Listening Session + Regular Meeting of the St. Anthony-New Brighton School Board
Tuesday, September 8, 2026 6:00pm Listening Session, 6:30pm Regular Meeting

MS/HS Media Center
3303 33rd Ave NE
Entry available at door #16
St. Anthony, MN 55418

Agenda

1. Listening Session (6:00 pm)
   Speaker(s): Dr. Cassandra Palmer - Chair
2. Call to Order School Board Regular Meeting (6:30pm)
   Speaker(s): Dr. Cassandra Palmer - Chair
3. Approval of Agenda
   Speaker(s): Dr. Cassandra Palmer - Chair
4. Approval of Consent Agenda
   Speaker(s): Dr. Cassandra Palmer - Chair
5. Recognition of Continuing Contract/Staff
   Speaker(s): Dr. Steve Massey, Interim Superintendent
6. Communications Break/Photos
   Speaker(s): Dr. Cassandra Palmer - Chair
7. Reports
   Speaker(s): Hope Fagerland, Assistant Superintendent
   7.1. Systemic Alignment/Board Success Metrics
      Speaker(s): Dr. Steve Massey, Interim Superintendent and Hope Fagerland, Assistant Superintendent
   7.2. Policy 903: Visitors to ISD 282 School Buildings
      Speaker(s): Hope Fagerland, Assistant Superintendent
8. Action Items
   8.1. Resolution Regarding Donation
9. District Updates
   9.1. ISD282 Program and Building Report
   9.2. Board Reports
10. Adjourn School Board Meeting
    Speaker(s): Dr. Cassandra Palmer - Chair

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

SCHOOL BOARD CONSENT AGENDA
September 8, 2026

PRESENTER(S): School Board Chair

1. Personnel

Hire(s)

Last Name	First Name	Position	School	Date Effective
Wenkel	Dan	LTS-Science	SAMS	8.24.26
Holtz	Cara	School Nurse .4 FTE	District	08.26.26
Bassett	Barbara	Asst Preschool Teacher	CS	08.24.26
Lindquist	Luke	Asst Football Coach	SAVHS	08.17.26

Resignation/Separation(s)

Last Name	First Name	Position	School	Date Effective
Ortiz	Bella	Village Kids	CS	08.20.26
Hein	Katherine	Village Kids	CS	08.20.26
Nerayo	Senniya	Village Kids	CS	08.20.26
Erden-Medlin	Seren	Para	WP	08.19.26
Manous	Carter	Custodian	HS/MS	08.18.26

2. Payment of Bills Checks Paid 07/31/2026 & July Wires

01- General Fund	$1,826,456.76
02- Food Service Fund	$6,036.31
03- Transportation Fund	$54,630.11
04- Community Serv Fund	$92,477.61
05- Capital Expenditure Fund	$263,846.28
07- Debt Redemption Fund	$242,418.75
09- Trust Fund	$9,132.33
20- Internal Service Fund	$18,488.59
25- Student Activities	$57,833.16
Total: $	$2,571,319.90

3. Minutes - Meeting Minutes of August 18, 2026 meeting session.

SUBJECT TO BOARD APPROVAL

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

Work Session of the St. Anthony-New Brighton School Board

Tuesday, August 18, 2026
6:00 PM
MS/HS Media Center, 3303 33rd Ave NE, Entry available at door #16, St. Anthony, MN 55418
www.isd282.org/discover/school-board

Minutes

1. **Call to Order School Board Work Session**
   Discussion: Staff in attendance: Troy Urdahl, Executive Director of Operations; Wendy Webster, Executive Director of HR & Community Services; Matt Menier, Executive Director of Academics; Hope Fagerland, Assistant Superintendent; Laura Haupt-Coleman

   Chair Palmer called the meeting to order at 6:00 p.m.

2. **Approval of Agenda**
   Action(s):
   The recommended motion is to approve the 8/18/26 agenda as presented. This motion, made by Haas and seconded by Turner, Carried.
   Voting Detail:

Annie Bosmans:	Absent
Laura Haas:	Yea
Amy Kalar:	Absent
Cassandra Palmer:	Yea
PJ Striker:	Yea
Daniel Turner:	Yea

   Voting Summary: Yea: 4, Nay: 0, Absent: 2

3. **Approval of Consent Agenda**
   Action(s):
   The recommended motion is to approve the consent agenda as presented, including: minutes from 8/04/26 Regular Board meeting, personnel, addition of new Special Ed teacher position (1.0) and payment of bills. This motion, made by Striker and seconded by Haas, Carried.
   Voting Detail:

Annie Bosmans:	Absent
Laura Haas:	Yea
Amy Kalar:	Absent
Cassandra Palmer:	Yea

PJ Striker:	Yea
Daniel Turner:	Yea

Voting Summary: Yea: 4, Nay: 0, Absent: 2

4. **Action Items**

4.1. 2026-2027 Adult Meal Prices

Action(s):

The recommended motion is to implement the new adult meal prices as presented. This motion, made by Striker and seconded by Turner, Carried.

