ISD 110 School Board Work Session

Monday, August 10, 2026 7:00 PM

Waconia Public Schools - District Office - Conf Rm A, 512 Industrial Blvd., Waconia, MN 55387

1.	**Statement related to Superintendent Evaluation**	**Presenter:** Chair Amott
2.	**Board Professional Development Update**	**Presenter:** Chair Amott
3.	**Tree Removal (Roll Call Vote)**	**Presenter:** Brian Gersich, Superintendent

MEMORANDUM

TO: ISD 110 School Board

FROM: Tim Bisek, Director of Buildings & Grounds

DATE: August 10, 2026

SUBJECT: Removal of Dead Trees

Purpose

To obtain School Board approval to award a contract for the removal of hazardous and declining trees at multiple District locations.

Background

District staff and community members have identified numerous ash trees and other declining trees located throughout the District that require removal due to safety concerns, declining health, and ongoing maintenance needs. The work includes removal of primarily ash trees, along with select smaller trees and necessary trimming, at multiple school sites including Bayview Elementary, Southview Elementary, Laketown Elementary, Waconia Middle School, and other District properties. The selected contractor will remove all wood and brush from District property as part of the project.

The project was included in the District's FY2027 Long-Term Facilities Maintenance (LTFM) Budget as part of the planned maintenance and safety improvements to District facilities and grounds.

In accordance with District purchasing procedures, the District obtained competitive quotations from two qualified contractors:

Vendor	Amount
Total Outdoor Management	$36,000.00
JB Tree Care	$40,500.00

Recommendation

Administration recommends that the School Board approve the award of the tree removal contract to Total Outdoor Management in the amount of $36,000.00. The proposal provides the lowest responsible cost while meeting the District's project requirements and will address identified tree removal needs across multiple District properties.

Jb Tree Care
8675 County Rd 10E
Waconia, MN 55387
jbtreecare@gmail.com

JB TREE CARE
952-215-9129

Estimate

ADDRESS	SHIP TO		
Waconia Public Schools	Waconia Public Schools	ESTIMATE	1907
512 Industrial Blvd	512 Industrial Blvd	DATE	08/03/2026
Waconia MN 55387	Waconia MN 55387		

DATE	ACTIVITY	QTY	AMOUNT
	remove select trees (tax exempt)	3	40,500.00

SUBTOTAL	40,500.00
TAX	0.00
TOTAL	**$40,500.00**

Accepted By

Accepted Date

Total Outdoor Management

6126160639 | totaloutdoormanagement@gmail.com | totaloutdoormgmt.com

RECIPIENT:

Tim Bisek
510 Industrial Boulevard
Waconia, Minnesota 55387

Quote #188

Sent on	Aug 04, 2026
Total	**$36,000.00**

Product/Service	Description	Qty.	Unit Price	Total
Ash Tree Removal	Tim, This is not an exact number, but at each of these locations/sections we talked about doing mostly ash trees, but there are some smaller pines and junk trees as well as some trimming going on. All wood and brush will be taken off property. Nothing left behind. Parent pickup/Next to gymnastics spot Lakeview Elementary Southview back fence Southview Front Southview House Bayview Playground Bayview baseball fields bayview loading dock middle school front middle school garden safari island parking lot	1	$36,000.00	$36,000.00

Total	**$36,000.00**

This quote is valid for the next 30 days, after which values may be subject to change.

4. **Permanent School Fund Constitutional Amendment** **Presenter**: Brian Gersich, Superintendent and Matt Thomas, Director of Communications

Minnesota Constitutional Amendment, Fall 2026

Board Presentation
August 10, 2026

Agenda

- Explaining the Permanent School Fund
- What is Proposed
- What Voters Should Know
- Difference from Operating Referendum
- Ballot Language
- Communication Planning
- Questions

What is the Permanent School Fund?

The Permanent School Fund was established in Minnesota's Constitution when the state was founded in 1858.
The fund was created using lands granted to Minnesota specifically to support public education.

Today, revenues generated from school trust lands - including timber, mining, leases, and other natural resource activities - are invested through the State Board of Investment, creating a permanent source of support for Minnesota's public schools.

Over the past decade, the fund has grown significantly - from approximately $675 million in 2010 to more than $2.3 billion today - yet constitutional restrictions written generations ago limit how much of that growth can be distributed to schools

- Minnesota School Boards Association 2026

What is being Proposed?

