

Study Session

Tuesday, May 6, 2025 5:30 PM

Oak Park Learning Center, 6355 Osman Avenue North, Stillwater, MN 55082

I. Call to Order	Speaker (s) : Ms. Alison Sherman, School Board Chair
II. Roll Call	Speaker (s) : Ms. Alison Sherman, School Board Chair
III. Pledge of Allegiance	Speaker (s) : Ms. Alison Sherman, School Board Chair
IV. Approval of Agenda	Speaker (s) : Ms. Alison Sherman, School Board Chair
V. Consent Agenda	
V.A. Payment of Invoices - April 19 - May 2, 2025	Speaker (s) : Ms. Marie Schrul, Chief Financial Officer
V.B. Donation to Oak-Land Middle School	Speaker (s) : Ms. Marie Schrul, Chief Financial Officer
V.C. St. Croix Paraprofessional Association Health Insurance Memorandum of Agreement (MOA)	Speaker (s) : Ms. Kristine Carlston, Executive Director of Human Resources
V.D. Custodial Employees Health Insurance Memorandum of Agreement (MOA)	Speaker (s) : Ms. Kristine Carlston, Executive Director of Human Resources
V.E. Nutrition Services Employees' Organization Health Insurance Memorandum of Agreement (MOA)	Speaker (s) : Ms. Kristine Carlston, Executive Director of Human Resources
V.F. Stillwater Principals' Association Health Insurance Memorandum of Agreement (MOA)	Speaker (s) : Ms. Kristine Carlston, Executive Director of Human Resources
VI. Strategic Direction D: Develop strong partnerships with the communities we serve	
VI.A. Report: Proposed Site Preservation & Historical Marker	Speaker (s) : Mr. Bob Kroening
VI.B. Report: Belwin Environmental Education Partnership	Speaker (s) : Mr. Mark Drommerhausen, Executive Director of Operations
VII. Strategic Direction A: Ensure the learning process is adaptable to meet individual student needs	
VII.A. Report: Technology Department Program Update	Speaker (s) : Mr. Eric Simmons, Director of Technology
VIII. Strategic Direction B: Foster a safe, welcoming and inclusive environment for all staff and students	

IX. Strategic Direction C: Utilize systems and align resources in an efficient manner to support learning

IX.A. Report: Second Reading Policy 606.5 - Library Materials

Speaker (s) : Mr. Paul Lee, Executive Director of Student Support Services

IX.B. Action: St. Croix Education Association (SCEA) Health Insurance Memorandum of Agreement (MOA)

Speaker (s) : Ms. Kristine Carlston, Executive Director of Human Resources

X. Closed Session

Speaker (s) : Ms. Alison Sherman, School Board Chair

XI. Adjournment

Speaker (s) : Ms. Alison Sherman, School Board Chair



BOB'S DISCOUNT FURNITURE
Charitable Foundation, Inc.

434 Tolland Turnpike
Manchester, Connecticut 06042

February 2025

Re: *Furniture Request*

Dear Concerned Party,

Please find enclosed a gift card to use toward your request. With the many requests we receive each day, we do our best to allocate our funds to as many non-profit organizations as possible. Therefore, this card may not meet your entire need, but we hope it will help.

The gift card is good for any purchase at Bob's Discount Furniture or My Bob's Outlet locations. To make the best use of the funds, I suggest using it at one of our outlets. Check our website for an Outlet location near you www.mybobs.com. There is no delivery on Outlet merchandise and selected items are to be removed from the "Outlet" store within 24 hours.

State law requires that sales tax be paid on all purchases made with gift cards, regardless of tax exempt status. However, if your purchase is less than the amount on the card, you may use the balance on the card to pay the sales tax. Any leftover amount will remain on the card. These cards do not expire, but **CANNOT BE REPLACED IF LOST OR STOLEN. GIFT CARDS ARE NOT INTENDED FOR RESALE!** Please keep them in a secure place when you are not using them. We hope this donation helps your organization and your clients.

Sincerely,

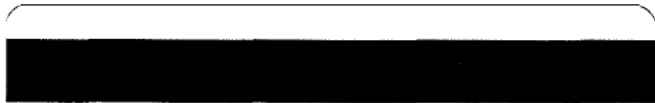
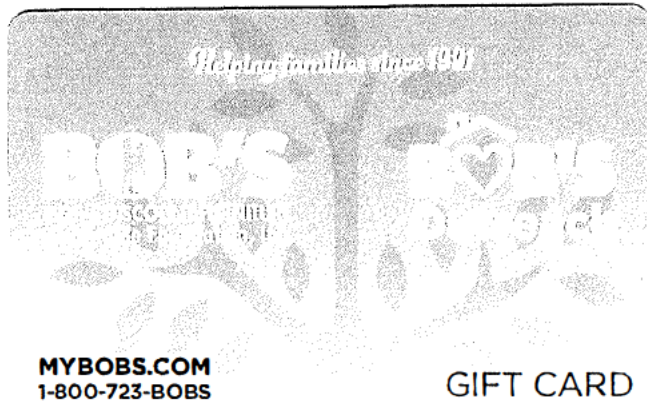
KPianta

Kathryn Pianta

Lead Foundation Administrator

860-474-1266

kathryn.pianta@mybobs.com



- This gift card is redeemable for merchandise only at Bob's Discount Furniture locations and online at www.mybobs.com.
- Except as required by law, this card is not redeemable or exchangeable for cash, check, or credit.
- Additional value may be added to this card at any time.
- Protect this card like cash. Bob's Discount Furniture is not responsible for lost, stolen or damaged cards or any unauthorized use.
- Purchase or use of this card constitute acceptance of the Bob's Discount Furniture Gift Card Terms & Conditions, found at www.mybobs.com/gift-card. Additionally, purchases made with this card shall be subject to our Terms of Sale found on your receipt and/or <https://www.mybobs.com/terms-of-sale>

Valutec® Storecard™

www.storecard.com

GIFT CARD ACTIVATE

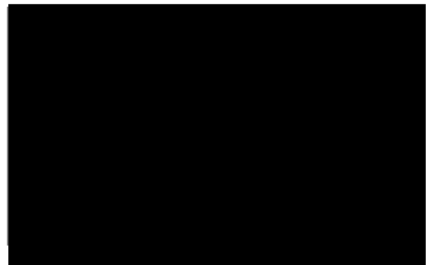
BOB'S DISCOUNT FURNITURE CHARITY



01/11/2018 10:11:00 AM

Card Number: XXXXXXXXXXXX
 Auth Code:
 Amount: \$ 2000.00
 Balance: \$ 2000.00

CUSTOMER COPY



**MEMORANDUM OF AGREEMENT (“MOA”):
HEALTH INSURANCE PREMIUM CONTRIBUTIONS**

This Memorandum of Agreement (“MOA”) is entered into by and between Independent School District No. 834 (“District”) and St. Croix Paraprofessional Association (“Union”).

WHEREAS, the District and Union are parties to a collective bargaining agreement (“CBA”) governing the negotiated terms and conditions of employment for paraprofessionals who are employed by the District;

WHEREAS, Article VII, Section 2, Subdivisions 1, 2, and 3 of the CBA state:

Subd. 1 - The district shall provide a monthly contribution toward the premium for single or family insurance coverage for eligible employees who qualify for and are enrolled in the district’s group health and hospitalization plan for paraprofessionals. The cost of any premium that exceeds the district’s monthly contribution shall be borne by the employee and paid by payroll deduction. Part-time employees shall be eligible for a district contribution towards single insurance only. The amount provided by the district shall be as follows; however, the amount shall not exceed the actual cost of the insurance premium:

High Deductible Plan ~ Full Time Employees (Employees regularly scheduled to work six or more hours per day or 30 hours or more per week, for the full term of the year.):

Effective July 1, 2024: Up to \$1,971.89

High Deductible Plan ~ Part Time Employees (Employees regularly scheduled to work less than six hours per day or less than 30 hours or more per week, for the full term of the year.):

Single Coverage:

Effective July 1, 2024: Up to \$691.08

Subd. 2 - For employees participating in the high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA will be as follows:

Full Time Employees (Employees regularly scheduled to work six or more hours per day or 30 hours or more per week, for the full term of the year.):

Family Coverage:

Effective July 1, 2024: \$292.00

Single Coverage:

Effective July 1, 2024: \$167.00

Part Time Employees (Employees regularly scheduled to work less than six hours per day or less than 30 per week, for the full term of the year.):

Single Coverage:

Effective July 1, 2024: \$50.63

Subd. 3 - For full time employees provided a VEBA contribution due to coverage under another Stillwater School District employee's insurance policy, the monthly contribution to a VEBA shall be as follows:

Effective July 1, 2024: \$189.58

WHEREAS, health insurance premiums will increase for employees on July 1, 2025;

WHEREAS, the District and the union are in the process of negotiating the 2024-2026 CBA; and

WHEREAS, the District and the Union are entering into this MOA to increase the amount of the District's health insurance premium contribution for eligible employees while the District and the Union continue to negotiate over the other terms and conditions of employment outlined in the CBA;

NOW, THEREFORE, IN CONSIDERATION OF the mutual promises contained in this MOA, the parties agree as follows:

- 1. Amendment of CBA.** Effective July 1, 2025, Article VII Section 2, Subdivision 1, 2, and 3 of the CBA are amended to state:

Subd. 1 – The district shall provide a monthly contribution toward the premium for single or family insurance coverage for eligible employees who qualify for and are enrolled in the district's group health and hospitalization plan for paraprofessionals. The cost of any premium that exceeds the district's monthly contribution shall be borne by the employee and paid by payroll deduction. Part-time employees shall be eligible for a district contribution towards single insurance only. The amount provided by the district shall be as follows; however, the amount shall not exceed the actual cost of the insurance premium:

High Deductible Plan ~ Full Time Employees (Employees regularly scheduled to work six or more hours per day or 30 hours or more per week, for the full term of the year.):

Single Coverage

High deductible/HRA/VEBA plan:

Effective July 1, 2024: Up to \$813.03 per month

Effective July 1, 2025: Up to \$918.72 per month

Family Coverage

High deductible/HRA/VEBA plan:

Effective July 1, 2024: Up to \$1,971.89 per month

Effective July 1, 2025: Up to \$2,122.68 per month

High Deductible Plan ~ Part Time Employees (Employees regularly scheduled to work at least four hours per day but less than six hours per day, or at least 20 hours but less than 30 hours hours per week.):

Single Coverage:

Effective July 1, 2024: Up to \$691.08

Effective July 1, 2025: Up to \$736.00

Subd. 2 - For employees participating in the high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA will be as follows:

Subd. 3 – For full-time employees and eligible retirees, as defined in Article X, Section 4, participating in the single high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA shall be as follows:

Effective July 1, 2024: \$167.00 per month

Effective July 1, 2025: \$167.00 per month

For full-time employees and eligible retirees, as defined in Article X, Section 4, participating in the family high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA shall be as follows:

Effective July 1, 2024: \$292.00 per month

Effective July 1, 2025: \$292.00 per month

For employees provided a VEBA contribution due to coverage under another Stillwater School District employee's insurance policy, the monthly District contribution to a VEBA shall be as follows:

Effective July 1, 2024: \$189.58 per month

Effective July 1, 2025: \$189.58 per month

Part Time Employees (Employees regularly scheduled to work at least four hours per day but less than six hours per day, or at least 20 hours but less than 30 hours hours per week.):

Single Coverage:

Effective July 1, 2024: \$50.63

2. No Wage Re-Opener. The parties agree that this MOA is not a wage re-opener and, instead, addresses terms and conditions of employment for the 2024-2026 CBA.