Voting Detail:

Annie Bosmans:	Absent
Laura Haas:	Yea
Amy Kalar:	Absent
Cassandra Palmer:	Yea
PJ Striker:	Yea
Daniel Turner:	Yea

Voting Summary: Yea: 4, Nay: 0, Absent: 2

4.2. Superintendent Search Timeline

Action(s):

Motion Carried (As Amended):
The recommended motion is to approve the Superintendent search timeline as presented. This motion, made by PJ Striker and seconded by Laura Haas, Carried.

- Bosmans: *Absent*
- Haas: *Yea*
- Kalar: *Absent*
- Palmer: *Yea*
- Striker: *Yea*
- Turner: *Yea*

Amendment Carried:
The recommended motion is to amend the Superintendent search timeline to reflect the change of the due date for proposals to 9/17/26. This motion, made by PJ Striker and seconded by Daniel Turner, Carried.

- Bosmans: *Absent*
- Haas: *Yea*
- Kalar: *Absent*
- Palmer: *Yea*
- Striker: *Yea*
- Turner: *Yea*

Voting Summary: Yea: 4, Nay: 0, Absent: 2

4.3. Superintendent Search Request for Proposal

Action(s):

The recommended motion is to approve the Request for Proposal draft as amended. This motion, made by Haas and seconded by Turner, Carried.

Voting Detail:

Annie Bosmans:	Absent
Laura Haas:	Yea
Amy Kalar:	Absent
Cassandra Palmer:	Yea
PJ Striker:	Yea
Daniel Turner:	Yea

Voting Summary: Yea: 4, Nay: 0, Absent: 2

4.4. Hennepin County Youth Activities Grant

Action(s):

The recommended motion is to approve the Resolution Accepting Donation as presented. This motion, made by Striker and seconded by Turner, Carried.

Voting Detail:

Annie Bosmans:	Absent
Laura Haas:	Yea
Amy Kalar:	Absent
Cassandra Palmer:	Yea
PJ Striker:	Yea
Daniel Turner:	Yea

Voting Summary: Yea: 4, Nay: 0, Absent: 2

Discussion: A roll-call vote was taken.

5. **Reports**
   - 5.1. Director Introduction and Responsibilities
   - 5.2. MN Public Land Trust Presentation
   - 5.3. ISD282 District, Program, and Building Report
   - 5.4. Board Reports
   - 5.5. MN Kids Rise
6. **Adjourn School Board Meeting**

   Discussion: Chair Palmer adjourned the 8/18/26 work session at 7:31 p.m.

Approved by: School Board Clerk or Board Chair

Signature: _____ Date: _____

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

SANB - Systemic Alignment

September 8, 2026

What is our definition of success? Everyone's was different!

- 2014: Change to "common core"; mission and vision were developed
- 2016: Audit of instruction within classrooms
- 2018-2020: Define Success
  - Board Members, Administration, Teacher Union Leadership
  - Surveyed 30% of each of our demographic areas.
  - The team took those results and themed them.
  - Success Metrics were written/approved by the Board
- 2023: Systemic Alignment
- 2024: Board set and approved goals aligned with the Success Metrics (through 2028)

Our Mission and Vision





Our Mission and Vision

<u>Vision</u>: We are committed to the ***success*** of all learners.

We will engage, inspire and support each learner through innovation and collaboration.



Success Metrics -

Our commitment to student academic success

Indicators

Success Metrics represent the profile of a St. Anthony New Brighton graduate

What are Success Metrics

St. Anthony-New Brighton defines success as a student who has acquired both the academic skills and life skills to positively contribute to society.

They have a love for learning and are able to meet the social-emotional needs of themselves and others.
A successful student becomes a thriving citizen.

Academic Skills and a Love of Learning

Students think critically and apply their acquired knowledge and skills to solve problems. Even when confronted with challenges, students have the capacity, motivation, and persistence to acquire new knowledge and skills, creatively seek out solutions, and confidently take action.



