basis with District Leadership, preliminary audit review prior to presentation to Finance Committee and Board, availability to the District to authorize funds transfer and other board delegated responsibilities.
6. Board members on the Finance, Policy and District Operations required board committees will receive a stipend of \$400 per required committee.
7. Board members on the negotiations committee will be compensated a monthly stipend of \$250 for when the contract is actively in negotiations. Compensation for the monthly stipend requires the board member to document meeting attendance at a minimum of one time that calendar month for an active negotiation session. This request will be logged monthly and paid out monthly.
8. All board members will receive \$50 per ad hoc committee meeting of 45 minutes or less. Members will receive \$100 for all meetings over 45 minutes to 4 hours, and \$125 for meetings over 4 hours. This request for payment will be logged monthly and paid out monthly.
9. Board members will be paid twice a year for all stipends (yearly stipend, leadership stipends, and membership on the three required Board committees of finance, building and grounds and policy).
10. Board members will have the opportunity to submit vouchers at \$50 for meetings 45 minutes or less, meetings over 45 minutes to 4 hours \$100 and for meetings over 4 hours \$125. This payment rate applies to any meeting not already described above where the District has requested active participation by a Board Member. This request will be logged monthly and paid out monthly. Additionally, we value and in many instances require participation in continuing education for Board Members. Participation in MSBA related training, inclusive of activities of annual conference and associated workshop offerings will be compensated at this rate.

11. During the years where the Board is actively engaged in Superintendent Search responsibilities, meetings that occur outside of the regularly scheduled meetings will be compensated at the standard meeting rates as described above in item 9. This includes, but is not limited to special sessions required for interview, community engagement and other best practices associated with comprehensive and thoughtful superintendent search and hiring activities.