Following a comprehensive review by a bipartisan legislative task force, the Minnesota Legislature approved a constitutional amendment that would allow annual distributions to schools to be based on 4.5% of the fund's three-year rolling average market value, rather than primarily on interest and dividend earnings alone.

This modernized approach is widely used by university endowments, charitable foundations, and other long-term trusts because it:

- **Increases annual distributions**
- **Provides more predictable funding**
- **Preserves the long-term health of the fund**

- **Minnesota School Boards Association 2026**

What voters should know

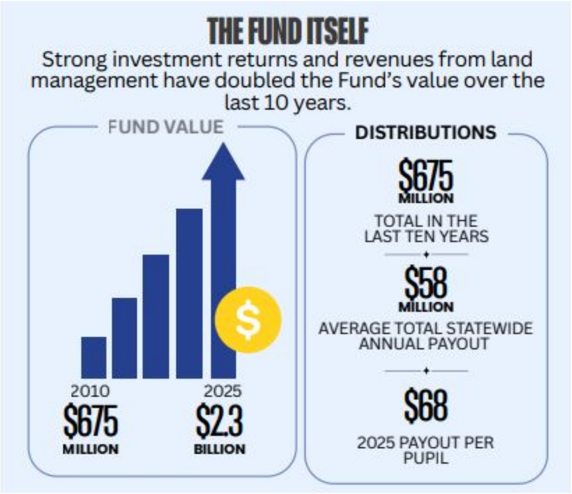
This proposal is unique because it:

- Does not increase taxes. The amendment changes how an existing trust fund distributes revenue. No property taxes, income taxes, sales taxes, or any other taxes are raised.
- The fund already exists. The Permanent School Fund has supported Minnesota public schools since 1858.
- A nonpartisan task force of investment, trust, legal, and education experts unanimously recommended this change, modeling approaches used by university endowments and school trust funds nationwide.
- All public school districts, charter schools, and tribal schools receive per-pupil funding if approved.
- The fund has grown dramatically, from nearly $675M in 2010 to over $2.3B today, but distributions lag due to constitutional restrictions.

How is this different from the operating referendum approved last fall?

Fall 2025 Operating Referendum:
- Was for ISD 110 only
- $731 per pupil in new revenue from local taxpayers

Permanent School Fund Amendment
- For all Minnesota Public Schools
- No tax increase
- Amount of increase is modest, estimated around $25-30 per pupil
    - Current average annual per pupil amount is $68
    - Note: Some materials and reports read "40% increase." This is not for all revenue we receive, but of this specific fund



Ballot Language

“Shall the Minnesota Constitution be amended to increase the funding going to all school districts from the permanent school fund, which is a fund that supports school districts without raising individual income or property texas, effective July 1, 2027?”

CRITICAL VOTING RULE:

- **Leaving the question blank is a “No” vote**
- **In Minnesota, constitutional amendments require a majority of all voters casting ballots in that election to pass.**

Communication Planning

Similar to our fall referendum, our official ISD 110 communications should provide factual information and not encourage how to vote on this issue.

Current Plans for Communication:

- Site Newsletters
- District Newsletter
- CommuniCAT
- Waconia Patriot
- Social Media

Questions?

Permanent School Fund

EXECUTIVE SUMMARY
for Education Professionals

MINNESOTA'S PERMANENT SCHOOL FUND
Students First. Improve the Trust.

These materials have been created by the Minnesota School Boards Association in conjunction with the Association of Metropolitan School Districts, the Minnesota Association of School Administrators, and the Minnesota Rural Education Association.

Permanent School Fund **Executive Summary** for Education Professionals

Students First. Improve the Trust.

This November, Minnesota voters will decide whether to modernize the way Minnesota's Permanent School Fund (PSF) distributes revenue to public schools through a proposed constitutional amendment. The amendment would not raise taxes, create a new tax, or establish a new funding source. Instead, it would update how revenue from an existing education trust fund is distributed to better support Minnesota students while preserving the fund for future generations.

What is the Permanent School Fund?

The Permanent School Fund was established in Minnesota's Constitution when the state was founded in 1858. The fund was created using lands granted to Minnesota specifically to support public education. Today, revenues generated from school trust lands - including timber, mining, leases, and other natural resource activities - are invested through the State Board of Investment, creating a permanent source of support for Minnesota's public schools.

