Study Session

Tuesday, September 9, 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, August 16 - September 5, 2025	**Speaker(s):** Ms. Marie Schrul, Chief Financial Officer
V.B.	Memorandum of Understanding (MOU)	**Speaker(s):** Ms. Kristine Carlston, Executive Director of Human Resources
V.C.	Acceptance of $5000 Grant to Afton-Lakeland Elementary School	**Speaker(s):** Ms. Marie Schrul, Chief Financial Officer
VI.	**Business Items**	
VI.A.	Report: Boundary Guiding Change	**Speaker(s):** Mr. Mark Drommerhausen, Executive Director of Operations
VI.B.	Action: Resolution Renaming Andersen Elementary School	**Speaker(s):** Ms. Alison Sherman, School Board Chair
VII.	**Workshop Topic**	
VII.A.	Report: Assessment Update	**Speaker(s):** Ms. Elsa Mundt, Education Data Analyst & Assessment Supervisor
VIII.	**Closed Session**	**Speaker(s):** Ms. Alison Sherman, School Board Chair
IX.	**Possible Action Based on the Topics Discussed in Closed Session**	**Speaker(s):** Ms. Alison Sherman, School Board Chair
X.	**Adjournment**	**Speaker(s):** Ms. Alison Sherman, School Board Chair

MEMORANDUM OF UNDERSTANDING
BETWEEN
Independent School District 834 (hereinafter referred to as "District")
AND
St. Croix Education Association (hereinafter referred to as "Union")

WHEREAS the District and Union are parties to a collective bargaining agreement (CBA) for the period from July 1, 2024, through June 30, 2025; and,

WHEREAS the District and Union desire to address the time commitment, compensation, schedule, location of training, and deadlines for teachers required to complete the state of Minnesota mandated READ Act training; and,

WHEREAS the District and Union have agreed that teachers will participate in the LETRS Certification program and,

WHEREAS the total anticipated number of hours of training including in-person direct instruction and self-directed training required for LETRS is sixty-four (64) hours for volume one and sixty-four (64) hours for volume 2;

NOW THEREFORE, be it resolved that the parties agree to the following:

1. Eligibility

   The Union and District will establish a list of eligible teachers, who must:

   a. Hold a license issued by the Professional Educator Licensing and Standards Board; and,
   b. Be employed by the District between July 1, 2024, and June 30, 2025; and,
   c. Be required by the District to complete approved training described under Minn. Stat. § 120B.123, subdivision 5.

2. Compensation earned for READ Act Certification Completion

   In the interest of reducing the burden of completing training outside of work, the professional development schedule for this year has been modified and carefully planned to provide teachers with direct instruction time and self-directed training time on scheduled PD days throughout the school year. For the balance of sixteen (16) hours per volume that is not covered on PD days, we encourage teachers to use all or part of their professional time. Regardless of whether the teacher uses professional time or opts to complete the last sixteen (16) hours of training on their own, they will receive a stipend of $480.00 for completion of volume 1 and $480.00 for completion of volume 2.

3. Credit Recognition

   In lieu of compensation as outlined in paragraph two above, teachers may elect to receive college credit for a lane change for completion of the LETRS training. Each volume of LETRS training is worth six (6) credits. Teachers selecting this option must notify the Assistant Superintendent's Office of their choice prior to beginning the

program. All self-directed work must be completed outside of district paid time, including professional development and professional time. The teacher is responsible for the transcript fee of $200 per volume completed paid directly to Lexia.

4. Proof of completion and payment timeline

In all cases, teachers shall submit proof of training completion and (for those seeking compensation), a completed voucher to the Assistant Superintendent's office.

5. CEU's

Up to 24 reading CEU's per volume completed will be provided through a course offering in professional learning.

6. Failure to comply with the READ Act

Compliance with the Minnesota READ Act (Minn. Stat. § 120B.123) is mandatory for the District, and required by the District for teachers in applicable assignments. Failure by the District to comply with these requirements may result in action taken by the Minnesota Department of Education. Failure by an eligible teacher to comply with the training requirements may result in discipline pursuant to Article V, section 7 of the CBA.

7. Effective Date and Duration

This Memorandum of Understanding (MOU) shall remain in effect until the state-provided funds designated for compensating teachers for completion of the Science of Reading certification program are fully expended. Upon depletion of these funds, this agreement shall automatically sunset. Any continuation or modification of the terms herein will require the negotiation and execution of a new agreement.