Student Wellness

Students holistically develop an adaptive skill-set that includes empathy, self-advocacy, teamwork, communication, inclusion and interpersonal abilities, and coping skills to thrive in a constantly changing world. Students are equipped to navigate demands and opportunities they encounter, enabling them to enjoy meaningful, productive, healthy lives.



Positive Contributor and Thriving Citizen

Students holistically develop an adaptive skill-set that includes empathy, self-advocacy, teamwork, communication, inclusion and interpersonal abilities, and coping skills to thrive in a constantly changing world. Students are equipped to navigate demands and opportunities they encounter, enabling them to enjoy meaningful, productive, healthy lives.



Student Success Framework

The How

In St. Anthony–New Brighton Schools, the path to student success is anchored in three interconnected commitments: Dignity, Culture of Belonging, and Effective Instruction.

These core commitments shape what the district **believes, how it acts, and how it ensures every student thrives**.

ST. ANTHONY - NEW BRIGHTON SCHOOLS

SYSTEMIC ALIGNMENT

OUR PURPOSE → OUR WORK → OUR OUTCOME

MISSION
(Why we exist)

We educate, prepare, and inspire community of lifelong learners in a small, caring environment.



VISION
Where we are going)

We are committed to the success of every learner. We engage, inspire, and support each learner through collaboration and innovation.

CULTURE OF BELONGING
(How we act)

Create a culture of belonging through our collective commitments:

- Collaboration
- Courage and Continuous Improvement
- Caring and Professional Community

DIGNITY
(What we believe)

Equal value and worth of each and every person

In SANB schools we are responsible for providing an equitable learning environment where all students, staff members, and families are respected and valued for who they are regardless of skin color, race, sexual orientation, gender expression, culture, religion, creed, national origin, ethnicity, ability, immigration status, or any other category.

STUDENT SUCCESS

EFFECTIVE INSTRUCTION
(How we ensure the success of each student)

In SANB schools, effective instruction is grounded in three principles: rigor, relevance, and relationships. Without each of these components, high levels of transferable learning are not possible.

HOW WE MEASURE OUR WORK

Student and adult data are collected and analyzed internally by educators and administrators to inform the i

STUDENT SUCCESS
(The expected outcome)

A successful student is one who has acquired both the *academic skills and life skills* to *positively contribute to society.*

They have a *love for learning* and are able to *meet the social-emotional needs of themselves and others.*

A successful student becomes a *thriving citizen.*

HOW WE MEASURE STUDENT SUCCESS

Assessments, surveys, and grade reporting will communicate an individual student's levels of achievement for each of the success elements.

School Board and Community Work

Administration, Staff, and Teacher Work

School Board Work

Effective Instruction (High Quality Instruction)

(How We Ensure the Success of Each Student)



High-quality learning experiences that challenge, inspire, and support each learner. HIgh quality instruction that is engaging, inclusive, and rigorous that meets the needs of diverse learners.

Our instructional approach is grounded in three essential principles:

- **Rigor**: We hold high expectations for every learner, providing the right support and challenge so students can stretch and grow.
- **Relevance**: We connect learning to students' lives, interests, and future goals, making education meaningful and motivating.
- **Relationships**: We recognize that learning happens best when students feel known, valued, and respected by the adults in their lives.

Dignity (What We Believe)



At the heart of St. Anthony–New Brighton Schools is belief in the inherent dignity of every person. Dignity means recognizing that every student, staff member, family, and community member carries value and deserves to be treated with respect, fairness, and humanity.

This belief anchors all of our decisions and interactions. It **shapes** how we **design classrooms**, **resolve conflicts**, **engage with families**, and **support one another**. Upholding dignity is more than a moral stance — it's a daily practice that creates the foundation for belonging and learning.

We affirm this belief by:

- *Centering equity* in policies, practices, and resource allocation to ensure all students have access to opportunities that meet their needs.
- *Honoring identity* by creating spaces where individuals feel safe to express who they are without fear of exclusion or harm.
- *Listening with respect*, especially when perspectives differ, to foster trust and mutual understanding.

Culture of Belonging (How We Act)



Our Culture of Belonging reflects our **shared responsibility** to create learning environments where everyone feels welcome, connected, and safe. *We act on this commitment every day through:*

- *Collaboration*: We partner with students, families, staff, and the broader community, knowing that relationships are at the heart of successful schools.
- *Courage and Continuous Improvement*: We are willing to ask hard questions, take risks, and reflect honestly so we can grow—both individually and collectively.
- *Caring and Professional Community* We show up for one another with empathy, respect, and professionalism, creating a culture where both students and staff are supported and empowered.