Over the past decade, the fund has grown significantly - from approximately $675 million in 2010 to more than $2.3 billion today - yet constitutional restrictions written generations ago limit how much of that growth can be distributed to schools.

What is being Proposed?

Following a comprehensive review by a nonpartisan working group, the Minnesota Legislature approved a constitutional amendment that would allow annual distributions to schools to be based on 4.5% of the fund's three-year rolling average market value, rather than primarily on interest and dividend earnings alone.
This modernized approach is widely used by university endowments, charitable foundations, and other long-term trusts because it:

- Increases annual distributions
- Provides more predictable funding
- Preserves the long-term health of the fund
- Protects future generations of students

Why Does It Matter?

If approved by voters, the amendment is expected to increase annual distributions to Minnesota public schools, benefiting every public school district and charter school in the state on a per-pupil basis.
For Minnesota communities, the amendment offers several important benefits:
✓ Additional support for students without raising taxes
✓ Greater predictability for school district budgeting and planning
✓ Continued local control over spending decisions
✓ Equitable distribution to districts statewide based on student enrollment

What Voters Should Know.

This proposal is unique because it:

- Does not raise property taxes, income taxes, or sales taxes
- Does not create a new government program
- Does not change the purpose of the Permanent School Fund
- Uses an existing state asset more effectively for students
- Maintains protections for future generations

Permanent School Fund Comprehensive Information and Guide for Education Professionals

MINNESOTA'S PERMANENT SCHOOL FUND

Students First. Improve the Trust.

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Permanent School Fund **Information and Guide** for Education Professionals

This November, Minnesota voters will be asked to update our state's constitution by voting on an amendment to modernize how Minnesota's Permanent School Fund (PSF) distributes revenue to public schools.

Because education leaders are among the most trusted sources of information in their communities, school board members, superintendents, administrators, and communications professionals will likely receive questions about the amendment and its potential impact on local schools.

This guide provides background information, explains the proposed constitutional amendment, outlines the potential impact on school districts, and offers communications guidance for education leaders.

Understanding Minnesota's Permanent School Fund (PSF)

Minnesota's Permanent School Fund (PSF) is one of the oldest sources of funding for public education in our state.

Constitutionally established in 1858 when public lands were set aside specifically to support public education, Minnesota's Permanent School Fund (PSF) is built upon proceeds from public lands. Rather than a one-time spending account, it acts as a permanent endowment, continually generating revenue from Minnesota's natural resources. In the late 1800's most of the land in southern Minnesota was sold to private interests to promote development and agriculture.

Today, over 2.5 million total acres plus 1 million acres used for mineral rights remain. Much of the land is intermingled with county, federal, tribal, private, and other state lands. Revenues generated from trust lands, including timber sales, mining activity, land leases, and other natural resource activities, continue to contribute to the fund. The fund's assets are invested by the State Board of Investment and managed to support both current and future generations of Minnesota students.

WHO MANAGES THE LANDS AND FUND?

Several state agencies work together to manage the Permanent School Fund.

MN Department of Natural Resources
Manages school trust lands and generates revenue from those lands.

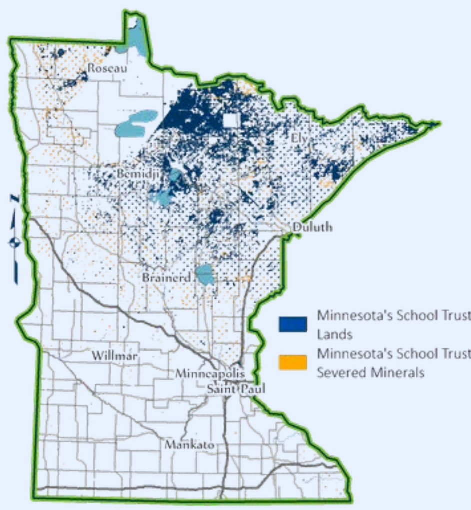
State Board of Investment
Invests the assets of the Permanent School Fund.

Permanent School Fund: lands and trust

MN Department of Education
Distributes annual payments to public school districts and charter schools.

Together, these entities help ensure the trust remains productive while supporting Minnesota students.

WHERE ARE THE SCHOOL TRUST PUBLIC LANDS?