NOW THEREFORE, be it further resolved that the parties agree to the following:

Impact on Precedent. Nothing in this MOU may be deemed to establish a precedent or practice or to alter any established precedent or practice arising out of or relating to the CBA between the District and the Union. Neither the District nor the Union may refer to this MOU or submit it in any proceeding or case as evidence of a precedent or practice.

Entire Agreement. This MOU constitutes the entire agreement between the parties related to compensation for teachers for completing the READ Act training. Neither party has relied on any statements, promises, or representations that are not stated in this MOU. The terms of this MOU constitute the entire agreement between the parties and supersede any prior written or oral, or other agreement, statement, or practice between the parties relating to the subject matter of this MOU. No changes to this MOU

will be valid unless they are in writing and signed by both parties. A copy of this MOU will have the same legal effect as the original.

IN WITNESS WHEREOF, the parties have voluntarily entered into this MOU on the dates shown by their signatures. This MOU will not become effective unless and until it is approved by the District's School Board and is signed by both parties.

For the District:	For the Union:
_____	_____
Dated:	Dated: 8-20-2025
_____	_____

WASHINGTON CONSERVATION DISTRICT
455 HAYWARD AVE N
OAKDALE, MN 55128
651-330-8220 [PHONE]
651-330-7747 [FAX]
WWW.MNWCD.ORG

your yard CAN BEE the CHANGE
#Lawns2Legumes

Landowner Agreement
FY25 Pollinator Pathways

General Information

Organization Name	Contract Number	Other state or non-state funds?	Amendment ☐	Canceled ☐
Washington Conservation District	FY25 PP ED-05	Yes ☐ No ☐	Board meeting date(s):	Board meeting date:

*If contract amended, attach amendment form(s) to this contract.

Applicant

Land Occupier Name	Address	City/State	Zip code
ISD 834 Stillwater Afton Lakeland Elementary	475 St. Croix Trail S	Lakeland, MN	55043

* If a group contract, this must be filed and signed by the group spokesperson as designated in the group agreement and the group agreement attached to this form.

Conservation Practice Location

Township Name	Township	Range	Section	1/4,1/4

Agreement Information

I (we), the undersigned, do hereby request assistance to help defray the cost of installing the following practice(s) listed on the second page of this contract. It is understood that:

1. The land occupier is responsible for full establishment, operation, and maintenance of all practices and upland treatment criteria applied under this program to ensure that the conservation objective of the practice is met and the effective life, a **minimum of __5__ years**, is achieved. The specific operation and maintenance requirements for the conservation practice listed are described in the operation and maintenance plan prepared for this contract by the technical assistance provider.
2. If title to this land is transferred to another party before expiration of the aforementioned life, it shall be the responsibility of the landowner who signed this contract to advise the new owner that this agreement is in force and to notify other parties to the contract of the transfer.
3. Practice(s) must be planned and installed in accordance with technical standards and specifications of the: **WCD.**
4. Increases in the practice units or cost must be approved by the organization board through amendment of this contract as a condition to increase the payments.
5. This contract, when approved by the organization board or council, will remain in effect unless canceled or amended by mutual agreement, except where installations of practices covered by this contract have not been installed by **11/30/2026**, this contract will be automatically terminated on that date.
6. Reimbursement requests must be supported by a completed voucher.

Applicant Signatures

The land occupier's signature indicates agreement to:

1. Grant the organization's representative(s) access to the parcel where the conservation practice will be located.
2. Obtain all permits required in conjunction with the installation and establishment of the practice prior to starting construction of the practice.
3. Be responsible for the operation and maintenance of conservation practices applied under this program in accordance with an operation and maintenance plan prepared by the technical assistance provider.
4. Not accept any other state or federal funds for this practice.

Date	Land Occupier
Date	Landowner, if different from applicant Address, if different from applicant information:

Conservation Practice

The primary practice for which assistance is requested is [ ] Pollinator Lawn, [X] Native Pocket Planting, [X] Pollinator Meadow, [ ] Beneficial Trees & Shrubs

Practice standards or eligible component(s)	Engineered Practice (☐ yes or ☒ no Ecological practice (☒ yes or ☐ no	Total Project Cost Estimate
Pollinator Meadow (725M) – 5 years *Native Pocket Planting: Small Garden* (719M) – 5 years		$8,609.83

Technical Assessment and Cost Estimate

I have the appropriate technical expertise and have reviewed the site where the above-listed practice is to be installed and find it is needed and that the estimated quantities and costs are practical and reasonable.