This culture is what makes SANB special. It's visible in the way teachers support one another, how students celebrate each other's identities, and how families engage with trust. It's a promise we make and keep — not just through our words, but through our everyday actions.

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

To: ISD 282 School Board; Principals, Administrative Assistants

From: Assistant Superintendent Hope Fagerland

Date: September 8, 2026

Subject: Visitors to ISD 282 School Buildings

This memo outlines ISD 282 policies and practices regarding visitors to St. Anthony-New Brighton school buildings during the hours that students are present. It also details guidelines on information sharing. Applicable visitors include, but are not limited to, parole officers, social workers, and immigration agents. These guidelines also extend to students participating in off-campus PSEO and CTE programs.

The following is the process for when visitors arrive at the **High School/Middle School Building:**

1. Doors open for students and visitors at 7:30 a.m.
2. Check-in at the Front Desk/Welcome Desk. All visitors must have a visitor badge.
3. Front Desk Staff verify in the Student Information System whether the visitor is one of the following:
    a. Parents, Guardians, and Approved Volunteers: Check in through the Verkada system at the Front Desk to receive a visitor badge.
        i. Front Desk staff will notify the building office to escort visitors to their destination.
        ii. Building office staff will inform the Front Desk in advance of expected visitors.
    b. Unscheduled Visitors / Non-Approved Individuals: Must wait at the Front Desk while staff contacts the building principal or designee.
        i. The principal or designee will determine appropriate next steps, which may include contacting the Assistant Superintendent or Superintendent.
    c. PSEO / CTE Students: Must adhere to the following specific guidelines:
        i. **School-wide Expectations**: Follow all general student guidelines while on campus, including cell phone usage, hallway pass procedures, and attendance policies as outlined in the Student Handbook.
        ii. **Arrival and Departure**: Enter and exit through **Door 1**, and check in at the attendance office before moving to their next location.
        iii. **Virtual Classes**: Students with virtual classes may work off-campus or in the **SAVHS Media Center**.
        iv. **Lunch**: Students may eat lunch on campus or bring lunch from home. Outside food deliveries are not permitted.

The following is the visitor process for **Wilshire Park Elementary School**:

1. **Approved Volunteers**: Check in at the kiosk (Verkada system) in the Door 1 vestibule, print a visitor badge, and proceed directly to the classroom.
2. **Scheduled Visitors**: Check in at the main office to receive a badge before heading to your meeting location.

3. **Unscheduled Visitors**: Must schedule an appointment in advance with the teacher, Principal, or Assistant Principal. Office staff will assist in urgent situations.
4. **Student Pick-Up (Early Dismissal/Illness)**: Parents/guardians must wait in the office or vestibule. Students will be escorted out to meet them.
5. **Student Release Restrictions**: Students are only released to individuals listed as legal guardians or emergency contacts in Skyward. Releasing students to unlisted relatives requires prior authorization from a legal guardian.

The following is the visitor process for the **Community Services Building**:

1. **Early Childhood Families**: Legal guardians use an assigned key code to access the secured early childhood programming area directly.
2. **Visitor Check-In**: All non-guardian visitors must report to the Community Services main desk upon arrival.
3. **Identity Verification**: Desk staff check photo ID to verify identity and ensure the visitor is listed on the student's authorized pickup list.
4. **Escort to Destination**: Once verified, a staff member escorts the visitor to their designated classroom.

Reminder: Under the Family Educational Rights and Privacy Act (FERPA), all student and parent information—including confirmation of a student's attendance—must remain confidential and cannot be disclosed in person, over the phone, or via email.

Policy References:

Policy 515 - Protection and Privacy of Pupil Records

Policy 519 - Interviews of Students by Outside Agencies

A. *Generally, students may not be interviewed during the school day by persons other than a student's parents, school district officials, employees and/or agents, except as otherwise provided by law and/or this policy.*
B. *Requests from law enforcement officers and those other than a student's parents, school district officials, employees and/or agents to interview students shall be made through the principal's office. Upon receiving a request, it shall be the responsibility of the principal to determine whether the request will be granted. Prior to granting a request, the principal shall attempt to contact the student's parents to inform them of the request, except where otherwise prohibited by law.*

Policy 903 - Visitors to School District Buildings. Per 903 Policy, the following is required:

IV. RESPONSIBILITY

A. *The school district administration shall establish visitor and off-campus learning student procedures and requirements. The procedures should reflect input from employees, students and advisory groups, and shall be communicated to the school community and the general public.*
B. *The Superintendent shall be responsible for providing coordination that may be needed throughout the process and for providing a yearly review of the procedures to the School Board every fall at the start of the school year.*

This memo provides both the board and the community with ISD282's procedures for visitors coming into school buildings.