Office of School Trust Lands, State of Minnesota

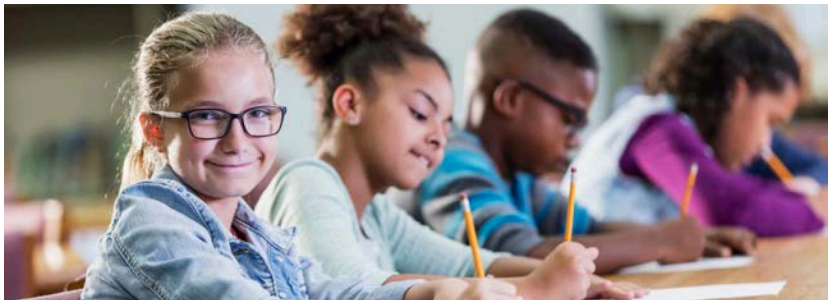
- 92% of trust lands are located in ten northern Minnesota counties due to state sale of most southern trust lands during the 1800's to promote agriculture.
- Lands include forests, grasslands, farmlands used for grazing and crop production, construction aggregate, and mineral production.
- A significant portion of of current trust lands are wetlands that are low-lying and inaccessible.

HOW IS THE FUNDING DISTRIBUTED TODAY?

Currently, the Minnesota Constitution allows distributions to schools from interest and dividend earnings generated by the fund.

AS A RESULT:

- Annual distributions can fluctuate.
- Payments may not fully reflect the total value of the fund.
- Significant growth in the fund does not always translate into increased support for schools.



MINNESOTA'S PERMANENT SCHOOL FUND
Students First. Improve the Trust.

THE FUND ITSELF

Strong investment returns and revenues from land management have doubled the Fund's value over the last 10 years.

FUND VALUE

2010 **$675** MILLION

2025 **$2.3** BILLION

DISTRIBUTIONS

$675 MILLION

TOTAL IN THE LAST TEN YEARS

$58 MILLION

AVERAGE TOTAL STATEWIDE ANNUAL PAYOUT

$68

2025 PAYOUT PER PUPIL

The task force reported their recommendations to the Minnesota Legislature in January 2026, which resulted in the Minnesota Legislature passing, in strong bipartisan fashion, a ballot question for Minnesota voters to amend the Minnesota constitution to update how the fund is distributed.

Unlike typical education funding increases that rely on local property tax referendums or income tax hikes, this constitutional amendment does not raise taxes. It simply unlocks and leverages a substantial existing state asset that has been constitutionally dedicated to public schools since 1858.

Key elements for both education professionals and voters to understand are:

- **There is zero taxpayer cost.** Unlike typical education funding increases that rely on local property tax referendums or income tax hikes, this constitutional amendment does not raise taxes. It simply unlocks and leverages a substantial existing state asset that has been constitutionally dedicated to public schools since 1858.
- **It aligns with trust distribution best practices.** Overwhelmingly, large university endowments and foundations manage assets with the recommended method. It ensures the purchasing power of the trust is preserved over generations while maximizing current payouts.
- **The trust exists already.** The Permanent School Fund was created in 1858 and has supported public education for more than 165 years.
- **The proposal is designed to protect future generations.** The task force recommendation was specifically developed to preserve the long-term value of the fund while increasing support for current students.

The Proposed Constitutional Amendment

Despite the fund growing to over $2.3 billion, the way money is distributed to school districts is tightly restricted by historical rules inside the Minnesota Constitution. These rules have not evolved with modern accounting and trust distribution practices and are inhibiting disbursements to Minnesota's public schools. In May 2024, the Minnesota Legislature created a task force to analyze the performance of the Permanent School Fund and report back with its results. The task force was charged with balancing two goals: protect the fund for future generations and maximize the benefits for today's students.

WHAT DID THE TASK FORCE RECOMMEND TO THE LEGISLATURE?

The non-partisan task force reported its findings and recommendations to the Legislature in January 2026. They recommended the following:

A 4.5% ANNUAL DISTRIBUTION

4.5% of the fund's three-year rolling average market value.

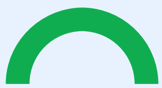
This approach is commonly used by major university endowments and charitable foundations throughout the country. The recommendation was designed to:

- Increase annual distributions
- Improve predictability
- Protect the long-term health of the fund

2026 LEGISLATIVE SESSION

The recommendations from the task force passed during the 2026 Minnesota legislative session.