Date	Technical Assistance Provider (Grantee)
7/16/2025	*Elissa Thompson*

Amount Authorized for Financial Assistance

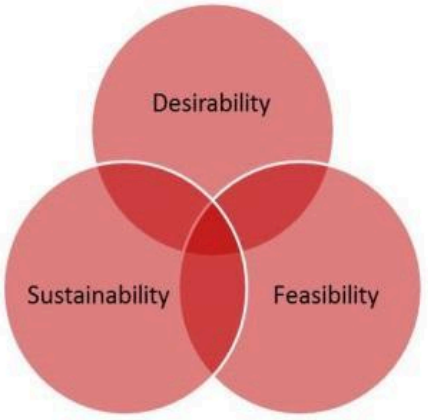
The organization board or council has authorized the following for financial assistance, total not to exceed a rate of **100%.**

Amount	Program Name	Fiscal Year
$5,000.00	Pollinator Pathways Grant	FY25

Board Meeting Date	Authorized Signature	Total Amount Authorized
		$ 5,000.00

Stillwater AREA PUBLIC SCHOOLS

GUIDING CHANGE: Boundary Adjustments 2025

Current Reality	*Desired Result*	*Unacceptable Means*
• New Bayport Elementary and Lake Elmo Elementary opening in the fall 2026. • Addition and remodel at Oak-Land Middle School to accommodate current and future growth. • Growth in the southern part of the district. • Space available in central and northern elementary schools and Stillwater Middle School. • Feeder System to Middle School (elementary schools aligned with a middle school). • Classroom space set aside for pre-K programming at each of our elementary schools. • GATE currently housed at Stillwater Middle School. • Amigos Unidos is currently housed at Lake Elmo Elementary.	• Decisions will be based on the best interests of ALL district students. • Ensure schools in the southern part of the district (focusing on Afton-Lakeland, Bayport and Brookview) have capacity to meet current and future needs. • Consider demographic make-up of the student body. • Gather feedback from various stakeholders to provide insight (School Board, administrative team, staff, and community group). • Provide for a safe and efficient transportation system within board policy and procedures. • To the extent possible, keep the feeder system to middle schools. • To the extent possible, keep neighborhoods together (This does not mean that students will be sent to the school nearest their home, but rather that all students within a neighborhood be sent to the same school). • To the extent possible, each elementary school will have a minimum enrollment of 400 students.	• We will not violate state laws, school board policy, or negotiated agreements. • We will not violate class size ranges for each grade level section. 

School Board Member _____ introduced the following Resolution and moved its adoption:

RESOLUTION RENAMING ANDERSEN ELEMENTARY SCHOOL

WHEREAS, Stillwater Area Public Schools operates an elementary school located at 309 4th Street North, Bayport, MN 55003;

WHEREAS, pursuant to a Grant Agreement between The St. Paul Foundation ("Foundation") and the District entered into in 1996, the Foundation committed to providing funds for the remodeling of the then-named Bayport Elementary School;

WHEREAS, pursuant to the terms of the Grant Agreement, the District committed to operating the remodeled building as a public elementary school for 20 years after the date of the agreement, and further agreed that the District would rename the Bayport Elementary School as the "Fred C. and Katherine B. Andersen Elementary School";

WHEREAS, the 20-year period under the Grant Agreement expired in 2016;

WHEREAS, the District wishes to rename the Andersen Elementary School the Bayport Elementary School, which was the name of the school prior to the Grant Agreement; and

WHEREAS, the District believes that returning the name of the school to its community name is in the best interests of the District and the community.

NOW, THEREFORE, BE IT RESOLVED by the School Board of Independent School District No. 834, Stillwater Area Schools, as follows:

1. The elementary school located at 309 4th Street North, Bayport, MN 55033, currently named the Fred C. and Katherine B. Andersen Elementary School, shall be renamed the Bayport Elementary School. Said name change shall be effective for the start of the 2026-2027 school year on July 1, 2026.