3. **Costed Against Settlement.** The parties agree that the increase in the amount of the District's health insurance premium contribution will be costed against the total package settlement as part of the negotiations over the 2024-2026 CBA.
4. **Grievance.** This MOA is not grievable. No party to this MOA has an objection to the MOA and each party hereby waives any right they may have to file a grievance or pursue any other action and/or remedy against the District regarding any matter that arises out of or relates to the parties entering into this MOA, or any of the items stated above.
5. **No Precedent or Practice.** Nothing in this MOA may be deemed to establish an interpretation of the CBAs, a precedent, or a practice or to alter any established interpretation, precedent, or practice arising out of or relating to the CBAs between the Unions and the District. No party may submit this MOA in any proceeding as evidence of a contract interpretation, a precedent, or a practice.
6. **Entire Agreement.** This MOA reflects the entire understanding and agreement between the parties regarding the increase to the amount of the District's health insurance premium contribution for the 2025-2026 school year. This MOA controls over any inconsistent provisions in the CBA. No changes in this MOA are valid unless they are in writing and signed by all parties.

SAINT CROIX PARAPROFESSIONAL ASSOCIATION

Date: 4-25-2025

Christine M. Hoyle
President

INDEPENDENT SCHOOL DISTRICT NO. 834

Date: _____

School Board Chair

Date: _____

School Board Clerk

**MEMORANDUM OF AGREEMENT ("MOA"):
HEALTH INSURANCE PREMIUM CONTRIBUTIONS**

This Memorandum of Agreement ("MOA") is entered into by and between Independent School District No. 834 ("District") and Custodial Employees, International Union of Operating Engineers ("Union").

WHEREAS, the District and Union are parties to a collective bargaining agreement ("CBA") governing the negotiated terms and conditions of employment for custodians who are employed by the District;

WHEREAS, Article XI, Section 2, Subdivisions 1, 2, and 3 of the CBA state:

Subd. 1 - The school district shall provide a monthly contribution toward the premium for single or family insurance coverage for eligible employees who qualify for and who are enrolled in, any of the district's group health and hospitalization plans the amount provided by the district shall be as follows, however, this amount shall not exceed the actual cost of insurance premiums:

Full Time Employees (six or more hours per day) participating in the high deductible/HRA/VEBA insurance plan:

Effective July 1, 2024: Up to \$1,971.89

Part Time Employees (at least four but less than six hours per day) participating in the high deductible insurance plan:

Effective July 1, 2024: Up to \$812.79

Subd. 2 - For employees participating in the high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA will be as follows:

For full-time employees participating in the high deductible/HRA/VEBA insurance plan, the monthly contribution to a VEBA shall be as follows::

Family Coverage:

Effective July 1, 2024: \$292.00

Single Coverage:

Effective July 1, 2024: \$167.00

4/24/25, 7:32 AM

MOA - Custodial Health Insurance Premium Contributions - Google Docs

Subd. 3 - For full time employees provided a VEBA contribution due to coverage under another Stillwater School District employee's insurance policy, the monthly contribution to a VEBA shall be as follows:

Effective July 1, 2018: \$189.58

There shall be no contribution to a VEBA for part-time employees participating in the high deductible/HRA/VEBA insurance plan.

WHEREAS, health insurance premiums will increase for employees on July 1, 2025;

WHEREAS, the District and the union are in the process of negotiating the 2025-2027 CBA; and

WHEREAS, the District and the Union are entering into this MOA to increase the amount of the District's health insurance premium contribution for eligible employees while the District and the Union continue to negotiate over the other terms and conditions of employment outlined in the CBA;

NOW, THEREFORE, IN CONSIDERATION OF the mutual promises contained in this MOA, the parties agree as follows:

- 1. Amendment of CBA.** Effective July 1, 2025, Article XI, Section 2, Subdivisions 1, 2, and 3 of the CBA are amended to state:

Subd. 1 - The district shall provide a monthly contribution toward the premium for single or family insurance for full time employees who qualify for, and are enrolled in, the District's group health and hospitalization plan. The amount provided by the District shall be as follows, however, the amount shall not exceed the actual cost of the insurance premium:

Single Coverage

High deductible/HRA/VEBA plan:

Effective July 1, 2024: Up to \$813.03 per month

Effective July 1, 2025: Up to \$918.72 per month

Family Coverage

High deductible/HRA/VEBA plan:

Effective July 1, 2024: Up to \$1,971.89 per month

Effective July 1, 2025: Up to \$2,122.68 per month

Subd. 2 – *The cost of any premium that exceeds the District's monthly contribution shall be borne by the employee and paid by pre-tax payroll deduction.*

4/24/25, 7:32 AM

MOA - Custodial Health Insurance Premiums Contributions - Google Docs

Subd. 3 - For employees participating in the high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA will be as follows:

Subd. 4 - For full-time employees and eligible retirees, as defined in Article XII, Section 1, participating in the single high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA shall be as follows:

Effective July 1, 2024: \$167.00 per month

Effective July 1, 2025: \$167.00 per month

For full-time employees and eligible retirees, as defined in Article XII, Section 1, participating in the family high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA shall be as follows:

Effective July 1, 2024: \$292.00 per month

Effective July 1, 2025: \$292.00 per month

For employees provided a VEBA contribution due to coverage under another Stillwater School District employee's insurance policy, the monthly District contribution to a VEBA shall be as follows:

Effective July 1, 2024: \$189.58 per month

Effective July 1, 2025: \$189.58 per month


2. **No Wage Re-Opener.** The parties agree that this MOA is not a wage re-opener and, instead, addresses terms and conditions of employment for the 2025-2027 CBA.
3. **Costed Against Settlement.** The parties agree that the increase in the amount of the District's health insurance premium contribution will be costed against the total package settlement as part of the negotiations over the 2025-2027 CBA.
4. **No Precedent or Practice.** Nothing in this MOA may be deemed to establish an interpretation of the CBAs, a precedent, or a practice or to alter any established interpretation, precedent, or practice arising out of or relating to the CBAs between the Unions and the District. No party may submit this MOA in any proceeding as evidence of a contract interpretation, a precedent, or a practice.
5. **Entire Agreement.** This MOA reflects the entire understanding and agreement between the parties regarding the increase to the amount of the District's health insurance premium contribution for the 2025-2026 school year. This MOA controls over any inconsistent provisions in the CBA. No changes in this MOA are valid unless they are in writing and signed by all parties.

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MOA - Custodial Health Insurance Premium Contributions - Google Docs

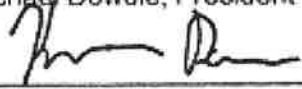
STILLWATER CUSTODIAL EMPLOYEES IUOE

Date: APRIL 28, 2025



Michael Dowdle, President

Date: APRIL 28, 2025



Kristi Doar, Recording Secretary




Scott Marsyla, Business Manager



Travis Aslakson, Business Representative



James Runk, Union Steward



Bradley Silva, Union Steward

INDEPENDENT SCHOOL DISTRICT NO. 834

Date: _____

School Board Chair

Date: _____

School Board Clerk

**MEMORANDUM OF AGREEMENT (“MOA”):
HEALTH INSURANCE PREMIUM CONTRIBUTIONS**

This Memorandum of Agreement (“MOA”) is entered into by and between Independent School District No. 834 (“District”) and Nutrition Services Employees’ Organization (“Union”).

WHEREAS, the District and Union are parties to a collective bargaining agreement (“CBA”) governing the negotiated terms and conditions of employment for nutrition services employees who are employed by the District;

WHEREAS, Article VII, Section 2, Subdivisions 1 and 2 of the CBA state:

Subd. 1 - The School Board shall provide a monthly contribution toward the premium for single or family insurance coverage for eligible employees who qualify for, and are enrolled in, any of the district’s group health and hospitalization plan(s) for nutrition services employees. The amount provided by the district shall be as follows; however, this amount shall not exceed the actual cost of insurance premium:

Full-time employees participating in the high deductible/HRA/VEBA plan:

Effective July 1, 2023: Up to \$1,825.83

Effective July 1, 2024: Up to \$1,971.89

Part-time employees participating in the high deductible/HRA/VEBA plan:

Family coverage:

Effective July 1, 2023: Up to \$988.75

Effective July 1, 2024: Up to \$1,067.85

Single Coverage:

Effective July 1, 2023: Up to \$519.80

Effective July 1, 2024: Up to \$561.38

For full-time employees participating in the high deductible/HRA/VEBA insurance plan, the monthly District contribution to a VEBA shall be as follows:

Family Coverage:

Effective July 1, 2023: \$250.00

Effective July 1, 2024: \$292.00

Single Coverage:

Effective July 1, 2023: \$125.00

Effective July 1, 2024: \$167.00

There shall be no District contribution to a VEBA for part-time employees participating in the high deductible/HRA/VEBA insurance plan.