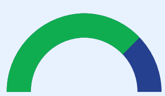
HOUSE OF REPRESENTATIVES



PASSED HOUSE OF REPRESENTATIVES 133-0

- Sponsored by Representative Spencer Igo (R-Wabana Township), HF3900 asked to **increase the annual distribution from the fund to 4.5% of the three-year average net value of the fund beginning July 1, 2027.**

SENATE



PASSED SENATE 43-24

- Sponsored by Senator Mary Kunesh (D-New Brighton), SF3593 asked to **increase the annual distribution from the fund to 4.5% of the three-year average net value of the fund beginning July 1, 2027.**

The Ballot Language

Passage in the Minnesota Legislature was only the first step in trying to update the trust distribution language. Since the trust distribution language is enshrined in the constitution, this now heads to Minnesota's voters as it requires the majority of Minnesota's voters for passage.

OFFICIAL BALLOT LANGUAGE

"Shall the Minnesota Constitution be amended to increase the funding going to all school districts from the permanent school fund, which is a fund that supports school districts without raising individual income or property taxes, effective July 1, 2027?"

CRITICAL VOTING RULE

LEAVING THE QUESTION BLANK IS A "NO" VOTE.

In Minnesota, constitutional amendments require a **majority of all voters casting ballots in that election** to pass.

WHAT DIFFERS

2-2.5% annual distribution	4.5% annual distribution
Interests and dividends only	Includes full market value
In 2025, $68 per pupil per school district	Potential of $91 per pupil if amendment passes

Why This Matters for School Districts

- **Support for Communities Across Minnesota.** Because the amendment benefits every district, it has the potential to provide meaningful support to communities of every size and region.
- **Additional Funding without Raising Taxes.** Many districts continue to face financial pressures related to inflation, staffing, transportation, special education costs, facilities, and academic programming. This proposal would increase support for schools without requiring additional local property taxes or new state taxes.
- **Greater Predictability.** The proposed distribution model is intended to create more stable and predictable annual payments compared with the current method. More predictable funding helps districts improve long-term planning and budgeting.
- **Local Decision-Making Remains Local.** Funds distributed through the Permanent School Fund are not tied to a new state mandate. Local school districts retain authority to determine how funds best support students and district priorities.

PROCESS AND TIMING OVERVIEW

1858 THE FEDERAL GOVERNMENT GRANTED MILLIONS OF ACRES OF LAND TO THE STATE OF MINNESOTA FOR THE USE OF PUBLIC SCHOOLS. THESE LANDS CREATED THE **SCHOOL TRUST LANDS**.

1900 BY 1900, MANY OF THE ORIGINAL ACRES IN THE SOUTHERN PART OF THE STATE HAD BEEN SOLD. STATE POLICY THEN SHIFTED TO PRESERVING REMAINING LANDS FOR THE LONG-TERM INTEREST OF MINNESOTA'S PUBLIC SCHOOL STUDENTS.

2024 THE MINNESOTA LEGISLATURE ESTABLISHES A NON-PARTISAN TASK FORCE TO EVALUATE THE FUND AND MAKE POTENTIAL RECOMMENDATIONS TO THE FUTURE LEGISLATURE TO BALANCE SUPPORTING CURRENT STUDENTS AND MAINTAINING FUND BALANCE FOR THE FUTURE.

JAN 2026 THE PERMANENT SCHOOL FUND TASK FORCE REPORTED THEIR RECOMMENDATIONS TO THE LEGISLATURE.

MAY 2026 THE MINNNESOTA HOUSE OF REPRESENTATIVE AND SENATE PASSED LEGISLATION TO ASK VOTERS TO PASS A CONSTITUTIONAL AMENDMENT TO UPDATE HOW THE PERMENT SCHOOL FUND IS DISTRIBUTED.

SEPT 18 2026 EARLY VOTING BEGINS.

NOV 3 2026 ELECTION DAY.

Communications Advice for Education Leaders

School districts have an important responsibility to help voters understand issues affecting public education. Districts and district employees working in their official capacity may provide factual, balanced, and educational information about the Permanent School Fund and the proposed constitutional amendment. Districts should not use public resources to advocate for a particular election outcome. For the purposes of this document, education leaders are defined as those working for public school districts.

EDUCATION LEADERS CAN

Provide factual information

- Explain what the Permanent School Fund is
- Explain how it currently operates
- Explain the proposed amendment
- Share official ballot language
- Share publicly available financial information
- Explain potential district impacts

Host informational meetings

- Conduct informational presentations
- Share educational materials
- Include information in newsletters
- Post information on district websites

Correct misinformation

District leaders may respond to inaccurate information by providing factual information and appropriate context.