2. The Superintendent or his designee is authorized to take all actions necessary to effectuate this name change, including but not limited to informing District partners, notifying staff and families, and procuring signs for the school. All procurement shall comply with Minnesota law and Board policy.

The motion for the adoption of this Resolution was duly seconded by _____ and on a roll call vote the following voted in favor of the Resolution:

And the following voted against this Resolution:

Whereupon this resolution was declared duly passed and adopted.

STATE OF MINNESOTA)

) ss.

COUNTY OF WASHINGTON)

I, the undersigned, being the duly qualified and acting Clerk of Independent School District No. 834 (Stillwater Area Public Schools), State of Minnesota, hereby certify that the attached and foregoing is a full, true and correct transcript of the minutes of a meeting of the school board of said school district duly called and held on the date therein indicated, so far as such minutes relate to authorizing the issuance of a certificate of election, and that the resolution included therein is a full, true and correct copy of the original thereof.

WITNESS MY HAND officially as such clerk this 9th day of September 2025.

Signature_____

Katie Hockert, School Board Clerk

Date: _____

MCA/MTAS Data Dive

2024-2025

Presented to the school board
Sep. 9, 2025

Grounding

- The MCA assessments are designed to measure achievement towards meeting the Minnesota Academic Standards
- These results should be used at a summarized level (district, school, grade, student group) to examine student access to rigorous, standards-based content
- These results are one piece of our district's assessment system, and cannot be used in isolation from other data sources

Potential Uses

- Evaluate curriculum
- Align instruction to standards
- Evaluate equity between groups

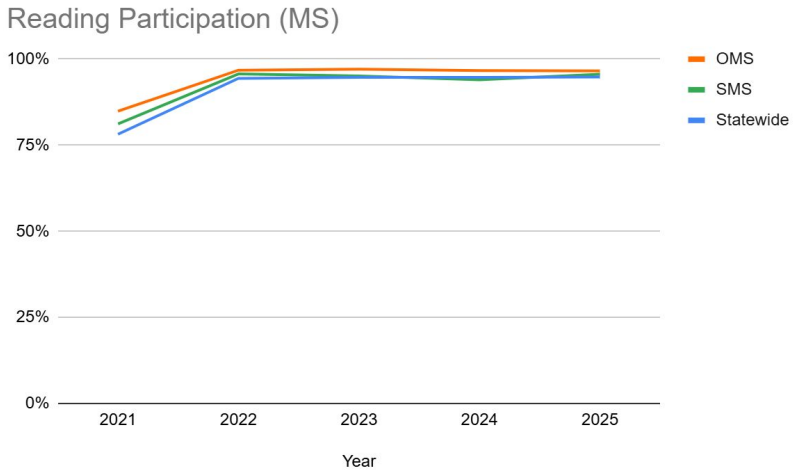
Notes to Remember

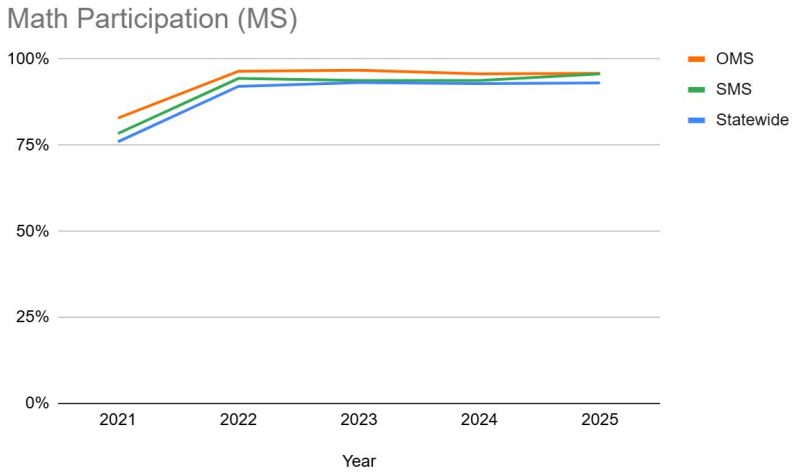


- The MCA content is different at each grade, based on grade level standards – this means we compare proficiency and achievement levels instead of scale or average scores
- When comparing groups, remember that these are summaries of proficiency rather than distributions