For full time employees provided a VEBA contribution due to coverage under another Stillwater School District employee's insurance policy, the monthly contribution to a VEBA shall be as follows:

Effective July 1, 2017: \$189.58

WHEREAS, health insurance premiums will increase for employees on July 1, 2025;

WHEREAS, the District and the union are in the process of negotiating the 2025-2027 CBA; and

WHEREAS, the District and the Union are entering into this MOA to increase the amount of the District's health insurance premium contribution for eligible employees while the District and the Union continue to negotiate over the other terms and conditions of employment outlined in the CBA;

NOW, THEREFORE, IN CONSIDERATION OF the mutual promises contained in this MOA, the parties agree as follows:

- 1. Amendment of CBA.** Effective July 1, 2025, Article VII, Section 2, Subdivisions 1 and 2 of the CBA are amended to state:

Subd. 1 – The district shall provide a monthly contribution toward the premium for single or family insurance coverage for eligible employees who qualify for and are enrolled in the district's group health and hospitalization plan for Nutrition Services Employees. The cost of any premium that exceeds the district's monthly contribution shall be borne by the employee and paid by payroll deduction. The amount provided by the district shall be as follows; however, the amount shall not exceed the actual cost of the insurance premium:

High Deductible Plan ~ Full Time Employees (Employees regularly scheduled to work six or more hours per day, for the full term of the year.):

Single Coverage

High deductible/HRA/VEBA plan:

Effective July 1, 2024: Up to \$813.03 per month

Effective July 1, 2025: Up to \$918.72 per month

Family Coverage

High deductible/HRA/VEBA plan:

Effective July 1, 2024: Up to \$1,971.89 per month

Effective July 1, 2025: Up to \$2,122.68 per month

High Deductible Plan ~ Part Time Employees (Employees regularly scheduled to work at least four hours but less than six hours per day. Must meet additional criteria as listed in Article VII, Section I, Subdivision 3):

Family Coverage:

Effective July 1, 2024: \$1,067.85

Effective July 1, 2025: \$1,137.26

Single Coverage:

Effective July 1, 2024: Up to \$561.38

Effective July 1, 2025: Up to \$597.87

Subd. 2 - For employees participating in the high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA will be as follows:

Subd. 3 – For full-time employees participating in the single high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA shall be as follows:

Effective July 1, 2024: \$167.00 per month

Effective July 1, 2025: \$167.00 per month

For full-time employees participating in the family high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA shall be as follows:

Effective July 1, 2024: \$292.00 per month

Effective July 1, 2025: \$292.00 per month

For employees provided a VEBA contribution due to coverage under another Stillwater School District employee's insurance policy, the monthly District contribution to a VEBA shall be as follows:

Effective July 1, 2024: \$189.58 per month

Effective July 1, 2025: \$189.58 per month

There shall be no District contribution to a VEBA for part-time employees participating in the high deductible HRA/VEBA insurance plan.

- 2. No Wage Re-Opener.** The parties agree that this MOA is not a wage re-opener and, instead, addresses terms and conditions of employment for the 2025-2027 CBA.
- 3. Costed Against Settlement.** The parties agree that the increase in the amount of the District's health insurance premium contribution will be costed against the total package settlement as part of the negotiations over the 2025-2027 CBA.
- 4. Grievance.** This MOA is not grievable. No party to this MOA has an objection to the MOA and each party hereby waives any right they may have to file a grievance or pursue any other

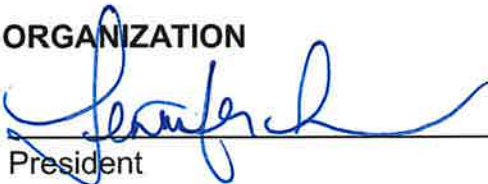
action and/or remedy against the District regarding any matter that arises out of or relates to the parties entering into this MOA, or any of the items stated above.

- 5. **No Precedent or Practice.** Nothing in this MOA may be deemed to establish an interpretation of the CBAs, a precedent, or a practice or to alter any established interpretation, precedent, or practice arising out of or relating to the CBAs between the Unions and the District. No party may submit this MOA in any proceeding as evidence of a contract interpretation, a precedent, or a practice.

- 6. **Entire Agreement.** This MOA reflects the entire understanding and agreement between the parties regarding the increase to the amount of the District's health insurance premium contribution for the 2025-2026 school year. This MOA controls over any inconsistent provisions in the CBA. No changes in this MOA are valid unless they are in writing and signed by all parties.

NUTRITION SERVICES EMPLOYEES' ORGANIZATION

Date: 4/28/25



President

INDEPENDENT SCHOOL DISTRICT NO. 834

Date: _____

School Board Chair

Date: _____

School Board Clerk

**MEMORANDUM OF AGREEMENT ("MOA"):
HEALTH INSURANCE PREMIUM CONTRIBUTIONS**

This Memorandum of Agreement ("MOA") is entered into by and between Independent School District No. 834 ("District") and Stillwater Principals' Association ("Union").

WHEREAS, the District and Union are parties to a collective bargaining agreement ("CBA") governing the negotiated terms and conditions of employment for principals who are employed by the District;

WHEREAS, Article X, Section 2, Subdivisions 1 and 2 of the CBA state:

Subd. 1 - The district shall provide a monthly contribution toward the premium for single or family insurance coverage for full-time employees who qualify for and are enrolled in the district's group health and hospitalization plan.

High deductible/HRA/VEBA plan:

Effective July 1, 2023: Up to \$1,825.83 per month

Effective July 1, 2024: Up to \$1,971.89 per month

Subd. 2 – For full-time employees participating in the single high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA shall be as follows:

Effective July 1, 2023: \$125.00 per month

Effective July 1, 2024: \$167.00 per month

For full-time employees participating in the family high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA shall be as follows:

Effective July 1, 2023: \$250.00 per month

Effective July 1, 2024: \$292.00 per month

For employees provided a VEBA contribution due to coverage under another Stillwater School District employee's insurance policy, the monthly District contribution to a VEBA shall be as follows:

Effective July 1, 2023: \$189.58 per month

Subd. 3 - For full time employees provided a VEBA contribution due to coverage under another Stillwater School District employee's insurance policy, the monthly contribution to a VEBA shall be as follows:

Effective July 1, 2023: \$189.58

WHEREAS, health insurance premiums will increase for employees on July 1, 2025;

WHEREAS, the District and the union are in the process of negotiating the 2025-2027 CBA; and

WHEREAS, the District and the Union are entering into this MOA to increase the amount of the District's health insurance premium contribution for eligible employees while the District and the Union continue to negotiate over the other terms and conditions of employment outlined in the CBA;

NOW, THEREFORE, IN CONSIDERATION OF the mutual promises contained in this MOA, the parties agree as follows:

- 1. Amendment of CBA.** Effective July 1, 2025, Article X, Section 2, Subdivisions 1 and 2 of the CBA are amended to state:

Subd. 1 – The district shall provide a monthly contribution toward the premium for single or family insurance for full time employees who qualify for, and are enrolled in, the District's group health and hospitalization plan. The amount provided by the District shall be as follows, however, the amount shall not exceed the actual cost of the insurance premium:

Single Coverage

High deductible/HRA/VEBA plan:

Effective July 1, 2024: Up to \$813.03 per month

Effective July 1, 2025: Up to \$918.72 per month

Family Coverage

High deductible/HRA/VEBA plan:

Effective July 1, 2024: Up to \$1,971.89 per month

Effective July 1, 2025: Up to \$2,122.68 per month

Subd. 2 – The cost of any premium that exceeds the District's monthly contribution shall be borne by the employee and paid by pre-tax payroll deduction.

Subd. 3 – For full-time employees participating in the single high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA shall be as follows:

Effective July 1, 2024: \$167.00 per month

Effective July 1, 2025: \$167.00 per month

For full-time employees participating in the family high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA shall be as follows:

Effective July 1, 2024: \$292.00 per month

Effective July 1, 2025: \$292.00 per month

For employees provided a VEBA contribution due to coverage under another Stillwater School District employee's insurance policy, the monthly District contribution to a VEBA shall be as follows:

Effective July 1, 2024: \$189.58 per month

Effective July 1, 2025: \$189.58 per month

2. **No Wage Re-Opener.** The parties agree that this MOA is not a wage re-opener and, instead, addresses terms and conditions of employment for the 2025-2027 CBA.
3. **Costed Against Settlement.** The parties agree that the increase in the amount of the District's health insurance premium contribution will be costed against the total package settlement as part of the negotiations over the 2025-2027 CBA.
4. **Grievance.** This MOA is not grievable. No party to this MOA has an objection to the MOA and each party hereby waives any right they may have to file a grievance or pursue any other action and/or remedy against the District regarding any matter that arises out of or relates to the parties entering into this MOA, or any of the items stated above.
5. **No Precedent or Practice.** Nothing in this MOA may be deemed to establish an interpretation of the CBAs, a precedent, or a practice or to alter any established interpretation, precedent, or practice arising out of or relating to the CBAs between the Unions and the District. No party may submit this MOA in any proceeding as evidence of a contract interpretation, a precedent, or a practice.
6. **Entire Agreement.** This MOA reflects the entire understanding and agreement between the parties regarding the increase to the amount of the District's health insurance premium contribution for the 2024-2025 school year. This MOA controls over any inconsistent provisions in the CBA. No changes in this MOA are valid unless they are in writing and signed by all parties.

STILLWATER PRINCIPALS' ASSOCIATION

Date: 4/23/25



 President

INDEPENDENT SCHOOL DISTRICT NO. 834

Date: _____

 School Board Chair

Date: _____

 School Board Clerk

5/6/25

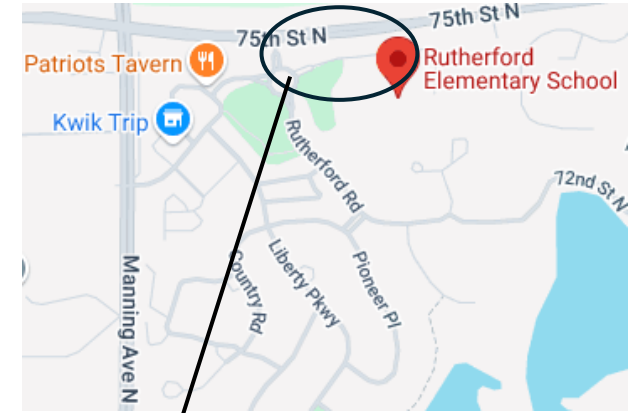
Proposed Site Preservation & Historical Marker