Encourage civic participation

Districts may encourage eligible citizens to vote and provide information about voting dates and procedures.

EDUCATION LEADERS SHOULD NOT

District resources should not be used to:

- Encourage a “yes” vote
- Encourage a "no" vote
- Produce campaign materials
- Fund political advertising
- Organize political campaign activities

Employees should not engage in campaign advocacy while acting in their official district capacity.

District leaders should consult legal counsel regarding specific questions related to election communications.

Frequently Asked Questions

Is this a new funding source for schools?
No. The Permanent School Fund already exists and currently provides annual funding to every Minnesota public school district and charter school. The amendment would not create a new funding source; it would modernize how distributions are calculated from an existing trust fund that has supported public education since 1858.

Why is the fund being changed if it has been around for more than 165 years?
The fund itself is not being changed. The proposed amendment updates how annual distributions are calculated. The current constitutional language was written when investment practices were very different than they are today. The Task Force found the existing formula no longer reflects modern trust management and endowment best practices.

Why doesn't the state simply leave the fund alone?
The Task Force found that the fund has grown dramatically - from approximately $675 million in 2010 to more than $2.3 billion today - but annual distributions have not grown proportionally because the Constitution restricts distributions to interest and dividend income. As a result, a significant portion of the fund's growth remains unavailable to support current students.

Does this raise taxes?
No. The amendment does not raise income taxes, property taxes, or sales taxes. It modifies the distribution formula for an existing education trust fund.

Who benefits?
All Minnesota public school districts, charter schools, and tribal schools receive distributions on a per-pupil basis.

MINNESOTA'S PERMANENT SCHOOL FUND
Students First. Improve the Trust.

Frequently Asked Questions

Why did the Task Force recommend a 4.5% distribution rate?
The Task Force reviewed historical fund performance, national endowment practices, and multiple financial projections. It concluded a 4.5% annual distribution based on a three-year rolling average best balanced:

- Support for current students
- Long-term preservation of the fund
- Predictability for school districts
- Protection against market volatility

The recommendation was unanimous.

Why not distribute more than 4.5%?
The Task Force evaluated higher distribution rates but concluded that 4.5% provided a stronger balance between increasing distributions today and preserving the fund's long-term purchasing power for future generations.

Could the fund eventually run out of money?
The amendment is specifically designed to prevent that from happening. One of the Task Force's guiding principles was maintaining the Permanent School Fund as a perpetual financial resource for future generations. The recommended distribution model was selected because it preserves long-term purchasing power while increasing support for current students.

Is this proposal based on objective analysis?
Yes. The proposal emerged from a nonpartisan legislative task force composed of investment, trust, finance, legal, and education experts. The recommendation was adopted unanimously by the Task Force and passed the Legislature with strong bipartisan support.

How much money could this generate statewide?
Based on Task Force analysis, annual distributions are expected to increase compared with the current formula and could continue to increase over time depending on market performance.

Will some districts receive more than others?
Yes, based on enrollment, like current Permanent School Fund distributions, funding is allocated on a per-pupil basis. Larger districts receive larger total distributions because they serve more students, but the funding formula treats students equally regardless of where they live.

How much additional funding could schools receive?
Task Force estimates suggest annual distributions could increase approximately 40%, though actual distributions will depend on future fund performance and individual school district performance.

Is the fund protected?
Yes. The recommendation was developed to increase distributions while maintaining the long-term health and sustainability of the fund.

Why is a constitutional amendment required?
The current distribution language is included in the Minnesota Constitution. Constitutional changes require voter approval.

What happens if voters leave the question blank?
Under Minnesota election law, a constitutional amendment must receive a majority of all voters participating in the election. Leaving the amendment question blank effectively counts the same as a vote against passage.

This is a rare opportunity to strengthen a 165-year investment in Minnesota's public school students and provide schools with more predictable, sustainable support moving forward.

Final Message to Education Leaders

Minnesota's Permanent School Fund was created in 1858 with a simple purpose: support public education for generations of Minnesota students.

The 2026 constitutional amendment asks voters whether the state should modernize how that fund distributes revenue to schools while preserving the trust for future generations.

Most Minnesotans are unfamiliar with the Permanent School Fund and how it works. As trusted community leaders, education professionals play an important role in helping voters understand the facts, ask informed questions, and make their own decisions at the ballot box.

