

Regular School Board Meeting

Monday, November 3, 2025 6:30 PM

LS-H MS/HS Media Center, 901 Ferry St., Le Sueur, MN 56058

1. CALL TO ORDER

2. PLEDGE OF ALLEGIANCE

3. MISSION AND VISION STATEMENTS

4. STRATEGIC PLAN REVIEW

5. APPROVAL OF AGENDA

6. OPEN FORUM

7. LE SUEUR-HENDERSON SCHOOL DISTRICT RECOGNIZES

7.1. Donations & Grants Received

8. REPORTS

8.1. Committee Reports

8.1.1. Finance **Presenter:** Director Matt Hathaway

8.1.2. Negotiations **Presenter:** Director Brigid Tuck

8.1.3. SW Metro **Presenter:** Director Christa Luna

8.1.4. Human Resource **Presenter:** Director Kelsey Schwartz

8.1.5. Policy **Presenter:** Director Gretchen Rehm

8.1.6. Community Ed Council **Presenter:** Director Kelsey Schwartz

8.2. Student Report

8.3. Superintendent Report

8.3.1. Community Ed. Update

8.3.2. M/HS Update

8.3.3. Elementary Update

8.3.4. AD Update **Presenter:** Paul Theorin

9. CONSENT AGENDA

9.1. Approval of District Office Consent Items

9.1.1. Minutes of September and October Meetings.

9.2. Approval of Personnel Consent Items

9.2.1. Hirings

9.2.1.1. Musical Director - Jackie Fahey

9.2.1.2. Musical Assistant Directors - Jen Weick
and Elyse Doeden

9.2.1.3. 8th Grade Boys Basketball Coach - Trey
Winkels

9.2.1.4. SpEd Long Term Sub Teacher - Amanda
Horejsi

9.2.2. Resignations

9.2.3. Requests

9.2.4. Retirements

10. PURCHASES ABOVE \$5,000

11. OLD BUSINESS

12. NEW BUSINESS

12.1. Approve first and final readings to
update policies 102, 103, 104, 203.5.

12.2. Approve first of three readings to update
policy 204.

12.3. Approve full time elementary substitute
position.

12.4. Approve extension of Le Sueur-Henderson
Speech Pathologist Contract.

12.5. Approve paid Family Medical Leave
Proposal

13. CLOSED SESSION

13.1. Approve to enter into closed session
Property Discussion Minn. Stat. § 13D.03; 13D.05,
subd. 3

14. OPEN SESSION

14.1. Approve reopening the Special School
Board meeting.

14.2. Approve purchase agreements.

15. BOARD MEMBER COMMUNICATIONS / IDEAS EXCHANGE

16. NEXT MEETING INFORMATION

16.1. Schedule of Upcoming Meetings

17. ADJOURN

Le Sueur-Henderson Public Schools

Strategic Plan | 2024-2028

BELIEF STATEMENTS

The Le Sueur-Henderson Public Schools believe:

- That collaboration between the home, the school, and the community has a positive impact on student success;
- That everyone deserves a safe and respectful school environment;
- That all students deserve the opportunity to learn and succeed;
- That diversity enriches the individual, school, and community;
- That educational excellence requires effective leadership, high expectations, teamwork, up-to-date facilities, and the responsible utilization of resources;
- In educating the whole child — academically, socially, physically, and emotionally;
- In continuous improvement and a growth mindset; and
- In an individualized, rigorous, and relevant academic experience.

MISSION STATEMENT

The mission of the Le Sueur-Henderson Public Schools is to:

- Provide a shared commitment to learning that enables every student to contribute and succeed in life.

VISION STATEMENT

- Le Sueur-Henderson Public Schools — where individual dreams and aspirations are born and fostered through student-centered learning.

BRANDING STATEMENT

- Small Towns ... Giant Opportunities ... District of Choice.



FOCUS AREA	GOALS	OBJECTIVES
STUDENT ACHIEVEMENT	<p>1. Le Sueur-Henderson Public Schools will achieve the goals of the World's Best Workforce for all students in the school district.</p> <p>2. LeSueur-Henderson Public Schools will deliver high-quality education to all students in the district.</p> <p>3. Le Sueur-Henderson Public Schools will develop and implement a plan to embed 21st century skills into the district's curriculum.</p>	<p>1.1 Annually evaluate the success in:</p> <ul style="list-style-type: none"> ▪ Kindergarten readiness ▪ Reading at grade level by third grade ▪ Closing the achievement gap ▪ Graduating students who are college and career ready ▪ Ensuring on-time graduation <p>2.1 By fall 2027, develop and implement a guaranteed and viable preK-12 curriculum.</p> <p>2.2 Use the PLC process to identify essential student knowledge and skills.</p> <p>2.3 By Fall 2027, evaluate, and by Fall 2028, recommend a general education intervention model for academic, social, and emotional needs.</p> <p>2.4 By Fall 2027, outperform regional and comparable districts on state tests and college-readiness measures.</p> <p>3.1 By Fall 2029, implement teaching practices that prepare students for college, career, and life.</p> <p>3.2 Implement AVID strategies at the middle and high school levels.</p> <p>3.3 Meet state-mandated graduation requirements.</p>
STUDENT SUPPORT	<p>4. LeSueur-Henderson Public Schools will provide the resources, systematic support, programs, and personnel that give all students equal opportunity for success.</p>	<p>4.1 Continuously evaluate and implement systems to identify student needs and provide appropriate interventions.</p> <p>4.2 Monitor and increase extracurricular participation.</p> <p>4.3 Support students during key transition points, including postsecondary options.</p> <p>4.4 By Fall 2029, provide varied academic pathways for personalized learning plans.</p> <p>4.5 Use tools to identify student career strengths.</p> <p>4.6 Offer electives exploring 21st-century career opportunities and align course registration guides to career pathways.</p>
WORKFORCE	<p>5. LeSueur-Henderson Public Schools will identify, recruit, develop, and retain quality employees for all positions in the school district.</p> <p>6. Le Sueur-Henderson Public Schools will, in partnership with stakeholders and local government, advocate for quality-affordable housing, daycare, education, and employment opportunities for significant others.</p>	<p>5.1 Ensure competitive salary schedules and review them by the end of the strategic plan.</p> <p>5.2 By Fall 2025, establish a mentorship program for first and second-year teachers.</p> <p>5.3 Annually support staff development aligned with the district's mission.</p> <p>5.4 By Fall 2024, develop a marketing plan to increase the number of available paraprofessionals and teacher substitutes.</p> <p>5.5 Between 2024-2028, create and implement a survey to measure employee engagement.</p> <p>6.1 Schedule regular joint meetings with the school board and city councils.</p> <p>6.2 Increase partnerships with local businesses and industries.</p> <p>6.3 Develop more childcare facilities to address community needs.</p>