- **Bob Kroening**

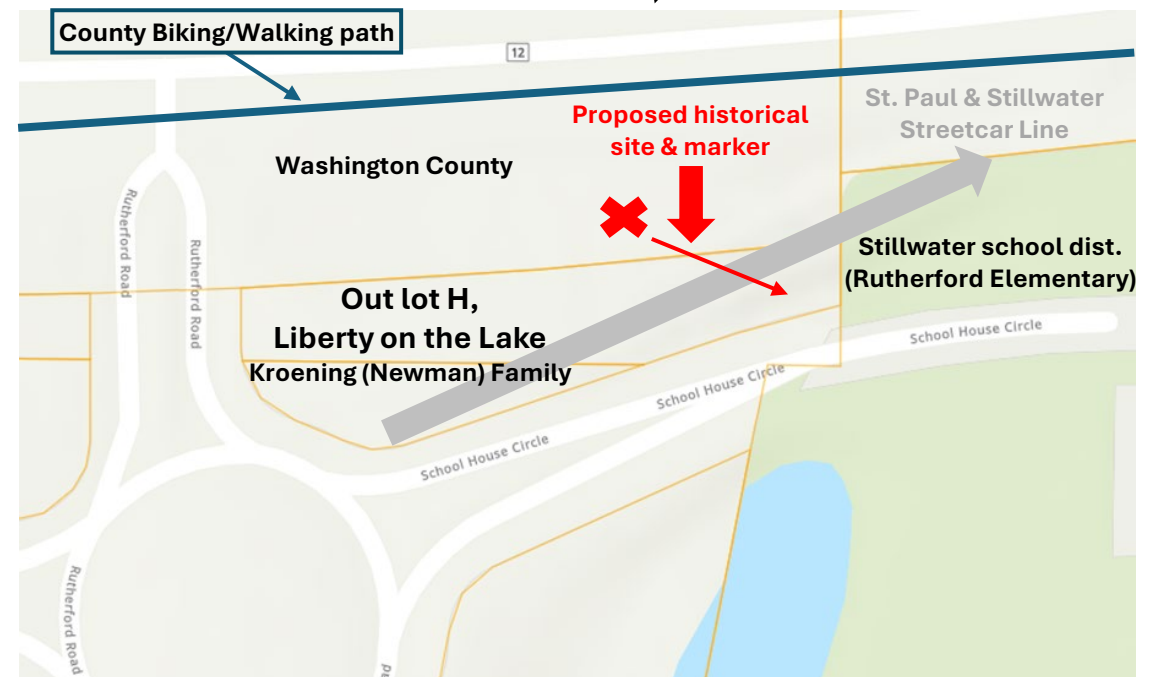
Out lot H, Liberty on the Lake
Stillwater, MN

Proposed Site Preservation & Historical Marker....

Out lot H, Liberty on the Lake (currently designated as open green space) is near the intersection of Manning Ave. & Highway 12 and adjacent to the Washington county walk/bike trail, *Rutherford Road*, & *Rutherford Elementary School*.



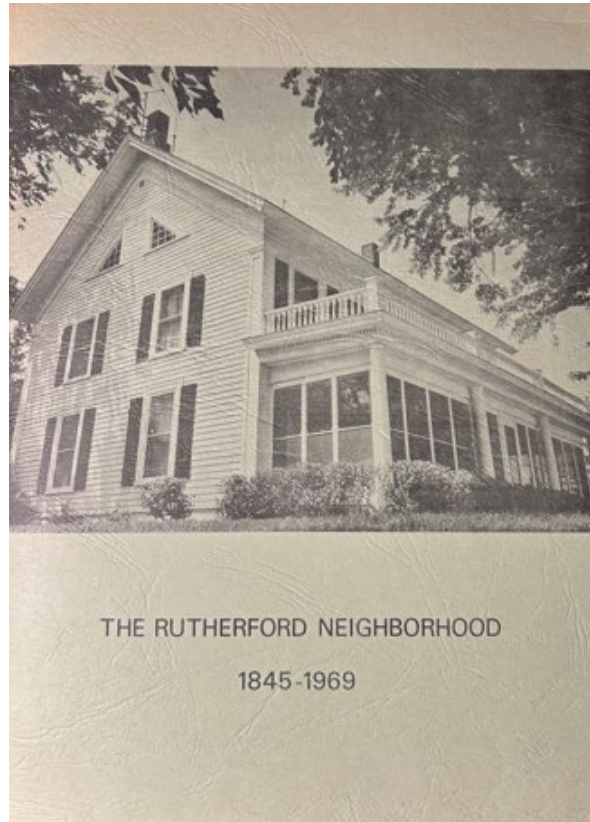
View of Rutherford Elementary from the ✖ on the map



Why preserve the site & have a historical marker?

Utilize dedicated green space to preserve & share unique history of the area.

Historic *Rutherford* Neighborhood

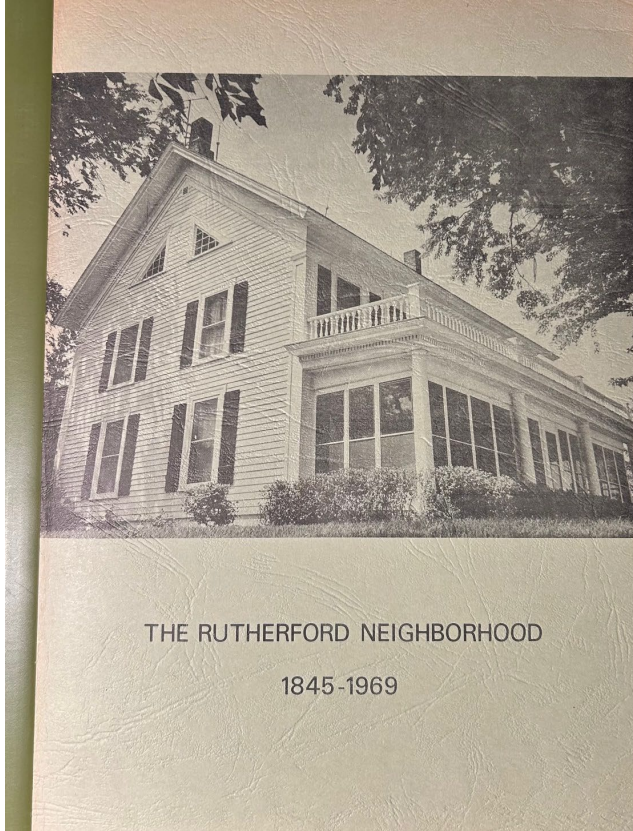


Twin City Lines St. Paul & Stillwater Streetcar Line



Historic Rutherford Neighborhood....

In 1969 Mildred Abbetmeyer Newman wrote & published book on the Rutherford Neighborhood.



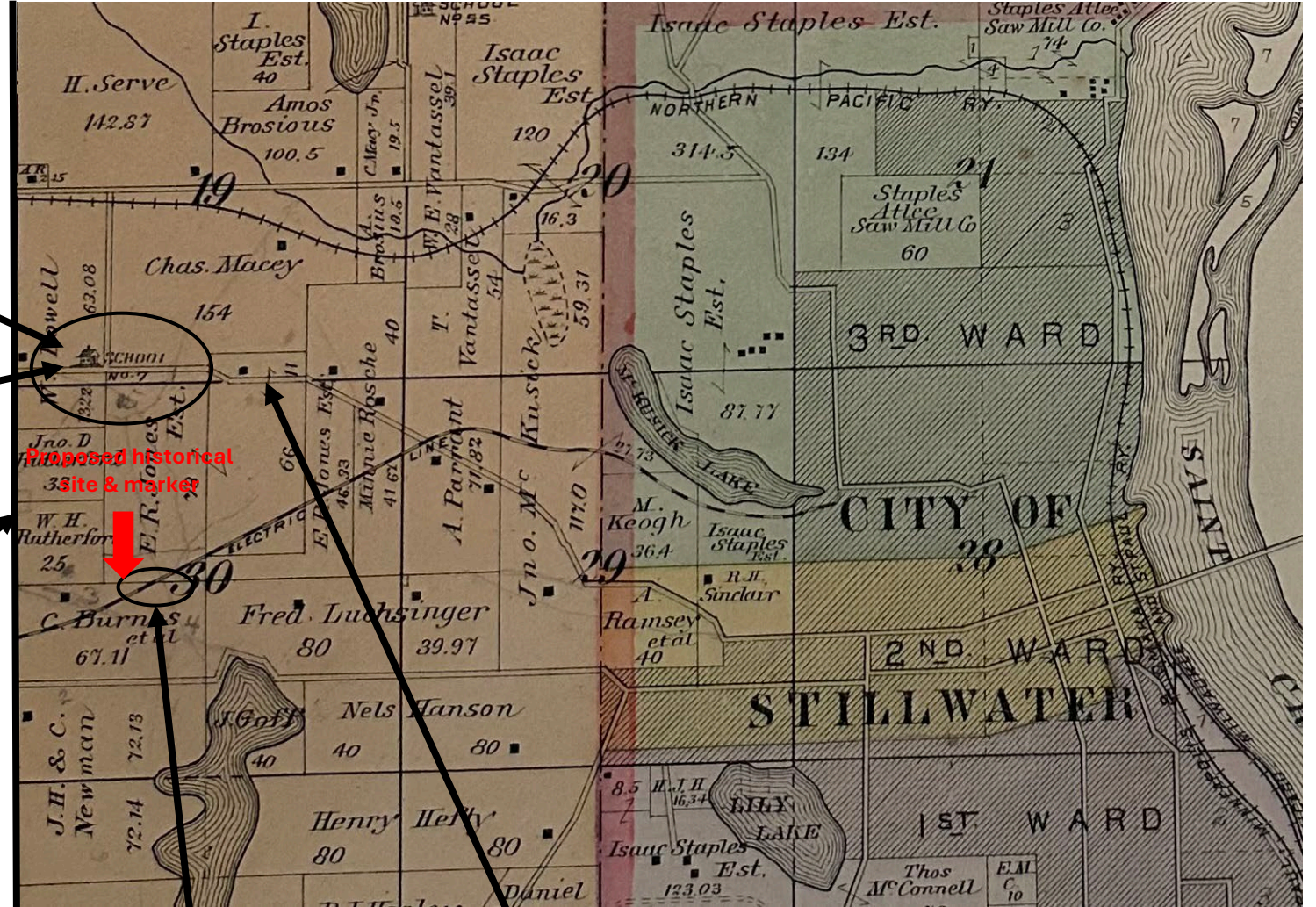
There are many histories written about Minnesota, Washington County and Stillwater. Some of the most interesting and rare stories that are told are those from neighborhoods. Don Empson wrote about several of the Stillwater neighborhoods back in the 1990s and early 2000s, but Mildred Newman wrote the first neighborhood history about the Rutherford Neighborhood.

In the front of the book Mildred noted, “In assembling the information for the twenty-five or more sketches in this Rutherford Neighborhood historical study, the author visited the Neighborhood families, discussing with them their genealogies, experiences, and facts and figures contained in their journals and diaries.” She also said, “The people of the historic Rutherford Neighborhood three miles west of Stillwater, Minnesota, in Washington County, possessed character and stability that contributed strength and vitality to a young and growing nation. The lives of the people here were dominated by love of home and country, by love of the good earth, and by love of God. They were hard working, honest, and frugal. The name of Rutherford was applied to the area because of the numerical dominance of settlers by the name of Rutherford.”

- 7/25/21 Stillwater Gazette, Brent Peterson's Back in Time column.

Historic Rutherford Neighborhood....

As the community grew the Rutherford family donated land in 1850s for a cemetery and schoolhouse. Rutherford School (District #7) was located on Stillwater Road (now Boutwell Road) and closed in 1912. The Rutherford cemetery (located on Manning Ave) still serves the community today.