More information will be provided to you, including communications materials you can use to educate your community on the Permanent School Fund. Please see your email for timing around these materials.

Get more information here:

www.mnmsba.org/advocacy/permanent-school-fund/

MINNESOTA'S PERMANENT SCHOOL FUND

Students First. Improve the Trust.

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Sources: Association of Metropolitan School Districts (Permanent School Fund: A New Constitutional Amendment Would Increase Funding for Schools, May 2026); Minnesota Office of School Trust Lands; Minnesota Department of Natural Resources; Permanent School Fund: Distribution of Endowment Fund Earnings Task Force Report (January 2026).

5.	**Superintendent Updates**	**Presenter:** Brian Gersich, Superintendent
5.A.	Superintendent Goals	

District 110 Superintendent Goals and Evaluation: 2026-2027

DRAFT

Standard 5. Human Resources

- **Element 5.f. Collective Bargaining**

Standard 2. School District Finances.

- **Element 2.a. Budget Development and Maintenance**

Goal: Continue to facilitate the process of maximizing respectful, collaborative labor negotiations through clear communication, while utilizing long-term financial modeling to ensure future settlements maintain ISD 110's fiscal stability. *Strategic Direction 2: Creating and maintaining an experience where students and staff feel safe and supported, engaged, and belong.* *Strategic Direction 3: Establishing efficient, effective, and sustainable systems and structures to support the fulfillment of the district vision.*	

Element 5.f. Collective Bargaining

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Assists school board in preparing for and conducting negotiations	Is proactive in preparing for collective bargaining by sharing appropriate information	Accepts that collective bargaining is necessary and may be challenging	Does not seek to understand and/or improve collective bargaining

Element Score:

Comments and/or Rationale for Evaluation:

Element 2.a. Budget Development and Maintenance

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Engages in timely budget planning and actions that consider current and long-range information and data; seeks balance to meet students' current and future needs and be fiscally responsible to community; distributes resources to meet immediate and long-range objectives	Engages in proactive budget actions that consider current information and data; seeks balance to meet the student's needs and be fiscally responsible to community; distributes resources in light of school district goals and immediate objectives	Budget development, resource allocations, and management is focused on meeting immediate needs and fiscal issues. Decisions are primarily reactive to current needs of the school district	Budget knowledge is limited. Budget is developed and managed without taking into consideration current needs of the school district. Resources are allocated without consideration of school district needs

Element Score:

Comments and/or Rationale for Evaluation:

Standard 6. Teaching and Learning

- **Element 6.a. Staff Development**
- **Element 6.b. School Improvement**

Goal: Continue to promote the advancement of student outcomes and student well-being, including: • **Efforts to increase student achievement measures as outlined in the district's strategic plan** • **Ensuring staff development planning reflects efforts to monitor and improve measures of student achievement.**	

Strategic Direction 1: Delivering high-quality instruction that advances academic excellence. *Strategic Direction 2: Creating and maintaining an experience where students and staff feel safe and supported, engaged, and belong.*	

Element 6.a. Staff Development

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Ensures comprehensive staff development plan exists and aligns with school district and school specific goals and complies with law; assures staff development programs fit school district-specific plan, goals, and priorities and focus on increasing student achievement	Ensures staff development plan exists and is followed most of the time; assures staff development programs are based upon available opportunities targeted toward staff growth and increasing student achievement	A staff development plan in place, but not consistently followed; staff development programs are based upon available opportunities	No comprehensive school district staff development plan; staff development not consistently provided; staff are left responsible for their improvement

Element Score:

Comments and/or Rationale for Evaluation:

Element 6.b. School Improvement

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Ensures school improvement plans are in place at all buildings and align with school district-wide goals; assures plans and strategies are in place and used for implementing improvement efforts	Ensures school improvement plans are in place at all buildings and align with school districtwide goals	School improvement plans are in place at building level, but lack school district-wide coordination	School improvement efforts are limited; no comprehensive plan in place

and monitoring progress			

Element Score:

Comments and/or Rationale for Evaluation:

Standard 4. School District Operations

- **Element 4.d. Technology**
- **Element 4.a. Facilities**

Goal: Provide continued leadership for, and focus on, long-term priorities, including the 10-year technology plan and other long-term facilities planning. • **Prioritize to mitigate high-risk areas related to technology** • **Ensure continued development of a robust inventory and investment plan for ISD 110 technology and infrastructure.** *Strategic Direction 3: Establishing efficient, effective, and sustainable systems and structures to support the fulfillment of district vision.*	