FOCUS AREA	GOALS	OBJECTIVES
COMMUNICATION: COMMUNITY RELATIONS AND MARKETING	<p>7. Using multiple platforms, the Le Sueur-Henderson Public Schools will effectively share the story of our programs and students with all members of our communities.</p> <p>8. Increase Enrollment through Marketing and Communications.</p>	<p>7.1 Develop and implement a marketing/branding plan to highlight the district's educational programs, achievements, and financial status.</p> <p>7.2 Create annual community-building events for alumni, families, and the broader community.</p> <p>7.3 Maintain a marketing committee to enhance district communication through platforms like TikTok and Instagram, and engage a marketing firm.</p> <p>7.4 Establish and implement consistent intradistrict communication protocols.</p> <p>7.5 Develop a marketing and branding plan with an updated brochure and explore hiring a communication specialist.</p>
FACILITIES	<p>9. Le Sueur-Henderson Public Schools will ensure that the district's facilities and grounds are designed and maintained to attract and retain students and staff in a safe, sustainable, and attractive environment.</p> <p>10. Le Sueur-Henderson Public Schools will develop and implement a long-range facilities and infrastructure master plan in conjunction with Finance Committee to address the current and long-term educational needs of the district.</p>	<p>9.1 By Fall 2024, establish an interior monitored entry point at the MS/HS.</p> <p>9.2 Consult with the Director of Technology quarterly to address future technology needs.</p> <p>9.3 By Fall 2024, update and annually review the district's crisis plan</p> <p>10.1 Annually discuss curricular goals and potential capital investments.</p> <p>10.2 Develop a maintenance plan using the Long-Term Facilities Maintenance (LTFM) budget.</p> <p>10.3 Create a plan for newly purchased property.</p> <p>10.4 Develop a comprehensive facilities plan with short-term and long-term goals.</p>
FINANCE	<p>11. Le Sueur-Henderson Public Schools will grow and preserve the district's financial standing while maintaining programs, services, and facilities efficiently.</p>	<p>11.1 Generate and monitor 1-year, 3-year, and 5-year plans considering enrollment, funding, and expenditures.</p> <p>11.2 Over the next five years, explore a potential bond referendum operating levy.</p> <p>11.3 Provide monthly financial updates to the board.</p> <p>11.4 Establish a long-term facilities maintenance (LTFM) budget.</p> <p>11.5 Maintain a \$1 million fund balance.</p>



**RESOLUTION TO ACCEPT GRANTS AND DONATIONS
TO THE LE SUEUR-HENDERSON SCHOOL DISTRICT**

WHEREAS, the Le Sueur-Henderson School District Board encourages the support of the districts educational programs through the funding and support of grant opportunities and donations that meet the goals and objectives of the school district;

WHEREAS, the school district will control and maintain all grants and donations to ensure that the interests of all students are met;

WHEREAS, the grants and donations listed below have been reviewed and approved by the administration of the Le Sueur-Henderson School District;

THEREFORE, BE IT RESOLVED, by the School Board of Independent School District No. 2397, to accept the following grants and donations for the purposes intended:

- Baumgard, Rose & Associates - \$250.00 for Activities Department
- Henderson Lions - \$64.00 for Transportation - Elementary nursing home visits
- Henderson Lions - \$350.00 for Elementary snack cart
- Henderson Lions - \$500.00 for Transportation - Unified Bowling
- Henderson Lions - \$2000.00 for Scholarships
- Treasures in Town - \$500.00 for Unified Bowling
- United Methodist - \$2000.00 discretionary funds for student needs
- Le Sueur Knights of Columbus - \$3000 for Football Field advertising
- Le Sueur Knights of Columbus - \$500 for Giant Days-Park
- Susan Anderson - \$500 for Tennis Shed
- Nancy Pettman (Class of '65) - \$210 for Academics
- Thomas Oberle (Oberle Family) - \$140 for Golf Team
- Le Sueur Lions - \$350.00 for Elementary snack cart
- Le Sueur Lions - \$64.00 for Transportation - Little Giant events

Adopted this _____ day of _____, 20_____.

Signed:

School Board Chair, Brigid Tuck

Attest:

School Board Clerk, Kelsey Schwartz

Community Education Update

Date: October 31, 2025

Early Childhood

We held our annual Fall Harvest Extravaganza on Thursday, October 23rd. Over **150 community members** attended, which is consistent with attendance from previous years. It was a great evening of family fun and community connection.

Preschool classes are going well. Our 3-year-old class includes many young three-year-olds with summer birthdays. Because of this, our teachers are tailoring instruction to meet students where they are developmentally, ensuring that every child experiences success and growth.

Kids Club

Kids Club continues to operate smoothly. On October 31st, a non-school day, staff planned a full day of **pumpkin-themed activities** for the children. Themed enrichment days like these continue to be a fun and engaging way to support learning and creativity outside of the regular school day.

General Community Education

On Wednesday, October 22nd, we hosted an adult trip to the SideKick Theatre to see the production *Fireflies*. LSH Community Education organizes trips like this one, which are then offered by several neighboring community education departments. For coordinating the trip, LSH charges an additional \$5 per participant to the other districts. Feedback from participants continues to be overwhelmingly positive. While most participants are from Le Sueur, we also regularly welcome attendees from Jordan, New Prague, Montgomery, and Belle Plaine.

Planning for the **Winter/Spring catalog** is underway, with the catalog scheduled to be mailed out in late December or early January.

Adult Education

Nate attended the **statewide ABE Manager Meeting** in St. Paul last week, hosted annually by the **Minnesota Department of Education (MDE)**. The meeting provided updates on statewide initiatives and funding.

We learned that **federal funding for Adult Education remains uncertain** and may be reduced or potentially eliminated in the coming year. Fortunately, **Minnesota is unique** in that most Adult Education funding comes from the **state level**, unlike many states that rely solely on federal sources.

Additionally, MDE shared that the **collection of Social Security numbers from students** has decreased. This decline is likely due to fears among some students about sharing personal

information. The federal government require us to collect this data to track employment outcomes after students exit our programs.



Le Sueur-Henderson Middle/High School

Independent School District 2397

School Board Report November 3, 2025

CTE Business/Industry meeting

On October 13 LSH High School hosted a meeting to bring together Business/Industry leaders from the community and Career and Technical Education teachers, Jessica Kirschner (Counselor), and Cindy Schmidt in an effort to build relationships and collaboration. Our goal is to develop partnerships which include Apprenticeships, Job Shadowing, Internships, Financial support, and collaboration of employability skills for students.

Future Ready CTE Grant

With the support of Jack Wheeler, Deanna Wilson was able to submit a grant application to update and improve the FACS room. The current classroom is extremely outdated making it difficult to provide the skills students need to be successful in the culinary arts after high school. The grant will make improvements more accessible. Fingers crossed!

The MS/HS Instructional Team has set instructional goals for the year to meet the needs of our students. Each month the team meets to guide and assist teachers with resources and implementation strategies. This month all teachers have incorporated key vocabulary and student reflection strategies into their daily lessons.

We are looking forward to working with **Tom Schimmer during the November 26 In-Service** on grading and assessments.

GIANT Reality Challenge

After a year lapse due to the rearrangement of Personal Finance classes, the GIANT Reality Challenge will return this year. The event has been scheduled for January 13th. A special thanks goes to Dave Johnson and Ryan Wolf for organizing the event.

The annual **Veterans Day Program** is scheduled for November 11 starting at 8:15 am in the High School Gym.



Le Sueur-Henderson Public Schools

Independent School District 2397

LS-H Elementary

100 Kingsway Drive

Le Sueur, MN 56058

Phone: (507) 665-4700 □ www.isd2397.org

LSH Elementary School Board Update – November 2025

The elementary building has been full of energy this month. With the changing weather, Halloween excitement, and an upcoming full moon, our hallways have certainly been a lively place! Despite all that activity, staff and students continue to do great work, and there is a lot to celebrate.

Makerspace Grand Opening

We recently held the grand opening of our new Makerspace in partnership with the PTO, and the event was a tremendous success. Families, staff, and community members came to explore the space, and the feedback was overwhelmingly positive. I am very excited to see the creativity and learning that will come from this addition to our building. If any School Board members would like a personal walkthrough of the Makerspace, I would love to show you the innovative projects already underway.

PTO Kindathon Success

Our PTO Kindathon fundraiser was an enormous success! PTO set a goal of \$8,000 and surpassed it with a total of over \$12,000 raised. The week was filled with fun activities celebrating acts of kindness, including me wearing a pink wig for a day and several teachers being silly-stringed at the closing assembly. The event brought a lot of joy and community spirit to our school.