Manning Ave.

Location of current Rutherford Elementary School

Boutwell Road

- Map image from 1901 Washington County Plat Book

Historic Rutherford Neighborhood....

Originally named Browns Creek Elementary local residents successfully petitioned to have the name changed to Rutherford Elementary to honor the history of the Rutherford Neighborhood.

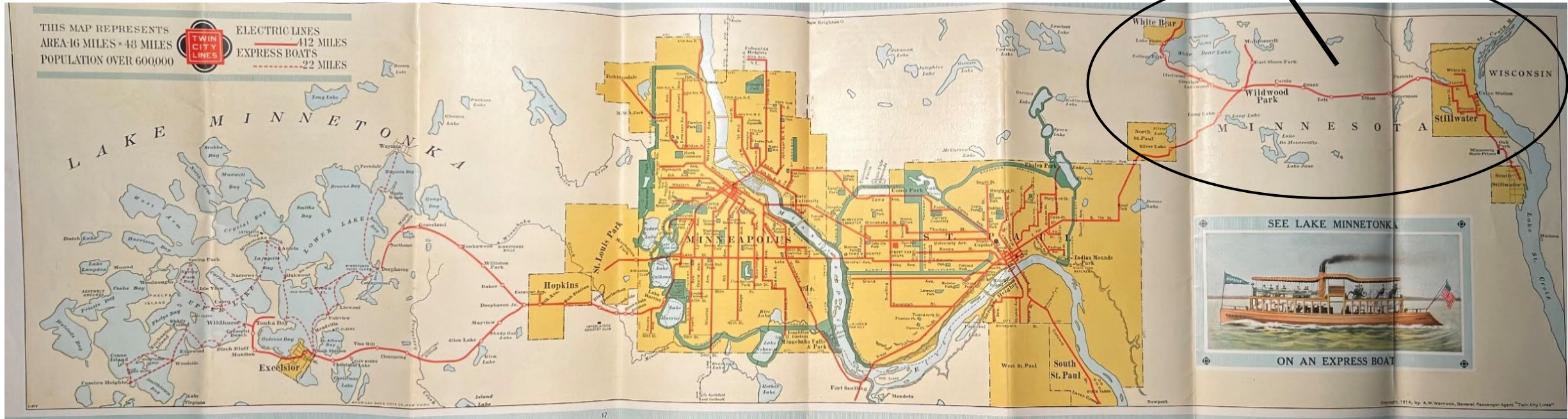
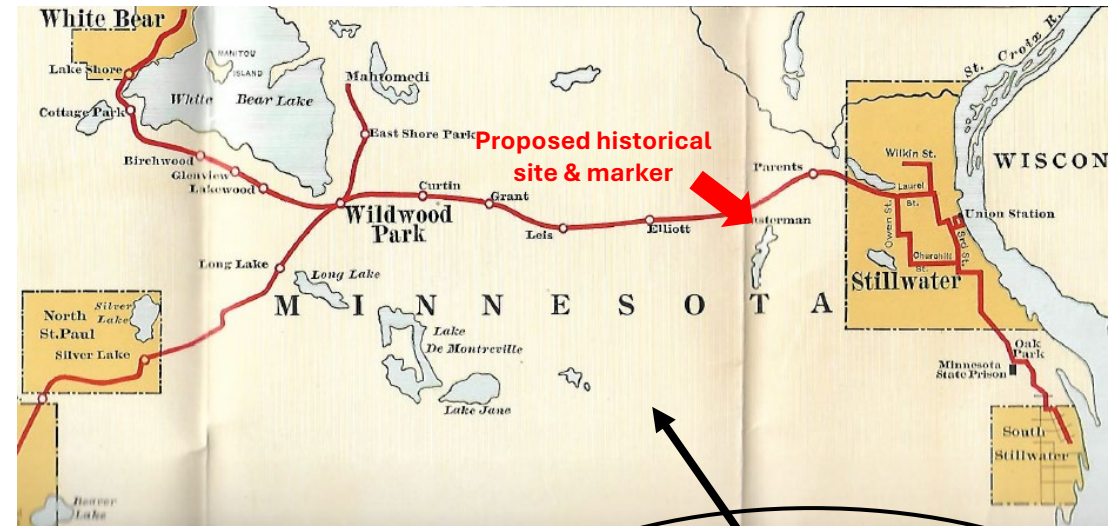


Additionally, inspired by the original district # 7 Rutherford schoolhouse architects designed the main entrance to Rutherford Elementary in recognition of the school's unique history.

St. Paul & Stillwater Streetcar line....

Extended the Twin City Lines streetcar system to Stillwater in 1899. The St. Paul & Stillwater interurban line enabled people to travel by streetcar from Stillwater all the way to Excelsior.

- Map images from 1914 Twin City Lines Streetcar Line Map



St. Paul & Stillwater Streetcar line...

Provided public transportation for the city of Stillwater passing by the Carnegie Library, St. Croix Drug Company @ corner of Chestnut & Main Street, and stopping at the Stillwater Depot. The line was used until 1932.

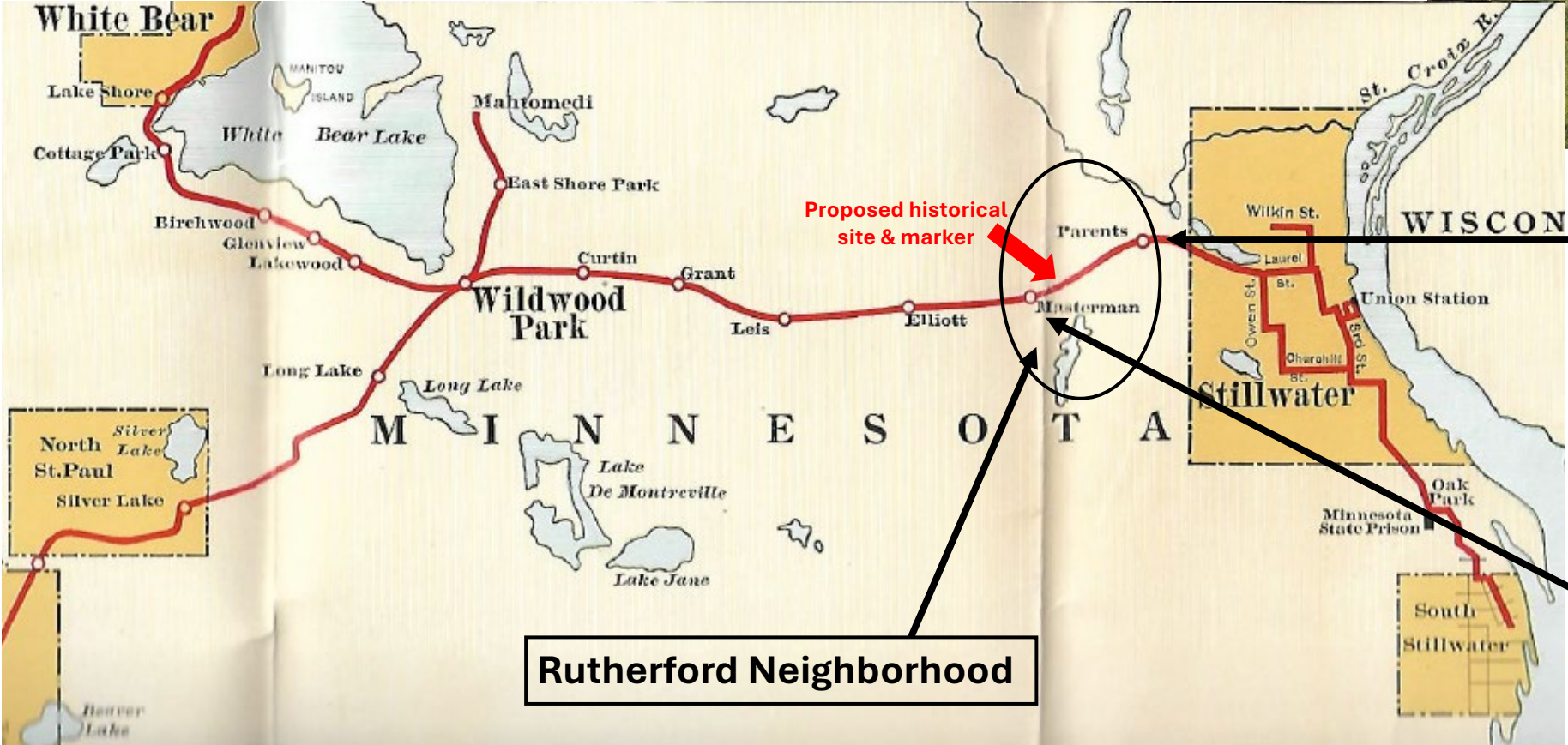


- 1906 postcard images

St. Paul & Stillwater Streetcar line...

Traveled across and through the middle of the historic Rutherford Neighborhood and along the shoreline of McKusick Lake.

- Map image from 1914 Twin City Lines Streetcar Line Map



1906 postcard photo taken at this point in streetcar line as interurban car approached Parents Siding.

Parents Siding and Masterman's Crossing (near intersection of Manning Ave & Hwy 12) served historic Rutherford Neighborhood

Rutherford Neighborhood

St. Paul & Stillwater Streetcar line...

Parents Siding – allowed interurban cars going in opposite directions (to St. Paul & Stillwater) to pass.



FRIDAY, MARCH 16, 1917.

SNOW, MORE SNOW

Has Fallen Today With a Strong Northeast Wind—Probably Another Foot of the Beautiful.

The indications were numerous today that we would have a sufficient fall of snow to equal the total of 1903, 80 inches. We had 70 inches before the storm of today broke on us. It snowed hard all day with little indication of a cessation of hostilities.

While not as cold by many degrees as the Sunday a few weeks since, the snow fell as rapidly and as persistently, making street car travel slow and tedious. The interurban cars were seriously impeded, the last car coming in about 11:30 this forenoon.

The trains on the Omaha and the Milwaukee were in on time this forenoon, but what will happen this afternoon is uncertain. The Northern Pacific reports trains in this morning, but the chances for any this afternoon are slim.

It is feared all the cuts in the interurban as well as on the railroad lines will be filled with snow, making it impossible to get through until the storm abates.

LATER—Delayed interurban cars arrived at 12:30 and 2 o'clock p.m., but whether any more will get through is a question. A car left Stillwater for St. Paul about 2 o'clock, but no assurance was given that it would get through.

March 16th – 17th 1917 snowstorm buries St. Paul & Stillwater interurban car @ Parents Siding - 1/2 mile NE of proposed historical marker.



St. Paul & Stillwater Streetcar line...