STILLWATER AREA PUBLIC SCHOOLS
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Participation Rates - Middle Schools

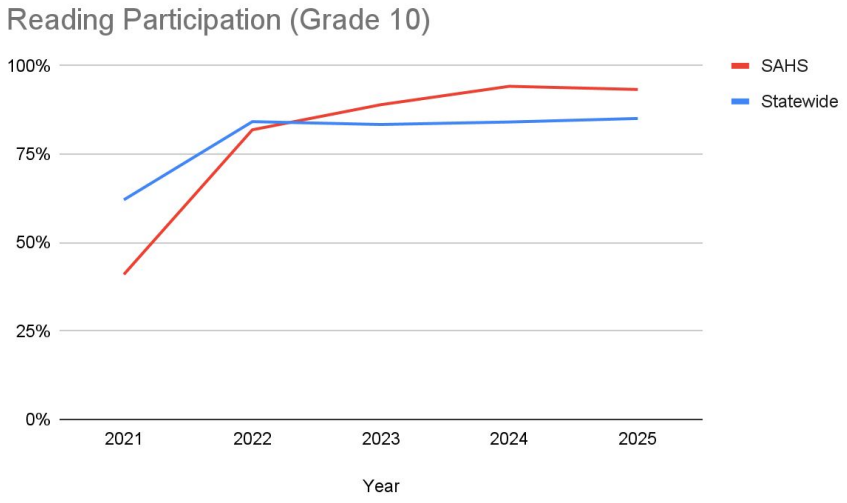




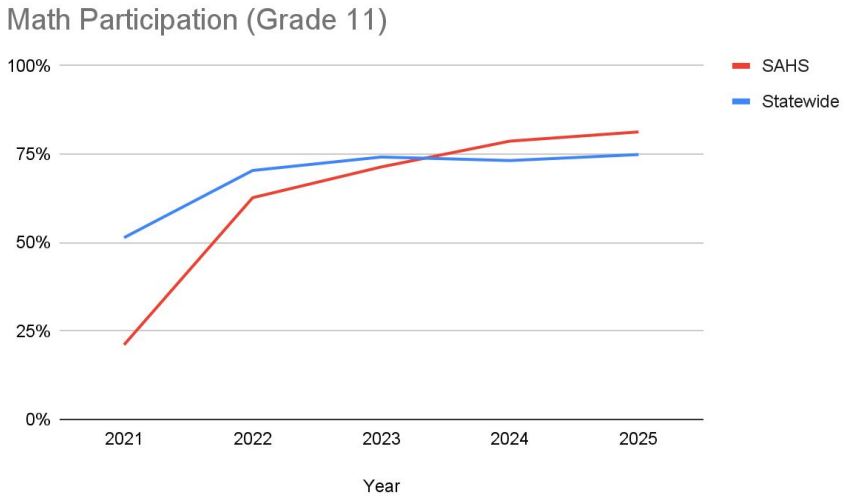
Reading: 96%

Math: 96%

Participation Rates - SAHS



Reading: 93%



Math: 81%

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School Demographic Profiles 2025