Data-Driven Instruction

I am incredibly proud of the level of data discussion and data-informed instructional decisions happening across grade levels this year. Teachers are using assessment information to make meaningful adjustments to instruction, and it is making a noticeable difference. The staff's professionalism, collaboration, and focus on student growth are outstanding, and I am excited to see how these efforts impact student achievement over the next few years.

Classroom Management Focus

As the Board knows, effective classroom management is foundational to student learning. Attached to this update is a four-week classroom management plan I originally created for new teachers. However, I decided to share it with all teachers as a helpful reminder of core practices that benefit every classroom. I wanted to include it here as well so Board members could see how we are supporting both new and veteran teachers in maintaining strong, consistent learning environments.

Overall Outlook


Overall, we continue to have a very positive year at the elementary school. Staff are working hard and making thoughtful instructional decisions that will have a lasting impact on our students. I am grateful for the continued support of the Board, the PTO, and our community as we work together to provide the best possible education for our students.

Respectfully submitted,

Darren Kern

Principal, LSH Elementary School

Le Sueur-Henderson Public Schools Commits to a Unified Focus on High Student Achievement



4-Week Step-by-Step Plan

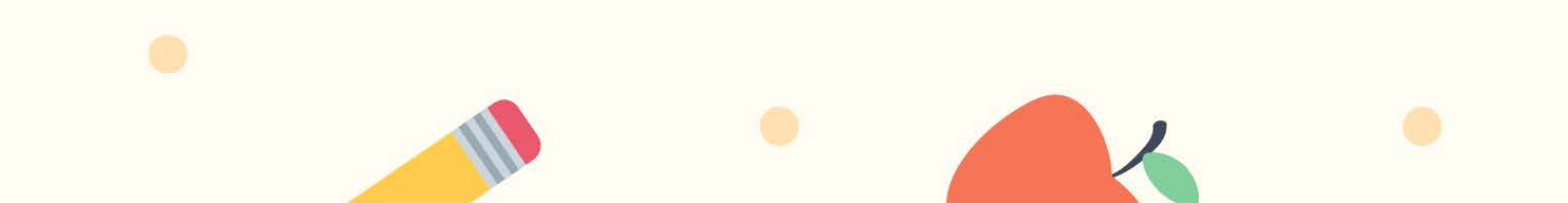
Step 0 – Frame it (Today)

- Share the purpose: “Tightening routines so instruction flows and kids feel successful.”
- Pick one or two priority behaviors to improve first (e.g., blurting and transitions).
- Baseline: do a 10-minute tally during one class (call-outs, out of seats, transition time).

Step 1 – Reset Routines & Expectations (Days 1–3)

- Teach (don’t tell) 3–5 core routines: entering class, attention signal, transitions, asking for help, and end-of-lesson.
- Model → Practice → Feedback → Re-practice (yes, like PE drills).
- Post 3 positively-stated expectations (“Be Ready, Be Respectful, Be Responsible”).
- Introduce an attention signal (e.g., “Give me five”) and practice it 3–4 times the first day.
- Install a brief seating plan that supports visibility and proximity.
- Start active supervision: circulate on a predictable loop.

Step 2 – Tighten Instructional Flow (Days 3–7)

- Use short, precise directions: 10 words or fewer, one step at a time.
 - Build a Do Now (2–3 mins) so learning starts immediately.
 - Embed response routines: choral response, turn-and-talk, whiteboards, cold call (warm, predictable).
 - Plan for 2:1 positive to corrective ratio (aim for 4:1 by Week 3).
- 



Step 3 – Motivation & Accountability (Week 2)

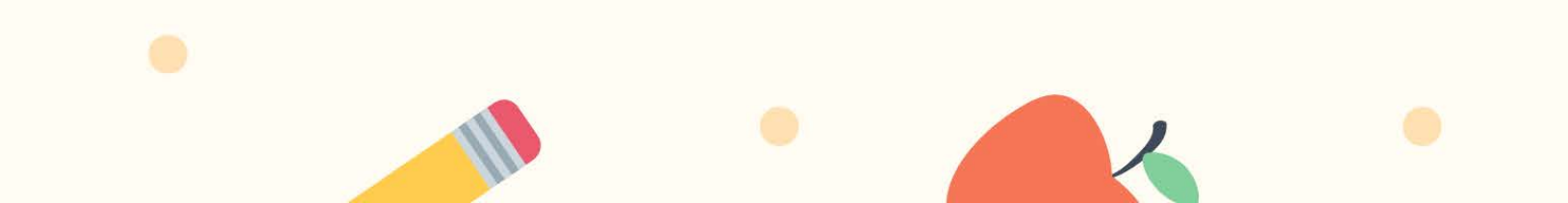
- Launch simple whole-class goal (e.g., “<3 minutes total transition time = 5 minutes of choice reading on Friday”).
- Create private, behavior-specific feedback scripts:
 - Praise: “Thanks for tracking the speaker, Jordan—ready and respectful.”
 - Redirect: “Track the speaker. Thank you.”
- Use a calm, consistent correction ladder (see mini-ladder below).

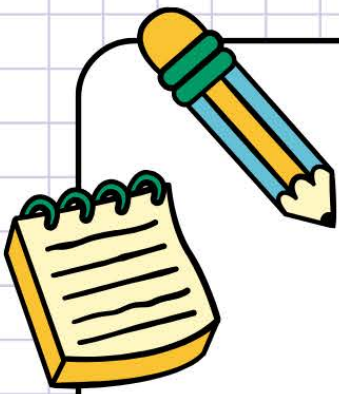
Step 4 – Relationships & Belonging (Weeks 2–3)

- 2×10: Pick 2 students, connect for 2 minutes daily for 10 days.
- Greet at the door with a quick success reminder: “What’s our target in transitions?”
- Call/email 3 families/week with a specific positive.



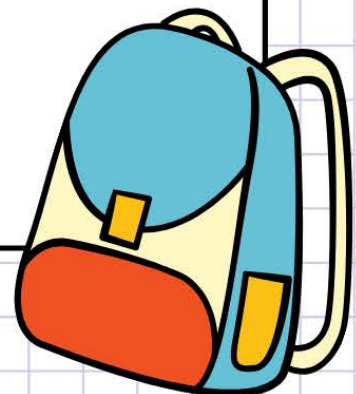
Step 5 – Sustain & Scale (Week 4)

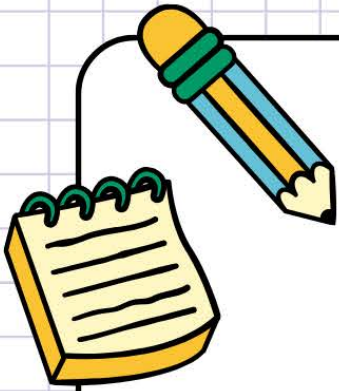
- Re-teach any slipping routine.
 - Increase student leadership (job roles, routine leaders).
 - Review baseline vs. current data; pick the next behavior focus.
- 

Teacher

Daily Management Checklist

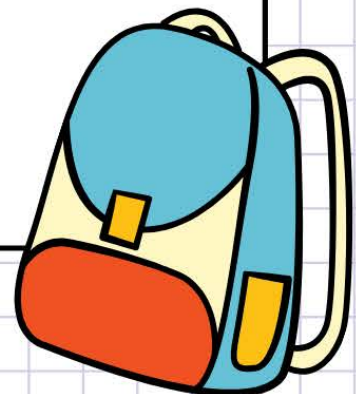
- Room is set:** seating plan posted, materials staged, objective on board
- Do Now ready** (visible, requires no teacher talk)
- Expectations posted** & referenced in first 2 minutes
- Attention signal practiced** once before core instruction
- Directions less than 20 words**, displayed and checked for follow-through
- Active supervision loop** every ~2-3 minutes
- Praise ratio greater than 2:1** (mark tallies on a sticky)
- Correction ladder used** (see below), tone calm/neutral.
- Exit routine:** quick recap + dismissal from seats, not the door.