Masterman's Crossing - named after Rutherford Neighborhood resident Albion Masterman (farm nearby).



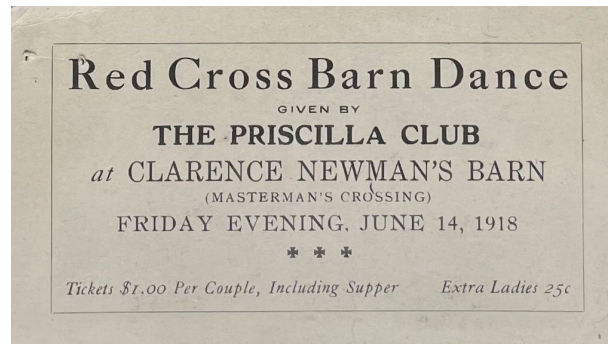
Clarence Newman Family Barn

Above: Opposing 1913 views of **Masterman's Crossing** - approx 200 yards SW of proposed historical site & marker.

With Twin City Lines Streetcar Company's support up to 600 people attend Red Cross fundraiser @ Clarence Newman's barn - June 14, 1918.



Priscilla Club (Rutherford Neighborhood women's volunteer community service club) raised \$494.20 for Red Cross.



ELECTRIC LIGHTS IN NEWMAN'S BARN

The benefit Red Cross dance at Clarence Newman's barn tonight will have some illumination, electric lights having been installed there today. That's going some for a country dance, we think.

- Stillwater Gazette : June 14th & 15th, 1918

BARN DANCE AT C. NEWMAN FARM DECIDED SUCCESS

Between 500 and 600 people attended the barn dance given at the Clarence Newman farm, a short distance from Masterman station on the interurban line last night, thus assisting in swelling the Red Cross funds as the receipts were donated to that cause.

An owl car was placed in operation by the street car company in order to handle the crowd and this arrived in the city about 2 o'clock.

During the evening short patriotic talks were made by State Senator Sullivan and others, the remarks of the speakers being greeted with cheers by the merrymakers.

It was a great gathering and every one present enjoyed the occasion immensely.

Proposed Site Preservation & Historical Marker...

Utilize dedicated green space to preserve & share unique history of the area.

The original Rutherford school bell was presented to the school by the Kroening (Newman) family @ Rutherford Elementary dedication.

Historical marker location could be positioned to provide a clear line of sight to front entrance of Rutherford Elementary School *AND* restored St. Paul & Stillwater streetcar line bed *PLUS* provide information regarding historic Rutherford Neighborhood, streetcar line, and local native Americans that pre-date the Rutherford Neighborhood.

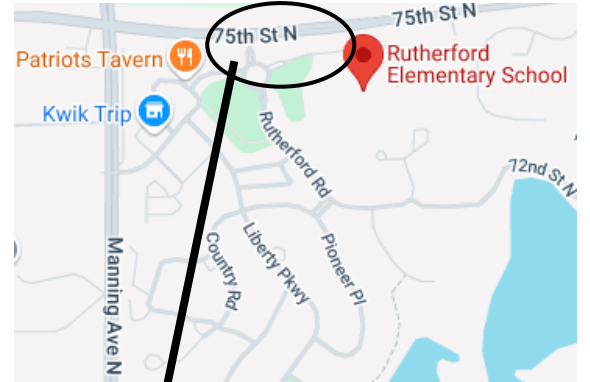


Underneath all the overgrown/fallen trees & brush is a portion of the original St. Paul & Stillwater streetcar line including a cow pass. When the land is cleaned up & preserved, and small portion of the streetcar line is restored, it would be easily seen from county walk/bike path.



Proposed Site Preservation & Historical Marker....

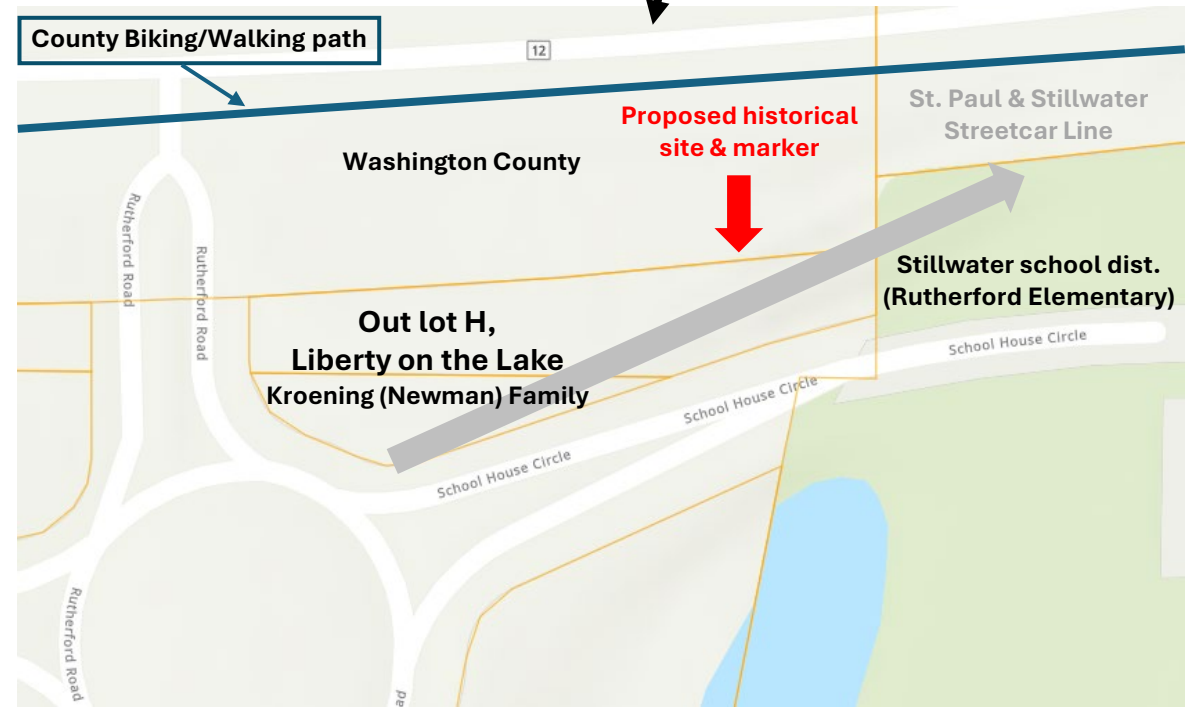
Will require a partnership with Washington County, City of Stillwater School Board, & Kroening (Newman) family.



View of county biking/walking path



Rutherford Elementary School



Example of historical marker



Out lot H - Kroening (Newman) family

1. **Kroening (Newman) family** is interested in donating land (Out lot H) to Stillwater school district. 2025 property taxes - \$60.00.
2. **Brent Peterson** (Executive Director of the Washington County Historical Society) & **Aaron Isaacs** (Minnesota Streetcar Museum Board Chair) support proposal & are interested in providing their expertise to help preserve the site & install a historical marker.
3. **Bob Kroening** is interested in volunteering to lead representative team to create site plan & submit grants to secure required funding.



Expect
More.



Belwin Partnership

Presented to the School Board
May 6, 2025



Environmental Education Partnership

- For years, Belwin has provided environmental learning experiences to students in St. Paul Public School
- Belwin's new education building will open Fall 2025, making space available for our students!
- Partnership with Belwin will enhance Environmental Education programming in all 7 elementary schools:
 - District to provide 2 Naturalists to lead instruction at Belwin, coordinate with teachers
 - Utilize St. Paul Public School's 3rd and 5th grade curriculum



Programming at Belwin

- Proposed Schedule:
 - Onsite opportunities for 3rd, 4th and 5th graders at least once during the school year
 - Pre-teaching site visits with the Naturalists before students visit Belwin



Photo courtesy of Belwin Outdoor Science. Belwin.org



Programming at Belwin

- Onsite visits will begin the week of Sept. 29, 2025
 - Pre-teaching to begin the week of Sept. 22
 - 2-3 week gaps between grade levels for curriculum development and pre-teaching visits
 - The new plan allows time for collaboration with Naturalists and new Science Specialists



Front Entry





Stillwater Classroom





Stillwater Classroom





Stillwater Classroom



Calm Room



Changing Table



Winter Clothes Closet



Outdoor Classroom





Questions



Expect
More.

Technology Department

Presented to the School Board
May 6, 2025

Eric Simmons, Director of Technology



Strategic Plan Alignment

Strategic Direction A:

Ensure the learning process is adaptable to meet individual student needs

Strategic Direction C:

Utilize systems and align resources in an efficient manner to support learning



Technology Department - Structure

- Universal Access Device Program (One-To-One)
 - Grades K-1: Shared device access in classrooms (iPad)
 - Grades 2-12: Individual device for learning (Chromebook)
- IT Support & Operations
- Network & Server Administration
- Technology Integration and Implementation
- Database and Program Coordination

Tech Stats:

>30,000 active accounts

21,000 clients connected to our wifi every week

>13,000 district-owned connected devices

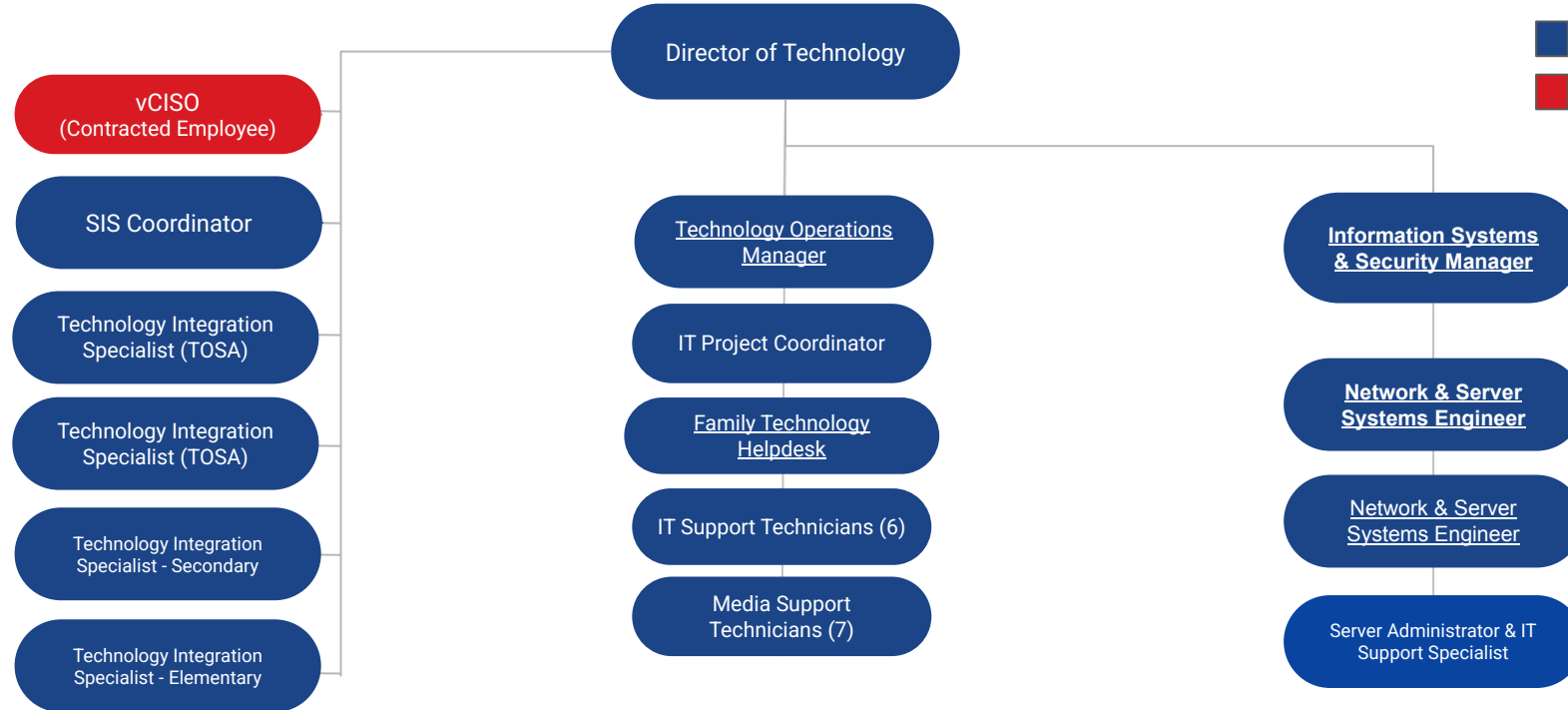
Data pulled 4/21/2025



Technology Department

Funding Source:

- Tech levy (current)
- Tech levy (contracted)





Infrastructure & Support Projects

- ✓ Wireless Network Replacement (*Technology Levy; Summer 2024*)
- ✓ Copier & Printer Fleet: Districtwide refresh of five-year lease (*Technology Levy; December 2024*)
- ❑ Fiber & Technology for New Bayport & Lake Elmo Schools (*Bond Funding + Federal E-Rate Funding; As part of construction projects*)
- ❑ Network Switch Replacement (*Bond Funding; Summer 2025*)
- ❑ Phone System Replacement (*Technology Levy; 2026-27*)
- ❑ Security Camera Upgrades (*Bond Funding; 2026-27*)





Device Lifecycle and Repair



1:1 Student Device Planning

(Technology Levy):

- 8th grade device collection and redistribution to elementary carts
- 9th grade issued new devices to keep throughout high school

Current Reality for Repair:

- Outsourced to local 3rd party.
- Physical drop-off and pick-up in St. Paul.
- Turn-around time has been ~two weeks to a few months or more.

Device Repair Strategy:

- Piloting a student intern program at SAHS.
- Adding an IT Support Technician based to centralize in-house repairs, reducing costs and turnaround time.
- Implementing a new helpdesk system to better support technology and repair across the district.



Cybersecurity and Data Protection

- *Incident Response* planning and improvement.
- Ongoing review of technical procedures, applications and controls.
- Work at district level focusing on business continuity and communication.
- Staff Awareness & Training.
- External evaluation and support with contracted cyber resources and vCISO Role.

DIVE BRIEF

PowerSchool data breach possibly exposed student, staff data

The cloud-based K-12 software provider confirmed a compromised credential was used to access its PowerSource customer support portal.

Published Jan. 9, 2025



[Anna Merod](#)
Reporter





System Improvements

- **PowerSchool Student Information System Work**
 - Building internal capacity for core users and owners within our school system (enrollment, scheduling, gradebooks, forms, documents).
 - Business systems review and evaluation of PowerSchool SIS - All systems.
 - Internal work meetings > monthly since August, 2024 to improve transportation data and PowerSchool workflows.
 - Internal redundancy for roles and processes.
 - Reviewing processes and parent portal to improve access.
- **Return on Investment (ROI)**
 - Launching a new analytics tool internally to assess usage and ROI across digital platforms



Parent Experience

- Understanding Google Single Sign-On for families
- Continuing to improve parent landing pages and workflows
- Assessing all parent-facing tools that we use to ensure we have the right tools in place
- Onboarding new families with better information/instruction and support at time of enrollment
- Community engagement nights to support parents getting connected to their parent account



Collaboration & Community Partners

- Career Technical Education (CTE) and Pathway collaboration.
- Washington County, local city and district outreach.
- Statewide School Technology Leaders collaboration.
- MN.IT - Cyber Navigator and local cyber support.



Artificial Intelligence in Stillwater

For Staff:

- Explore positive ways to utilize the power of AI
 - Save time and increase staff efficiency
 - Automate processes
- Define expectations and identify district-supported AI tools
- Provide professional development and training

For Students:

- Explore positive ways for students to utilize AI
- Develop guidance/expectations for use of AI by students
- Educate students at all levels on the proper use of AI



Artificial Intelligence Timeline

- **Spring/Summer:** Staff to pilot Brisk
- **Summer:** Define guidance for staff use of AI
- **Back To School:** Initial AI workshop for staff
- **Ongoing:** Continuing professional development
- **2025-26 School Year:**
 - Engage students and staff in discussions around student use of AI
 - Develop expectations/ guidance for students
 - Identify instructional materials/curriculum
 - Begin educating students on proper AI use



Questions

EDUCATION PROGRAMS

POLICY TITLE	POLICY NUMBER	ADOPTED	REVIEW FREQUENCY
Library Materials	606.5	Adopted:	Three Year

I. PURPOSE

The school board recognizes that library materials are a vital component of a student’s education. The library should serve as a marketplace of ideas that go beyond the prescribed curriculum. Students are generally required to utilize curriculum materials. In contrast, students are generally free to access specific library materials that match their interests. Accordingly, library materials should provide opportunities for learning and enrichment that aligns with the needs and broad interests of students in the school.

The school board endorses the inclusion of library materials that present different points of view for students to consider, including differing views on controversial issues. The school board also endorses the inclusion of library materials that reflect our diverse society and the contributions that countless groups and individuals have made to our country and to the world. The school board believes that the inclusion of these types of materials promotes critical thinking and encourages life-long learning.

The purpose of this policy is to provide direction regarding the initial selection of library materials and the review of library materials when removal has been requested. The superintendent is responsible for implementing this policy. To that end, the superintendent or a designee may establish additional procedures for responding to requests to remove library materials.

II. DEFINITIONS

- A. “Library” means a media center that is located in a district school and contains library materials for students to access and use free of charge and on an equitable basis. A library may also provide access to electronic materials. This policy does not govern access to electronic materials that are accessed through the internet.
- B. “Library materials” are the books, periodicals, newspapers, manuscripts, films, prints, documents, videotapes, subscription content, electronic and digital materials (including e-books, audiobooks, and databases), and related items made available to students in a library or through access to electronic materials. “Library materials” do not include materials made available to students as part of the curriculum.
- C. “Library media specialist” is a person who holds a Library Media Specialist teaching license from the Professional Educator Licensing and Standards Boards and who is

trained to deliver library services to students.

- D. "Obscene" means that the work which, taken as a whole, appeals to the prurient interest in sex and depicts or describes in a patently offensive manner sexual conduct and which, taken as a whole, does not have serious literary, artistic, political, or scientific value.

III. INITIAL SELECTION OF LIBRARY MATERIALS

- A. **Primary Responsibility for Initial Selection.** In consultation with district leadership and other professional staff, and within budgeted amounts, the library media specialist is primarily responsible for the initial selection of library materials. The library media specialist will apply the selection criteria stated in this policy.
- B. **Selection Criteria.** When considered as a whole, library materials should:
1. enrich, support, or supplement the curriculum;
 2. promote reading for pleasure by responding to a broad array of personal needs and interests of a diverse student body;
 3. reflect the ages and maturity levels of students in the building in which the library is located;
 4. reflect artistic value, literary value, educational significance;
 5. promote critical thinking in daily living or in areas of general importance to members of society, including, but not limited to, politics, science, history, religion, medicine, law, economics, or safety; or
 6. promote equity or an understanding of the views, triumphs, or struggles of others.
- C. **Prohibited Criteria.** Library materials must not be excluded from initial selection because of the race, nationality, religion, sex, gender, gender identity, or political views of the author.
- D. **No Donations.** The District will not accept donated materials for inclusion in its libraries unless the materials are already part of the existing library collection.
- E. **Financial donations to benefit the district's libraries will be accepted with the understanding that funds will be used to purchase materials that are needed for libraries based on the needs of the individual schools.**

IV. REQUESTS TO REMOVE SPECIFIC LIBRARY MATERIALS

- A. **Eligible Individuals.** The following individuals are eligible to initiate a review process to determine whether a specific library material will be removed: an eighteen-year-old student who attends the school in which the library material is located; the parent or guardian of student who is less than eighteen years of age and attends the school in which the library material is located; the principal of the building in which the library material is located; the district's superintendent; a quorum of the school board as evidenced by a vote of the school board at an open meeting.

- B. **Limited Number of Requests.** Because of the time required to process a request for removal, the District will process no more than nine requests (one for each full month that school is in session) for removal per school year.
- C. **Meeting Required.** Before requesting removal of a specific library material, an eighteen-year-old student or the parent or guardian of student who is less than eighteen years of age must meet (virtually or in person) with the library specialist and building principal to state the objections to the specific library material and to give the library specialist and the principal an opportunity to respond. In the case of a principal challenge, the principal, the media specialist and the superintendent designee will meet.
- D. **Request for Removal.** An eligible individual may request removal of a specific library material by submitting a written request to the superintendent's office on a form developed by the superintendent or a designee. The form must be completed in its entirety. The superintendent will not process the request if the specific material has been the subject of a request for removal during the previous five years or if the form is not completed in its entirety. The district is not responsible to provide the challenger with the material.
- E. **Appointment of Review Committee.** Within a reasonable period of time after receiving the request for removal, the superintendent or a designee will appoint a Review Committee to consider the request for removal. The superintendent or designee is encouraged, but not required, to include the following individuals on the Review Committee:
1. A member of the school district administration;
 2. A principal or associate principal;
 3. A teacher;
 4. A library media specialist;
 5. A community member with no direct connection to the request;
 6. Any other person(s) who, in the view of the superintendent, would be helpful in considering the objection, applying the review criteria, and evaluating whether the specific library material should be removed.
 7. At the discretion of the superintendent, student(s) may be included as an ex officio member.
- F. **Continued Access to Material.** Absent extraordinary circumstances, the District will not deny students access to the library material until the review process is completed. Out of practical necessity, however, copies of the library material may be taken from the library so they can be reviewed by the Review Committee.
- G. **Legal Standard.** In *Board of Education v. Pico*, 457 U.S. 853 (1982), the U.S. Supreme court held that school boards generally have discretion to remove books from school libraries as long as the removal does not violate the First Amendment. Whether a removal violates the First Amendment depends on the motivation for removing the book. School boards "may not remove books from the school library shelves simply because they dislike the ideas contained in those books and seek by their removal to 'prescribe what shall be orthodox in politics, nationalism, religion, or other matters of opinion.'" However, the First Amendment does not prohibit school boards from removing books for other legitimate reasons. For example, the Supreme Court noted that school boards may remove books on the ground that they are "vulgar" or lack

“educational suitability.” The U.S. Supreme Court has also held that the First Amendment does not prohibit school officials from regulating speech in the educational environment that is “obscene,” “vulgar,” “lewd,” or “plainly offensive.” See *Bethel School District No. 403 v. Fraser*, 478 U.S. 675 (1986); *Morse v. Frederick*, 551 U.S. 393 (2007) (interpreting *Fraser*).