Element 4.d. Technology

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Is open to future needs and trends in technology; ensures technology plan is in place and includes	Ensures technology plan in place with long-range plan to replace and upgrade hardware, software, and	Technology plan in place, but no replacement plan for hardware, software, and infrastructure	No technology plan in place; no replacement plan for hardware, software, and infrastructure

long-range plan to replace and upgrade hardware, software, and infrastructure	infrastructure		

Element Score:

Element 4.a. Facilities

Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)
Ensures facilities management plan is in place and includes current status of buildings and need to improve facilities in the future, with projected plan to secure funding	Ensures facilities management plan is in place and includes current status of buildings and need to improve facilities in the future	Discusses facilities needs internally, but no plan is created; addresses issues on an as-needed basis	Facilities management plan is not created; maintenance is performed only when absolutely needed

Element Score:

Comments and/or Rationale for Evaluation:

How the Board can support the Superintendent in Goal attainment (Board Goals):

- **Financial & Bargaining Alignment: Understand the financial impacts of contracts and establish clear parameters for collective bargaining. Once a plan is established, offer full support to the negotiation team and assist in carrying key messaging to the community.**
- **Community Engagement & Governance: Serve as visible and active partners in community engagement by conducting planned school site visits, maintaining open communication with stakeholders, and supporting programming designed to boost student outcomes and increase net open enrollment. Throughout these efforts, maintain clear boundaries between board governance and daily operations.**

- **Board Development & Unity: Prioritize ongoing professional development, including board retreats, to maintain a high-functioning, united governance team.**

General Comments on Performance:

Ideas for goals for 2027/2028:

Summary:

Meeting Closed under Minn. Stat. 13D.05, Subd. 3(a)

A school board may close a meeting to evaluate the performance of an individual who is subject to its authority. The school board must identify (and notify) the individual to be evaluated before closing the meeting. A meeting must be open at the individual's request.* If the evaluation is closed, at the next open meeting, the school board must give a detailed summary of its conclusions regarding the evaluation. This closed meeting must be electronically recorded at the school district's expense. The recording must be preserved for at least three years after the meeting date. The recording is not available to the public.

5.B. 2026-27 Board Member Site Visit Assignments

Respect - Collaboration - Inclusiveness - Empathy - Resilience

MEMORANDUM

TO: ISD 110 School Board

FROM: Brian Gersich, Superintendent

DATE: August 10, 2026

RE: School Board Member Site Visits

As noted in the past, our Board Handbook has language related to site visits. The purpose of this schedule is to help create structure and planning around building visits to ensure each of our educational sites is visited by a member of the school board over the course of the school year. By visiting our buildings during the school day, board members can gain an additional understanding of the education process, while also creating a level of exposure to the amazing teachers, students, and support staff we have in our district. This additional perspective supports the Board as it makes decisions related to the priorities of our district.

As noted in the handbook, “Board members must take care to separate their parent/volunteer roles from their roles as Board members.” To support that separation, the proposal is to have Board members visit specific sites each year, partially assigned so as to mitigate how often board members would visit a site already attended by their children. That is to say, there is an assumption that a Board member already visits that site as a parent. Therefore, these visits would ensure you have just a single role, that of a Board member.

As such, and also as outlined in the Board Handbook, “Board members must remember that they do not serve in an administrative role and should not attempt to direct, criticize, discipline, or disrupt the work of staff members.”

Goal: over the course of the fall (and spring if desired) schedule a visit to the site.

To do so: email the principal of the site and CC the superintendent to schedule the visit, preferably about 1 hour. As you prepare, please consider what information might be helpful to learn about the site, and keep in mind the perspectives of the board to observe our system from “10,000 feet”.

Proposed Revised Site Assignments:

Site	Principal / Contact	Board Member
Bayview	Ann Swanson	Kim Kelzer-Breeden
Laketown	Keith Baune	Amanda Wilson
Southview	Dr. Khuzana DeVaan	Melanie Hagen
Waconia Middle School	Shane Clausen	Heather Arnita
Waconia High School	Paul Sparby	Ryan Rosin
Waconia Alternative Learning	Paul Sparby (Jill Sabol)	Kelly Amott
Waconia PK (District Office)	Steve Jensen	Jesse Bergstrom