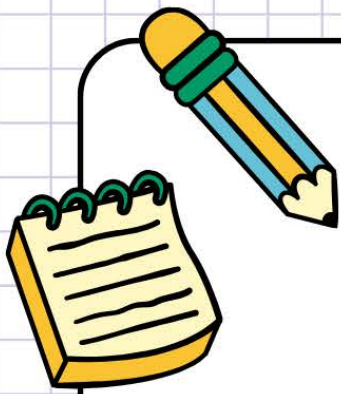


Teacher

Weekly Reset Checklist

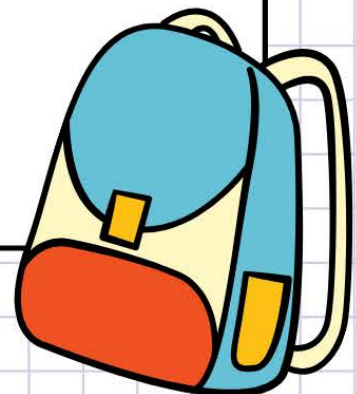
- Re-teach 1 routine that slipped (model → practice → feedback).
- Refresh seating based on data (who needs proximity/support?)
- Call 3 families with positives; log contacts
- Track 1 metric (see Data Mini-Tracker) and set a Friday class goal
- Reflect 5 minutes:
 - What worked?
 - What will I try next week?

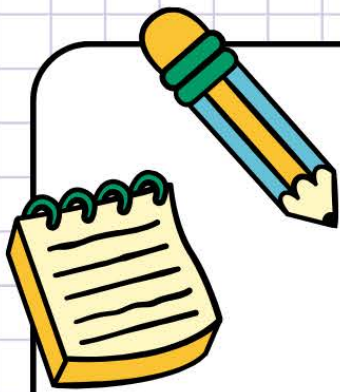




Classroom Environment "Must Haves"

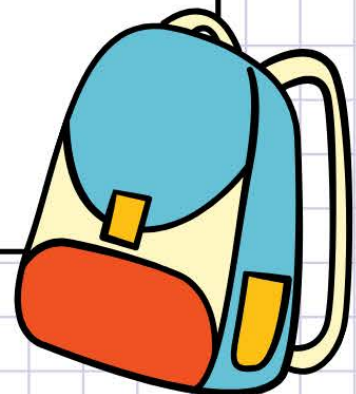
- Expectations (3) posted in a student friendly language
- Visuals for core routines (entering, attention signal, transitions)
- Materials stations labeled; pencils/paper accessible without permission
- Teacher path clear for circulation; no "dead zones"
- Calm corner or cool-down spot defined (brief, neutral, non-punitive)





Principal "Look-Fors" 5-7 minute walkthrough

- Students can **name** expectations in their own words
- Do Now running within 60 seconds of bell
- Teacher stance: **eyes on room**, proximity used, scanning
- Praise is **behavior-specific**; corrections are **brief and neutral**
- Transitions **timed** and improving (posted or teacher states times)
- 80%+ students engaged (writing, talking academically, responding)





SIMPLE TOOLS

1. Correction Ladder (keep it fast and private)

- **Nonverbal:** proximity, point to expectation
- **Quick redirect** (10 words): “Back to task – start #3 now.”
- **Choice/Private:** “Work here or cool-down spot for 2 minutes – your pick”
- **Follow-through:** brief reflection + reentry; document if recurring
- **Office/Family** as last step for safety or repeated non-response

2. 2-Minute Routine Teach Script (for any routine)

- **Name it:** “Here’s how we enter”
- **Why:** “It saves 3 minutes for labs”
- **Model** (teacher, **Non-model** (what not to do), **Student model**
- **Practice:** whole class x2; **Feedback:** specific; **Redo** if needed
- **Signal:** “When I say ‘Eyes’, you say ‘On.’ Let’s practice”

3. Data Mini-Tracker (one class period)

- target behavior: _____ Date” _____
- Call-outs: Call-outs: Out of seat:
Transition time (sec): _____
- Positives given: Corrections:
- Note: What helped? _____

48 HOUR QUICK-START

Today

- Choose 2 priority behaviors to reduce. Baseline for 10 minutes.
- Post expectations and teach the **attention signal**; practice 3 times.
- Launch a **Do Now** that needs zero teacher talk.

Tomorrow

- Teach **entering** and **transition** routines with the script above.
- Start praise tallies; aim for 2:1.
- Call one family with a positive; log it.

COMMUNICATION TEMPLATES (QUICK, NON- JUDGMENTAL)

Family positive call (30 sec):

"Hi, this is ___ from LSH Elementary. Quick good news—today, Sam started the Do Now right away and stayed focused through the mini-lesson. I'm proud of that effort and wanted you to know!"

Student private redirect (10 sec):

"Right now is 'write time.' Show me your heading and first sentence—then I'll check back."

BOARD OF EDUCATION
INDEPENDENT SCHOOL DISTRICT 2397
LE SUEUR-HENDERSON PUBLIC SCHOOLS
MINUTES OF SPECIAL SCHOOL BOARD MEETING
LS-H ELEMENTARY/ZOOM
SEPTEMBER 5, 2025

Item 1.0 **Call to Order:** The special meeting of the Le Sueur-Henderson Board of Education was called to order at 10:04 AM. Board members in attendance were Brigid Tuck, Kelsey Schwartz, Matt Hathaway, Brooke Wentzlaff, Christa Luna (zoom), Gretchen Rehm (zoom).

Members Absent:

Also in attendance: Superintendent Jim Wagner; Admin Assist, Rachel Scheffler; Henderson Independent, Rachel Miller.

Item 2.0 **Pledge of Allegiance:** Pledge recited

Item 3.0 **Approval of Agenda:** Motion by Burns, second by Wentzlaff, carried, 7-0 to approve the meeting agenda.

Item 4.0 **New Business**

Item 4.1 Motion by Burns, second by Luna, carried, 7-0 to approve Park Building purchase extension to October 15, 2025.

Hathaway: yes	Burns: yes
Schwartz: yes	Luna: yes
Rehm: yes	Wentzlaff: yes
Tuck: yes	

Item 5.0 **Adjourn:** Motion by Hathaway, second by Wentzlaff, carried, 7-0 to adjourn the meeting at 10:13 AM.

Hathaway: yes	Burns: yes
Schwartz: yes	Luna: yes
Rehm: yes	Wentzlaff: yes
Tuck: yes	

Board Clerk

Board Chair

Approved on: 11/3/2025

INDEPENDENT SCHOOL DISTRICT 2397
LE SUEUR-HENDERSON PUBLIC SCHOOLS
MINUTES OF REGULAR BOARD MEETING
MS/HS MEDIA CENTER
OCTOBER 6, 2025

Item 1.0 **Call to Order:** The regular meeting of the Le Sueur-Henderson Board of Education was called to order at 6:30 PM. Board members in attendance, Jenny Burns, Christa Luna, Kelsey Schwartz, Matt Hathaway, Gretchen Rehm, Brooke Wentzlaff.

Members Absent: Brigid Tuck

Also in attendance: Superintendent, Jim Wagner; Admin. Assist., Rachel Scheffler; Henderson Independent, Beth Cornish; Student representatives, Norah Renstrom and Kendra Westphal; LS County News, Carson Hughes; Principal, Cindy Schmidt; True Real Estate, Cara Bishop.

Item 2.0 **Pledge of Allegiance:** pledge recited

Item 3.0 **Mission and Vision Statements:**

Item 4.0 **Strategic Plan Review:**

Item 5.0 **Approval of Agenda:**

Item 5.1 Motion by Burns, second by Schwartz , carried, 6-0 to approve the meeting agenda.