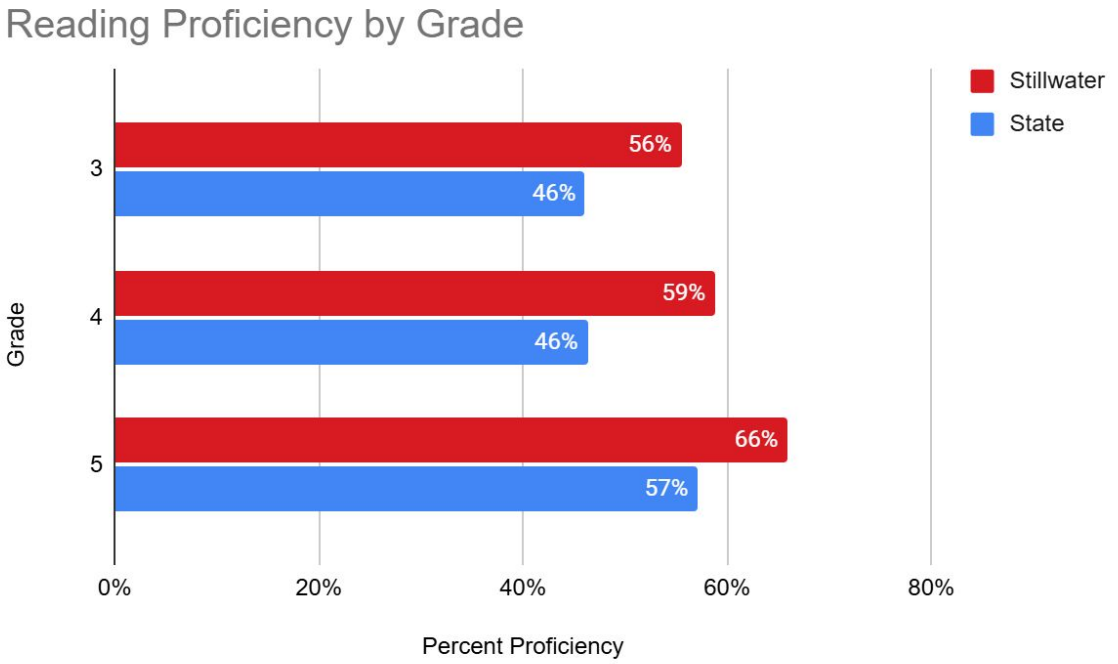
Subgroup	MN	834	AL	AN	BV	LE	AU	LL	RU	SB	GATE	OMS	SMS	SAHS	ALC
American Indian	3.5%	1.0% 81	<10	<10	<10	2.0%	6.6%	<10	<10	<10	<10	1.4%	<10	0.8%	<10
Asian	7.1%	5.3% 451	5.0%	<10	11.2%	6.3%	<10	<10	3.1%	<10	<10	8.4%	3.8%	5.8%	<10
Black or African American	12.1%	5.7% 479	<10	<10	18.3%	5.6%	<10	4.3%	2.3%	<10	<10	8.8%	2.0%	6.2%	<10
Hispanic or Latino	11.6%	8.6% 730	4.8%	6.7%	6.1%	20.7%	24.6%	7.0%	4.4%	3.8%	<10	10.9%	5.4%	8.5%	25.3%
White	60.2%	73.7% 6,231	84.4%	84.7%	54.7%	59.8%	63.7%	78.9%	83.9%	87.1%	81.3%	65.3%	82.2%	74.1%	61.3%
Two or More Races	5.2%	5.7% 479	3.9%	4.3%	9.2%	5.6%	<10	7.3%	5.8%	5.0%	<10	5.3%	6.0%	4.6%	<10
Total		8,455	437	327	607	697	289	398	573	420	64	946	939	2,658	75

School Demographic Profiles 2025

Subgroup	MN	834	AL	AN	BV	LE	AU	LL	RU	SB	GATE	OMS	SMS	SAHS	ALC
Multilingual Learners	10.4%	4.7% 394	7.6% 33	5.8% 19	12.0% 73	12.3% 86	15.9% 46	2.8% 11	2.6% 15	<10	<10	4.8% 45	1.3% 12	3.7% 98	<10
Special Education	19.0%	19.4% 1642	18.8% 82	17.1% 56	13.7% 83	19.7% 137	13.8% 40	31.9% 127	18.2% 104	21.7% 91	<10	13.8% 131	17.5% 164	12.6% 336	16.0% 12
Free/Reduced Price Meals	40.3%	20.3% 1,715	15.8% 69	18.0% 59	26.2% 159	23.0% 160	24.2% 70	27.1% 108	14.3% 82	12.4% 52	<10	22.7% 215	19.0% 178	19.6% 522	45.3% 34