- H. **Review Criteria.** The Review Committee may decide to remove a specific library material if the material is: (1) educationally unsuitable for students in the school given their ages and levels of maturity; (2) educationally unsuitable because it does not meet the initial selection criteria; or is objectionable based upon the legal standards as specified in paragraph G; (3) objectively inaccurate as a whole. The committee may not vote to remove specific library material because the committee, the school board, school officials, or any other person dislikes the ideas contained in the library material or wants to remove the material in an effort to prescribe what is orthodox in the reporting of history or in religion, politics, nationalism, or other matters of opinion.
- I. **Review and Report.** The Review Committee will review the specific library material as a whole and will apply the review criteria outlined in this policy. The Review Committee may consult with individuals who have relevant professional knowledge. After this process is complete, the Review Committee will vote, in a manner that records each member’s vote, on whether to remove the material in question. A meeting is not required to vote. After voting, the Review Committee will submit a brief written report to the superintendent containing the Review Committee’s decision to retain or remove the specific library material and the basis for the decision.
- J. **Notice of Decision.** The superintendent or a designee will provide notice of the Review Committee’s decision to the person who requested removal of specific library material.
- K. **Appeal.** The requestor may appeal the Review Committee’s decision by submitting a written appeal to the superintendent within fourteen calendar days after receiving notice of the decision. The written appeal must state all the reasons why the requester believes the committee’s decision is incorrect. The superintendent or a designee will review the specific library material in question, apply the review criteria that are outlined in this policy, and then affirm or reverse the Review Committee’s decision. The decision of the superintendent is final, unless a quorum of the school board voted at an open meeting to initiate the process to determine whether a specific library material should be reviewed. If a quorum of the school board initiated the review process, the superintendent’s decision may be appealed to the school board. On review, the school board is bound by the review criteria outlined in this policy.
- L. Upon the completion of a content challenge or reconsideration process in accordance with the district’s adopted policy, the district must submit a report of the challenge to the commissioner of education [Minn. Stat. §134.51] .

V. ADMINISTRATIVE REMOVAL

This policy does not prohibit a library media specialist or other administrator from removing specific library material because: it has not been utilized by any student for an extended period of time or has been utilized rarely; it is damaged or is in poor physical condition; or there are other similar reasons unrelated to content.

Legal References:

Minn. Stat. § 120A.22, Subd. 9 (Compulsory Instruction)
Minn. Stat. § 123B.02 (General Powers of Independent School Districts)
Minn. Stat. § 123B.09 (School Board Responsibilities)
Minn. Stat. § 124D.991 (Public School Libraries and Media Centers)
Minn. Stat. § 134.51 (Access to Library Materials and Rights Protected)
Minn. Rules Part 8710.4550 (Library Media Specialists)
Board of Education v. Pico, 457 U.S. 853 (1982)
Virginia State Bd. of Educ. v. Barnette, 319 U.S. 624 (1943)

Cross References:

MSBA/MASA Model Policy 102 (Equal Educational Opportunity)
MSBA/MASA Model Policy 524 (Internet Acceptable Use and Safety Policy)
MSBA/MASA Model Policy 606 (Textbooks and Instructional Materials)



**Agenda Item IX. B.
Date Prepared: May 4, 2025
ISD 834 Board Meeting**

Agenda Item: MOA Health Insurance Premiums 2025-2026
Meeting Date: May 6, 2025
Contact Person: Kristine Carlston, Executive Director of Human Resources

Background:

The School Board approved the health insurance renewal rate increase of 13% for 2025-2026 on April 17, 2025 at a special meeting. Memorandums of Agreement were prepared and distributed to all bargaining units on April 21, 2025 with a return deadline of April 24, 2025 in order to prepare for Open Enrollment on May 5, 2025.

The SCEA submitted its signed MOA on April 30, 2025.

Information regarding this MOA will be provided to the Board. Administration recommends approval of the SCEA's MOA Health Insurance Premiums 2025-2026

Recommendation:

A motion and second will be requested to approve the Memorandum of Agreement Health Insurance Premiums 2025-2026 with the St. Croix Education Association.

Motion by: _____ **Seconded by:** _____ **Vote:** _____

**MEMORANDUM OF AGREEMENT (“MOA”):
HEALTH INSURANCE PREMIUM CONTRIBUTIONS**

This Memorandum of Agreement (“MOA”) is entered into by and between Independent School District No. 834 (“District”) and St. Croix Education Association (“Union”).

WHEREAS, the District and Union are parties to a collective bargaining agreement (“CBA”) governing the negotiated terms and conditions of employment for teachers who are employed by the District;

WHEREAS, Article IX, Section 3, Subdivisions 1, 2, and 3 of the CBA state:

Subd. 1 – The district shall provide a monthly contribution toward the premium for single or family insurance for full time employees who qualify for, and are enrolled in, the District’s group health and hospitalization plan. The amount provided by the District shall be as follows, however, the amount shall not exceed the actual cost of the insurance premium:

High deductible/HRA/VEBA plan:

Effective July 1, 2023: Up to \$1,825.83 per month

Effective July 1, 2024: Up to \$1,971.89 per month

Subd. 2 – The cost of any premium that exceeds the District’s monthly contribution shall be borne by the employee and paid by pre-tax payroll deduction.

Subd. 3 – For full-time employees and eligible retirees, as defined in Article IX, Section 9, participating in the single high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA shall be as follows:

Effective July 1, 2023: \$125.00 per month

Effective July 1, 2024: \$167.00 per month

For full-time employees and eligible retirees, as defined in Article IX, Section 9, participating in the family high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA shall be as follows:

Effective July 1, 2023: \$250.00 per month

Effective July 1, 2024: \$292.00 per month

For employees provided a VEBA contribution due to coverage under another Stillwater School District employee’s insurance policy, the monthly District contribution to a VEBA shall be as follows:

Effective July 1, 2023: \$189.58 per month

WHEREAS, health insurance premiums will increase for employees on July 1, 2025;

WHEREAS, the District and the union will be negotiating the 2025-2027 CBA; and

WHEREAS, the District and the Union are entering into this MOA to increase the amount of the District's health insurance premium contribution for eligible employees while the District and the Union continue to negotiate over the other terms and conditions of employment outlined in the CBA;

NOW, THEREFORE, IN CONSIDERATION OF the mutual promises contained in this MOA, the parties agree as follows:

- 1. Amendment of CBA.** Effective July 1, 2025, Article IX Section 3, Subdivision 1, 2, and 3 of the CBA are amended to state:

WHEREAS, Article IX, Section 3, Subdivisions 1, 2, and 3 of the CBA state:

Subd. 1 – The district shall provide a monthly contribution toward the premium for single or family insurance for full time employees who qualify for, and are enrolled in, the District's group health and hospitalization plan. The amount provided by the District shall be as follows, however, the amount shall not exceed the actual cost of the insurance premium:

Single Coverage

High deductible/HRA/VEBA plan:

Effective July 1, 2024: Up to \$813.03 per month

Effective July 1, 2025: Up to \$918.72 per month

Family Coverage

High deductible/HRA/VEBA plan:

Effective July 1, 2024: Up to \$1,971.89 per month

Effective July 1, 2025: Up to \$2,122.68 per month

Subd. 2 – The cost of any premium that exceeds the District's monthly contribution shall be borne by the employee and paid by pre-tax payroll deduction.

Subd. 3 – For full-time employees and eligible retirees, as defined in Article IX, Section 10, participating in the single high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA shall be as follows:

Effective July 1, 2024: \$167.00 per month

Effective July 1, 2025: \$167.00 per month

For full-time employees and eligible retirees, as defined in Article IX, Section 10, participating in the family high deductible/HRA/VEBA insurance plan, the monthly district contribution to a VEBA shall be as follows:

Effective July 1, 2024: \$292.00 per month

Effective July 1, 2025: \$292.00 per month

For employees provided a VEBA contribution due to coverage under another Stillwater School District employee's insurance policy, the monthly District contribution to a VEBA shall be as follows:

Effective July 1, 2024: \$189.58 per month

2. **No Wage Re-Opener.** The parties agree that this MOA is not a wage re-opener and, instead, addresses terms and conditions of employment for the 2025-2027 CBA.
3. **Costed Against Settlement.** The parties agree that the increase in the amount of the District's health insurance premium contribution will be costed against the total package settlement as part of the negotiations over the 2025-2027 CBA.
4. **Grievance.** This MOA is not grievable. No party to this MOA has an objection to the MOA and each party hereby waives any right they may have to file a grievance or pursue any other action and/or remedy against the District regarding any matter that arises out of or relates to the parties entering into this MOA, or any of the items stated above.
5. **No Precedent or Practice.** Nothing in this MOA may be deemed to establish an interpretation of the CBAs, a precedent, or a practice or to alter any established interpretation, precedent, or practice arising out of or relating to the CBAs between the Unions and the District. No party may submit this MOA in any proceeding as evidence of a contract interpretation, a precedent, or a practice.
6. **Entire Agreement.** This MOA reflects the entire understanding and agreement between the parties regarding the increase to the amount of the District's health insurance premium contribution for the 2025-2026 school year. This MOA controls over any inconsistent provisions in the CBA.

SAINT CROIX EDUCATION ASSOCIATION

Date: 4/30/2025



President

INDEPENDENT SCHOOL DISTRICT NO. 834

Date: _____

School Board Chair

Date: _____

School Board Clerk