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

Original 1995
Revised 2017, 2018, 2023
April 2025
Mandatory

903 VISITORS TO SCHOOL DISTRICT BUILDINGS AND SITES

I. PURPOSE

The purpose of this policy is to inform the school community and the general public of the position of the school board on visitors to school buildings and other school property.

II. GENERAL STATEMENT OF POLICY

A. The school board encourages interest on the part of parents and community members in school programs and student activities. The school board welcomes visits to school buildings and school property by parents and community members provided the visits are consistent with the health, education and safety of students and employees and are conducted within the procedures and requirements established by the school district.

B. The school board reaffirms its position on the importance of maintaining a school environment that is safe for students and employees and free of activity that may be disruptive to the student learning process or employee working environment.

III. OFF-CAMPUS LEARNING STUDENTS

A. A student enrolled in off-campus learning, such as post-secondary enrollment options, career and technology education, or other off-campus courses related to their formally established learning plan, may remain at the school site during regular school hours in accordance with established procedures.

B. A student enrolled in an off-site learning course may be provided with reasonable access, during regular school hours, to a computer and other technology resources that the student needs to complete coursework for the off-campus learning course in accordance with established procedures.

IV. RESPONSIBILITY

A. The school district administration shall establish visitor and off-campus learning student procedures and requirements. The procedures should reflect input from employees, students and advisory groups, and shall be communicated to the school community and the general public.

B. The Superintendent shall be responsible for providing coordination that may be needed throughout the process and for providing a yearly review of the procedures to the School Board every fall at the start of the school year.

V. VISITOR LIMITATIONS

A. An individual, off-campus learning student, or group may be denied permission to visit a school or school property or such permission may be revoked if the visitor(s) does not comply with the school district procedures and regulations or if the visit is not in the best interest of students, employees or the school district.

B. Visitors, including off-campus learning students with valid parking passes, are authorized to park vehicles on school property at times and in locations specified in the approved visitor procedures and requirements which are an addendum to this policy or as otherwise specifically authorized by school officials. When unauthorized vehicles of visitors are parked on school property, school officials may:

1. move the vehicle or require the driver or other person in charge of the vehicle to move it off school district property; or

2. if unattended, provide for the removal of the vehicle, at the expense of the owner or operator, to the nearest convenient garage or other place of safety off of school property.

C. An individual, off-campus learning student, or group who enters school property without complying with the procedures and requirements may be guilty of criminal trespass and thus subject to criminal penalty. Such persons may be detained by the school principal or a person designated by the school principal in a reasonable manner for a reasonable period of time pending the arrival of a police officer.

Legal References: Minn. Stat. § 123B.02 (General Powers of Independent School Districts)
Minn. Stat. § 124D.09 (Post-Secondary Enrollment Options Act)
Minn. Stat. § 128C.08 (Assaulting a Sports Official Prohibited)
Minn. Stat. § 609.605, Subd. 4 (Trespass)

Cross References: None

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

Title: Donation

Meeting: September 8, 2026

RESOLUTION
Accepting Donation to District

WHEREAS, the School Board of Independent School District No. 282 adopted a resolution proposing the acceptance of a donation on behalf of St. Anthony-New Brighton ISD 282.

WHEREAS, the School Board may accept a gift, grant or devise of real or personal property with a value of $1,000 or more only by the adoption of a resolution approved by two-thirds of its members per ISD 282 policy 706.

BE IT HEREBY RESOLVED, by the School Board of Independent School District No. 282 that the district accepts said donation in the amount of $2,000 pursuant to Minn. Stat. §465.03 to support Wilshire Park classroom and library supplies or any needs the school identifies.

DISPOSITION BY BOARD OF EDUCATION

Motion by: **Seconded By:**

With a roll call vote, the motion carries_____.

APPROVED AT A MEETING OF THE SCHOOL BOARD thereof held on the _____

day of _____, 2026

INDEPENDENT SCHOOL DISTRICT 282 (ST. ANTHONY VILLAGE-NEW BRIGHTON)

By: _____
Ann Bosmans, Chair