Item 6.0 **Open Forum:**

Item 7.0 **Le Sueur – Henderson School District Recognizes:**

Item 7.1 Resolution was presented to accept grants and donations to the Le Sueur-Henderson Public School District. Said Resolution is attached hereto and made a part of these minutes. Motion made by Board Member, and upon being seconded by Board Member, said resolution was duly adopted by the following roll call vote, carried 6-0.

Hathaway: yes

Burns: yes

Schwartz: yes

Luna: yes

Rehm: yes

Wentzlaff: yes

Item 8.0 **Reports:**

Item 8.1 Committee Reports

Item 8.1.1 Finance

- Item 8.1.2 Negotiations
- Item 8.1.3 SW Metro
- Item 8.1.4 Human Resources
- Item 8.1.5 Policy
- Item 8.1.7 Community Ed Council
- Item 8.2 Student Report
- Item 8.3 Superintendent Report
 - 8.3.1 Comm. Ed update
 - 8.3.2 M/HS update
 - 8.3.3 Elementary Update
 - 8.3.4 Farm Property
- Item 9.0 **Consent Agenda:** Motion by Rehm, second by Schwartz, carried, 6-0 to approve the following consent items:
 - Item 9.1 **District Office Consent Items:**
 - Item 9.1.1 Minutes of 9.2.25 Regular School Board Meeting
 - Item 9.2 **Business Office Consent Items:**
 - Item 9.3 **Personnel Consent Items:**
 - Item 9.3.1 Hirings:
 - 9.3.1.1 ESL TA - Ann Wheeler
 - 9.2.1.2 Junior Class Advisors - Sharon Welter & Heidi Hagen
 - 9.2.1.3 Long term Para sub - Zackery Thomson
 - 9.2.1.4 Night Custodian - Barb Johnson
 - 9.2.1.5 SpEd Para - Roberta Roy
 - 9.2.1.6 Head Basketball Coach - Jared Vinkemeier
 - 9.2.1.7 M/HS EL Para - Jose Rios
 - Item 9.3.2 Resignations:
 - 9.3.2.1 Custodian - Kristi Strom
 - Item 9.3.3 Requests:
 - Item 9.3.4. Retirements
- Item 10.0 **Purchases above \$5,000:**
 - Item 10.1. Motion by Rehm, second by Burns, carried, 4-2, Wentzlaff and Schwartz opposed, to approve Infinite Campus online registration.
- Item 11.0 **Old Business:**
- Item 12.0 **New Business:**
 - Item 12.1. Motion by Wentzlaff, second by Schwartz, carried, 6-0 to approve Para & Sub pay rates.
 - Item 12.2 Motion by Wentzlaff, second by Rehm, carried, 6-0 to approve Levy Certification.
 - Item 12.3 Motion by Rehm, second by Luna, carried, 6-0 to approve Language Access Plan.

Item 12.4 Resolution supporting Form A Application to the MSHSL Foundation.

Said Resolution is attached hereto and made a part of these minutes. Motion made by Board Member Schwartz and upon being seconded by Board Member Wentzlaff said resolution was duly adopted by the following roll call vote, carried 6-0.

Hathaway: yes

Burns: yes

Schwartz: yes

Luna: yes

Rehm: yes

Wentzlaff: yes

Item 13.0 **Board Member Communication/ Ideas Exchange**

Item 14.0 **Next Meeting Information**

Item 15.0 **Adjourn:** Motion by Burns, second by Luna, carried, 6-0 to adjourn the meeting at 7:35 PM.

Board Clerk

Board Chair

Approved on: 11/3/2025

BOARD OF EDUCATION
INDEPENDENT SCHOOL DISTRICT 2397
LE SUEUR-HENDERSON PUBLIC SCHOOLS
MINUTES OF SPECIAL SCHOOL BOARD MEETING
MS/HS MEDIA CENTER
OCTOBER 13, 2025

Item 1.0 **Call to Order:** The special meeting of the Le Sueur-Henderson Board of Education was called to order at 6:30 PM. Board members in attendance were Jenny Burns, Christa Luna, Kelsey Schwartz, Brigid Tuck, Matt Hathaway, Gretchen Rehm, Brooke Wentzlaff.

Also in attendance: Superintendent Jim Wagner; Administrative Assistant, Rachel Scheffler, Henderson Independent, Rachel Miller; City of Le Sueur, Justin Nielsen; True Real Estate, Cara Bishop.

Item 2.0 **Pledge of Allegiance:** pledge recited

Item 3.0 **Approval of Agenda:** Motion by Luna, second by Burns, carried 7-0, to approve the meeting agenda.

Item 4.0 **New Business**

Item 4.1 Motion by Burns, second by Schwartz, carried 7-0, to approve parking lot crack sealing quote.

Item 5.0 **City Update**

Item 6.0 **Closed Session**

Item 6.1 Motion by Schwartz, second by Luna, carried 7-0, to approve entering into closed session at 6:39 PM.

Item 7.0 **Open Session**

Item 7.1 Motion by Luna, second by Hathaway , carried 7-0, to reopen Special Meeting at 7:18

Item 8.0 **Adjourn:** Motion by Schwartz, second by Luna, carried 7-0, to adjourn the meeting at 7:19 PM.

Board Clerk

Board Chair

Approved on: 11/3/2025



Employment Recommendation Le Sueur - Henderson School District

Position: Musical Director

Recommended Candidate: Jackie Fahey
--

Recommended by: Paul Theorin	Start Date: 12/1

To be completed by an administrator:

Candidate has current & appropriate certification:

Reference checks completed:

Years of experience granted:

Step Placement:

Highest degree currently held:

Lane Placement:

Credits beyond highest degree granted:

Hourly/ Salary Rate

NA
NA
NA
NA
NA
NA
NA
\$

<input type="checkbox"/>	New Position
--------------------------	--------------

<input checked="" type="checkbox"/>	Existing Position	Replacing:
-------------------------------------	-------------------	------------

Additional Information:

Approval of Admin: Paul Theorin

Electronic Signature

Date

Approval:

Share with District Office (Jim, Rachel, Ky, Rod), Todd & Bruce via Google Drive



Employment Recommendation Le Sueur - Henderson School District

Position: Assistant Musical Director

Recommended Candidate: Elyse Doeden

Recommended by: Paul Theorin **Start Date: 12/1**

To be completed by an administrator:

Candidate has current & appropriate certification:

NA

Reference checks completed:

NA

Years of experience granted:

NA

Step Placement:

NA

Highest degree currently held:

NA

Lane Placement:

NA

Credits beyond highest degree granted:

NA

Hourly/ Salary Rate

\$

New Position

Existing Position Replacing:

Additional Information:

Approval of Admin: Paul Theorin

Electronic Signature

Date

Approval:

Share with District Office (Jim, Rachel, Ky, Rod), Todd & Bruce via Google Drive



Employment Recommendation Le Sueur - Henderson School District

Position: Assistant Musical Director

Recommended Candidate: Jen Weick

Recommended by: Paul Theorin	Start Date: 12/1

To be completed by an administrator:

Candidate has current & appropriate certification:

Reference checks completed:

Years of experience granted:

Step Placement:

Highest degree currently held:

Lane Placement:

Credits beyond highest degree granted:

Hourly/ Salary Rate

NA
NA
NA
NA
NA
NA
NA
\$

<input type="checkbox"/>	New Position
--------------------------	--------------

<input checked="" type="checkbox"/>	Existing Position	Replacing:
-------------------------------------	-------------------	------------

Additional Information:

Approval of Admin: Paul Theorin

Electronic Signature

Date

Approval:

Share with District Office (Jim, Rachel, Ky, Rod), Todd & Bruce via Google Drive



Employment Recommendation Le Sueur - Henderson School District

Position: 8th Grade Boys Basketball Coach

Recommended Candidate: Trey Winkels
--

Recommended by: Paul Theorin	Start Date: 11/17

To be completed by an administrator:

Candidate has current & appropriate certification:

Reference checks completed:

Years of experience granted:

Step Placement:

Highest degree currently held:

Lane Placement:

Credits beyond highest degree granted:

Hourly/ Salary Rate

NA
NA
NA
NA
NA
NA
NA
\$

<input type="checkbox"/>	New Position	
<input checked="" type="checkbox"/>	Existing Position	Replacing: Jeremy Goltz

Additional Information:

Approval of Admin:	Paul Theorin
--------------------	--------------

Electronic Signature

Date

Approval:

Share with District Office (Jim, Rachel, Ky, Rod), Todd & Bruce via Google Drive



Employment Recommendation Le Sueur - Henderson School District

Position: Elementary Special Education Teacher Long-Term Sub

Recommended Candidate: Amanda Horejsi

Recommended by: Kern **Start/ Hire Date:** On or around middle of November

To be completed by administrator:

Candidate has current & appropriate certification:

Reference checks completed:
 Years of experience granted:
 Step Placement:
 Highest degree currently held:
 Lane Placement:
 Credits beyond highest degree granted:
 Hourly/ Salary Rate

for	Yes-applied
	Yes
	0
	1
	MA
	MA
	0
	\$46,941 pro-rated

	New Position	
X	Existing Position	Replacing: Lexie Geis-covering her leave

Additional Information:

Approval of Principal: Darren Kern 10/23/25

Electronic Signature Date

Approval of Superintendent:

Electronic Signature Date



Share with District Office (Alisha, Jim, Juanita) & Technology (Bruce) via Google Drive

Adopted: _____

MSBA/MASA Model Policy 204

Orig. 1995

Revised: _____

Rev. 2024

204 SCHOOL BOARD MEETING MINUTES

[NOTE: The provisions of this policy are required by statute.]

I. PURPOSE

The purpose of this policy is to establish procedures relating to the maintenance of records of the school board and the publication of its official proceedings.

II. GENERAL STATEMENT OF POLICY

It is the policy of the school district to maintain its records so that they will be available for inspection by members of the general public and to provide for the publication of its official proceedings in compliance with law.

III. MAINTENANCE OF MINUTES AND RECORDS

A. The clerk shall keep and maintain permanent records of the school board, including records of the minutes of school board meetings and other required records of the school board. All votes taken at meetings required to be open to the public pursuant to the Minnesota Open Meeting Law must be recorded in a journal or minutes kept for that purpose. Public records maintained by the school district must be available for inspection by members of the public during the regular business hours of the school district. Minutes of meetings shall be available for inspection at the administrative offices of the school district after they have been prepared. Minutes of a school board meeting shall be approved or modified by the school board at a subsequent meeting, which action shall be reflected in the official proceedings of that subsequent meeting.

B. Recordings of Closed Meetings

1. All closed meetings, except those closed as permitted by the attorney-client privilege, must be electronically recorded at the school district's expense. Recordings of closed meetings shall be made separately from the recordings of an open meeting to the extent such meetings are recorded. If a meeting is closed to discuss more than one (1) matter, each matter shall be separately recorded.
2. Recordings of closed meetings shall be preserved by the school district for the following time periods:
 - a. Meetings closed to discuss labor negotiations strategy shall be preserved for two (2) years after the contract is signed.
 - b. Meetings closed to discuss security matters shall be preserved for at least four (4) years.
 - c. Meetings closed to discuss the purchase or sale of property shall be preserved for at least eight (8) years after the date of the meeting.
 - d. All other closed meetings shall be preserved by the school district for at least three (3) years after the date of the meeting.

- e. Following the expiration of the above time periods, recordings of closed meetings shall be maintained as set forth in the school district's Records Retention Schedule.
3. Recordings of closed meetings shall be classified by the school district as protected non-public data that is not accessible by the public or any subject of the data, with the following exceptions:
 - a. Recordings of labor negotiations strategy meetings shall be classified as public data and made available to the public after all labor contracts are signed by the school district for the current budget period.
 - b. Recordings of meetings related to the purchase or sale of property shall be classified as public data and made available to the public after all real or personal property discussed at the meeting has been purchased or sold or the school district has abandoned the purchase or sale.
 - c. Recordings of any other closed meetings shall be classified and/or released as required by court order.
4. Recordings of closed meetings shall be maintained separately from recordings of open meetings, to the extent recordings of open meetings are maintained by the school district, with the exception of recordings that have been classified as public data as set forth in Section III.B.3. above. Recordings of closed meetings classified as non-public data also shall be maintained in a secure location, separate from recordings classified as public data.
5. Recordings of closed meetings shall be maintained in a manner to easily identify the data classification of the recording. The recordings shall be identified with at least the following information:
 - a. The date of the closed meeting;
 - b. The basis upon which the meeting was closed (i.e.: labor negotiations strategy, purchase or sale of real property, educational data, etc.); and
 - c. The classification of the data.
6. Recordings of closed meetings related to labor negotiations strategy and the purchase or sale of property shall be maintained and monitored in a manner that reclassifies the recording as public upon the occurrence of an event reclassifying that data as set forth in Section III.B.3. above.

IV. PUBLICATION OF OFFICIAL PROCEEDINGS

- A. The school board shall cause its official proceedings to be published once in the official newspaper of the school district within thirty (30) days of the meeting at which the proceedings occurred; however, if the school board conducts regular meetings not more than once every thirty (30) days, the school board need not publish the minutes until ten (10) days after they have been approved by the school board.

[NOTE: In 2024, the Minnesota legislature enacted two laws regarding publication of school board minutes. Under Chapter 109 (2024), five school districts are authorized to publish their minutes on their websites; this section expires on August 1, 2026.]

Under Chapter 115 (2024), the Minnesota legislature enacted the following:

(a) Notwithstanding any law to the contrary, when a qualified newspaper designated by a school district ceases to exist for any reason except consolidation with another newspaper, the school district may publish its proceedings on the school district's website instead of publishing the proceedings in a newspaper. The school district must also request that the same information be posted at each public library located within the school district for the notice's publication period. This section expires August 1, 2026.

(b) If, before August 1, 2026, there is a newspaper located within a school district's boundaries that is qualified to be designated as the school district's official newspaper pursuant to Minnesota Statutes, section 331A.04, then the exemption provided in this section shall not apply, provided that the qualified newspaper's legal rate is not more than ten percent above the rate charged by the school district's previous official newspaper and the qualified newspaper provides some coverage of the activities of the school district that is publishing the notice.

[NOTE: MSBA has not inserted paragraph (a) into this model policy because its application is limited to specific circumstances and for a defined period. School districts that meet the conditions in paragraph (a) may choose to publish on the school district's website.]

- B. The proceedings to be published shall be sufficiently full to fairly set forth the proceedings. They must include the substance of all official actions taken by the school board at any regular or special meeting, and at minimum must include the subject matter of a motion, the persons making and seconding the motion, a listing of how each member present voted on the motion, the character of resolutions offered including a brief description of their subject matter and whether adopted or defeated. The minutes and permanent records of the school board may include more detail than is required to be published with the official proceedings. If the proceedings have not yet been approved by the school board, the proceedings to be published may reflect that fact.
- C. The proceedings to be published may be a summary of the essential elements of the proceedings, and/or of resolutions and other official actions of the school board. Such a summary shall be written in a clear and coherent manner and shall, to the extent possible, avoid the use of technical or legal terms not generally familiar to the public. When a summary is published, the publication shall clearly indicate that the published material is only a summary and that the full text is available for public inspection at the administrative offices of the school district and that a copy of the proceedings, other than attachments to the minutes, is available without cost at the offices of the school district or by means of standard or electronic mail.

Legal References: Minn. Stat. § 13D.01, Subds. 4-6 (Meetings Must be Open to the Public; Exceptions Open Meeting Law)

Minn. Stat. § 123B.09, Subd. 10 (Boards of Independent School Districts)

Minn. Stat. § 123B.14, Subd. 7 (Officers of Independent School Districts)

Minn. Stat. § 331A.01 (Definitions)

Minn. Stat. § 331A.05, Subd. 8 (Form of Public Notices)

Minn. Stat. § 331A.08, Subd. 3 (Computation of Time)

Op. Atty. Gen. 161-a-20, December 17, 1970

Ketterer v. Independent School District No. 1, 248 Minn. 212, 79 N.W.2d 428 (1956)

Cross References: MSBA/MASA Model Policy 205 (Open Meetings and Closed Meetings)

Proposal: Full-Time Substitute for LSH Elementary

Background:

LSH Elementary continues to face significant challenges in securing substitute coverage for staff absences. When classrooms are left uncovered, critical disruptions occur in student learning and support services. These gaps directly impact the educational environment, increase staff stress, and compromise consistency for students.

Current Situation:

Over the past year, the number of uncovered absences has remained consistently high despite ongoing efforts to secure substitutes. The lack of available coverage forces our Principal, Social Worker, and other staff to step away from their primary responsibilities to fill in. This has resulted in:

- Principal Darren Kern covering classrooms regularly.
- Social Worker Susie Spika cancelling scheduled student support services.
- Title I Reading and Math teachers Rhonda Powell and Colleen Winters—who serve our most at-risk students—are frequently pulled from intervention groups to provide emergency classroom coverage. This means critical reading and math instruction for students most in need is often cancelled.
- Student teachers covering classrooms with assistance from other teachers.
- Cancellation of specialty classes (Art, Music, Library, and PE).

Absence Coverage Data (September 2024 – October 13, 2025):

Month	Total Absences	Covered	Uncovered	% Uncovered
Sept 2024	33	19	14	42%
Oct 2024	23	14	9	39%
Nov 2024	38	18	20	53%
Dec 2024	30	18	12	40%
Jan 2025	35	24	11	31%
Feb 2025	48	28	20	42%
Mar 2025	69	46	23	33%
Apr 2025	66	42	24	36%
May 2025	60	45	15	25%

Sept 2025	22	11	11	50%
Oct 2025 (to date)	15	7	8	53%

Yearly Totals:

Total Absences: **439**

Covered: **272**

Uncovered: **167**

Uncovered Rate: 38%

Impact of Uncovered Absences (2024–25 and 2025-26 School Years):

- **Teacher classrooms:** 74 uncovered
- **Special Education:** 56 uncovered
- **Early Childhood:** 36 uncovered
- **Student Services Cancelled:** 3

Why a Full-Time Substitute is Needed:

A dedicated full-time substitute would ensure instructional continuity and prevent disruption of essential services. With an average of **nearly 4 in 10 absences left uncovered**, this position would provide immediate and flexible support across grade levels, Special Education, and Early Childhood programs. It would also allow specialized staff to maintain their focus on student needs rather than emergency coverage.

Recommendation:

Approve the addition of **one full-time substitute teacher** for LSH Elementary. This investment would directly support student learning, improve staff morale, and sustain the quality of instruction and services our families expect.

Minnesota Paid Leave: Illustrative Cost and Benefit Summary

Quoted By:	Madison National Life Insurance Company
For:	Le Sueur Henderson ISD 2397
Quote Generated On:	October 16, 2025
Quote Expires:	90 days from quote generation date
Version:	1

Table of Contents:

1. Program Overview
 2. Estimated Illustrative Premium Rate
 3. Next Steps
 4. Important Disclosures
-

1. Program Overview

Minnesota Paid Leave (MN PL) launches January 1, 2026, offering partial wage replacement during important life events. This proposal outlines a private plan option that matches the state MN PL benefits and requirements.

Feature	Proposed Private Plan Terms
Covered Employers	All employers with 1+ employees working in Minnesota (except tribal nations and federal government employees)
Employee Eligibility	Must have worked at least 50% of their hours in Minnesota and have wages paid within the most recent 4 completed calendar quarters of at least 5.3% of the state’s average annual weekly wage rounded down to the next lower \$100.
Covered Leave Types	<ul style="list-style-type: none"> • Medical Leave (own serious health condition) • Family Care Leave • Bonding Leave • Safety Leave • Qualifying Military Exigency Leave
Maximum Leave	<ul style="list-style-type: none"> • Up to 12 weeks for Medical Leave • If an employee takes both Medical and Family Care Leave within a single benefit year, they can take up to a combined maximum of 20 weeks in that 12-month period.
Wage Replacement	<ul style="list-style-type: none"> • 90% of wages that do not exceed 50% of the state's average weekly wage (the SAWW); plus • 66% of wages that exceed 50%, but are less than 100% of the SAWW; plus • 55% of wages that exceed 100% of the SAWW • Capped at the State Average Weekly Wage (SAWW)
Job Protection	After 90 days of employment
Health Insurance Continuation	Employers must maintain coverage under any group insurance policy, group subscriber contract, or health care plan for the employee and any dependents as if the employee was not on leave provided that the employee must continue to pay any employee share of the cost of such benefits.
Intermittent Leave	Allowed in minimum of one workday increments
Waiting Period	7-day qualifying event period (benefits retroactive after 7 days)
Plan Funding Options	Fully insured (this proposal)
Plan Approval	Required by Minnesota DEED prior to implementation

2. Estimated Illustrative Premium Rate

Minnesota Paid Leave (MN PL) offer requires:

- Long Term Disability (LTD) with Madison National Life Insurance Company, Inc. (MNL) for **ALL** offers.
- If employer offers Short Term Disability (STD), it must also be with MNL.

Rate Guarantee: **One year**

Participation Requirement: 100%

Category A	Rate
31 – 250 lives	0.78% of wages
Employer Share	50% to 100% employer paid
Employee Share	0% up to 50% employee paid
Total Volume & Lives:	\$7,993,768 / 220 eligible lives
Total Estimated Premium:	\$62,351

Illustrative rates assume no deviation from state plan terms. Final rates may vary based on final census and underwriting review.

3. Next Steps

Action	Details
Submit Census Data	Final rates contingent on receipt and review of full employee census data.
Confirm Private Plan Filing	Private Plan must be submitted and approved by Minnesota DEED prior to effective date.
Employee Communication	Draft employee communications will be provided to ensure smooth rollout.
Implementation Timeline	Activities to align with 1/1/2026 contributions and benefits start.

4. Important Disclosures

Disclosure	Details
Illustrative Only	This proposal is for illustrative purposes only and is non-binding.
Subject to Final Approval	Final rates and terms are subject to review of final census, private plan filing approval, and final rulemaking from the State of Minnesota.
Updates	Any updates required by law will be incorporated into the final binding agreement.

LE SUEUR-HENDERSON PUBLIC SCHOOLS

SCHEDULED MEETINGS/ACTIVITIES

DATE	DESCRIPTION	TIME	LOCATION
November 3, 2025	Regular School Board Meeting	6:30 PM	M/HS Media Center
November 17, 2025	School Board Work Session	6:30 PM	M/HS Media Center
November 19, 2025	Negotiations Meeting - LSHEA	4:00 PM	M/HS Media Center
December 1, 2025	TNT/Levy Adopt	6:00 PM	M/HS Media Center
December 1, 2025	Regular School Board Meeting	6:30 PM	M/HS Media Center
December 15, 2025	School Board Work Session	6:30 PM	M/HS Media Center
January 5, 2026	Organizational Meeting	6:30 PM	MS/HS Media Center
January 5, 2026	Regular Meeting	Following	
January 15, 2026	<i>Minnesota School Boards Assoc.</i>	<i>All Day</i>	
January 16, 2026	<i>Leadership Conference</i>		<i>Minneapolis Convention Center</i>
	https://docs.google.com/spreadsheets/d/1veOz-5YPT7Eu8-Fp		

PREVIEW FLYER



2026 Leadership Conference

JANUARY 15-16

Minneapolis Convention Center

coming together
for student success
focusing on solutions



Opening Keynote Speaker
MATT LEHRMAN

Nationally recognized civic dialogue expert Matt Lehrman will guide us in moving From Conflict to Conversation — helping boards foster meaningful dialogue.



Closing Keynote Speaker
RENNIE CURRAN

Rennie Curran will share practical tools to help leaders improve teamwork, build powerful connections, and achieve lasting success. Get ready for One Team, One Dream.

Registration is open now!



New for You at This Year's Conference

The MSBA Leadership Conference is always about helping you lead with purpose. This year, it's even **more engaging, more dynamic, and more responsive** to what you told us matters most.



Awards Banquet Moved to Wednesday Evening

By popular request, our Awards Banquet now takes place earlier — giving you more time to celebrate excellence in leadership and service without missing a beat of the conference schedule. *Advanced registration required.*



More Opportunities to Connect: Wednesday Night Social — Dueling Pianos

Kick off the conference with energy, laughter, and connection. This lively new social event is your chance to relax, recharge, and strengthen your statewide network before the sessions begin. *Advanced registration required.*



More Flexible Food Choices – Plan to stay onsite for lunch!

There are going to be more opportunities for attendees to “grab and go” with food options at the convention center, which will allow for learning to continue while eating.



More Workshops, More Connections

Your chance to gain insights, share ideas, and elevate your impact.



Special Features



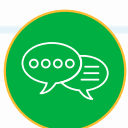
Skills Sessions

Join us for Skills Sessions to engage with MSBA staff. This is a great opportunity to gain insights, share your thoughts, and network with other attendees. Don't miss out on this chance to connect and learn!



School Excellence Showcase

Visit with proud Minnesota students and staff from around the state who are showcasing unique programs from their schools.



Director District Discussions and Elections

Your MSBA Director District representatives will be setting aside time to meet with board members from their region. Director Districts with openings on the MSBA Board of Directors will also have presentations from board members running for those positions. Bring your questions to add to the conversation.



Roundtable Sessions

Join us for informal informational sessions providing a great opportunity to converse with an expert in a small-group setting. Topics this year include crisis management, implementing CTE programming, legal updates, school board-superintendent relationships, and much more.



Scan Me

In December:

view a complete list of workshops with descriptions by scanning the QR code or by going to: www.mnmsba.org/LeadershipConference.



Some of the featured topics include: Board and superintendent relationships, student success, referendum tips, students at the board table, teacher retention, artificial intelligence, cellphones, career and tech ed programs, finances, and more!

2026 Conference At-A-Glance



All events will be held at the Minneapolis Convention Center, except where noted.

Tuesday, January 13

6 p.m. to 9 p.m. Learning to Lead - School Board Basics: Phase 1
(Hyatt Regency Minneapolis)

Wednesday, January 14

9 a.m. to 4 p.m. Leadership Foundations – School Finance and Management: Phase II
(Hyatt Regency Minneapolis)

9 a.m. to 4 p.m. Building a High-Performance School Board Team: Phase III
(Hyatt Regency Minneapolis)

9 a.m. to 4 p.m. Charter School Board Member Workshop
(Hyatt Regency Minneapolis)

1 p.m. to 4 p.m. COSA Annual Meeting at the (Hyatt Regency Minneapolis)

1:30 p.m. to 4 p.m. **NEW!** Early Bird Sessions

4 p.m. to 7 p.m. Early Conference Registration

5:30 p.m. to 7 p.m. **NEW DAY AND TIME!** Awards Banquet

7:15 p.m. to 9 p.m. **NEW!** Social Time: Dueling Pianos

Thursday, January 15

7:30 a.m. to 5:00 p.m. Exhibit Hall Open

8 a.m. to 3:30 p.m. Registration Kiosks Open

8 a.m. - 8:50 a.m. Skills Sessions with MSBA

9 a.m. to 11 a.m. Opening Session with Keynote Speaker Matt Lehrman

11 a.m. to 2:15 p.m. School Excellence Showcase

11:10 a.m. to noon Director District Discussions

11:30 a.m. to 1:30 p.m. **NEW!** Onsite Food Available

Noon to 1:30 p.m. **NEW!** Lunch and Learn Opportunities

1:40 p.m. to 2:30 p.m. Roundtable Discussions

2:45 p.m. - 3:45 p.m. Workshops

4:00 p.m. - 5:00 p.m. Workshops

Friday, January 16

7:30 a.m. to 10:00 a.m. Registration Kiosks Open

7:30 a.m. to 9:15 a.m. MSBA Board Elections Voting Booth Open

7:30 a.m. to 10:30 a.m. Exhibit Hall Open

8 a.m. to 9:10 a.m. Roundtable Discussions

9:15 a.m. to 10:15 a.m. Workshops

10:15 a.m. to noon Closing Session with Keynote Speaker Rennie Curran

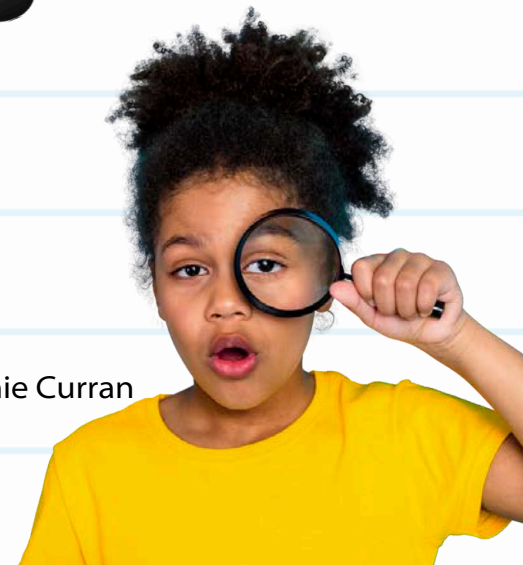
Noon Adjourn



Coordinate with your school district office for conference registration and hotel reservations.
Registration and housing open now!



Scan Me



Featured Speakers



OPENING SESSION: THURSDAY, JANUARY 15

MATT LEHRMAN

“Leading Through Complexity: Strengthening Trust and Decision-Making”

Presentation Synopsis: Mounting challenges to civic unity, economic uncertainty, and political pressures are making local leadership more demanding than ever. The work of governance — navigating conflict, engaging stakeholders, and fostering confidence in decisions — is central to a community’s stability and future.

In this presentation, attendees will gain practical tools to lead with clarity amid complexity, explore strategies for building public trust, and leave with renewed perspective on how to make thoughtful, forward-looking decisions under pressure.



CLOSING SESSION: FRIDAY, JANUARY 16

RENNIE CURRAN

“One Team, One Dream: Coming Together for Student Success”

Presentation Synopsis: Whether you are a student, school board member, or district staff member, learning how to effectively overcome adversity is one of the most important life skills. Being equipped with the tools and tactics to handle the challenges that come your way not only prepares you for challenges, but ultimately sets you up to win in the game of business and life. Rennie will energize you by helping you develop the right perspective and see that success is waiting on the other side of obstacles.

RRM
RATWIK, ROSZAK
& MALONEY, P.A.

ADVANCING SCHOOL LAW

 Student Discipline	 Labor & Employment Law	 In-Service Trainings	 Special Education	 Civil Litigation
 Data Privacy & Open Meeting Law	 School Board Advice & Policy Development	 Investigations, Title IX, Employment	 School Business Office Affairs	

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Thank you to Ratwik, Roszak & Maloney, P.A. for supporting the printing and mailing of this brochure.

REGISTER NOW!