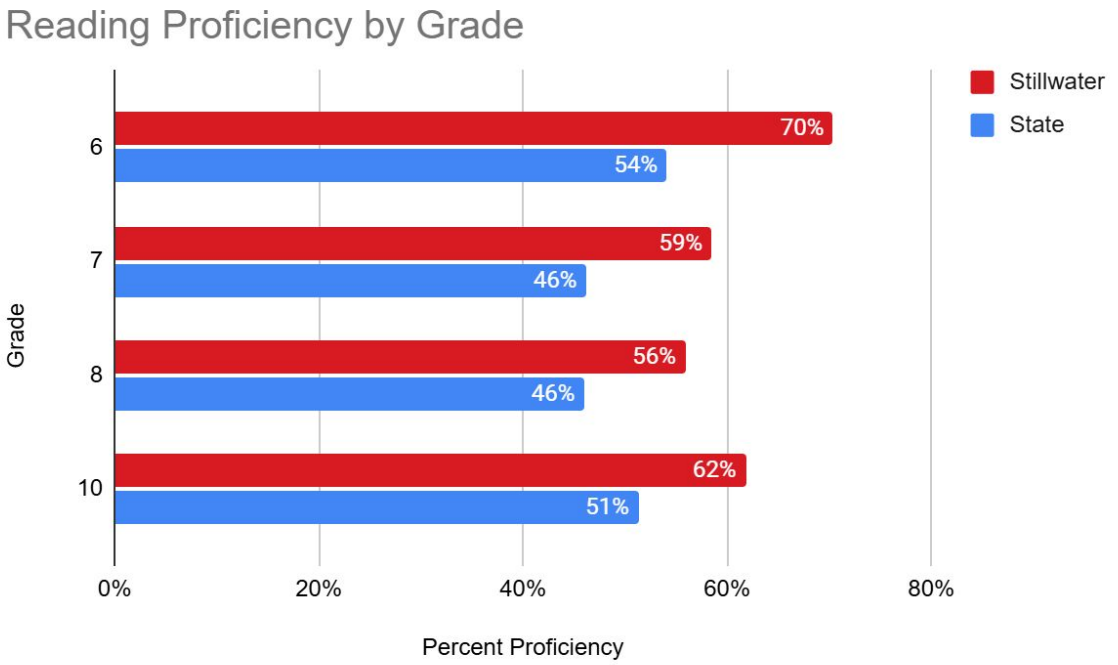
MCA/MTAS Reading

MCA /MTAS Reading by Grade

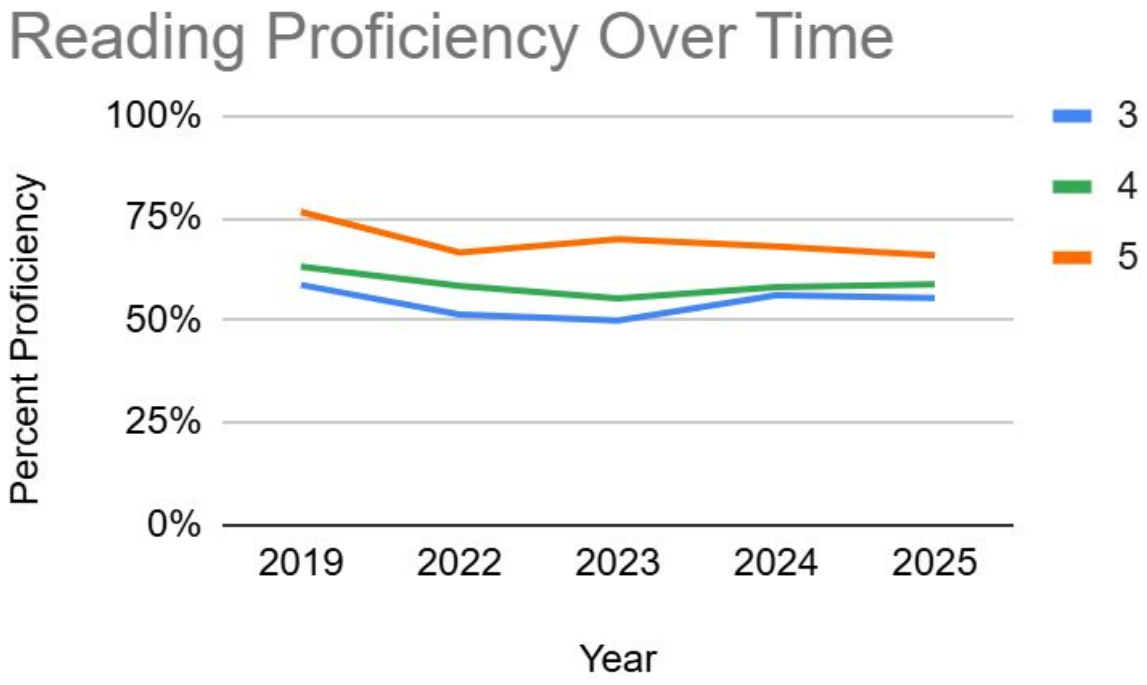


Expect More.

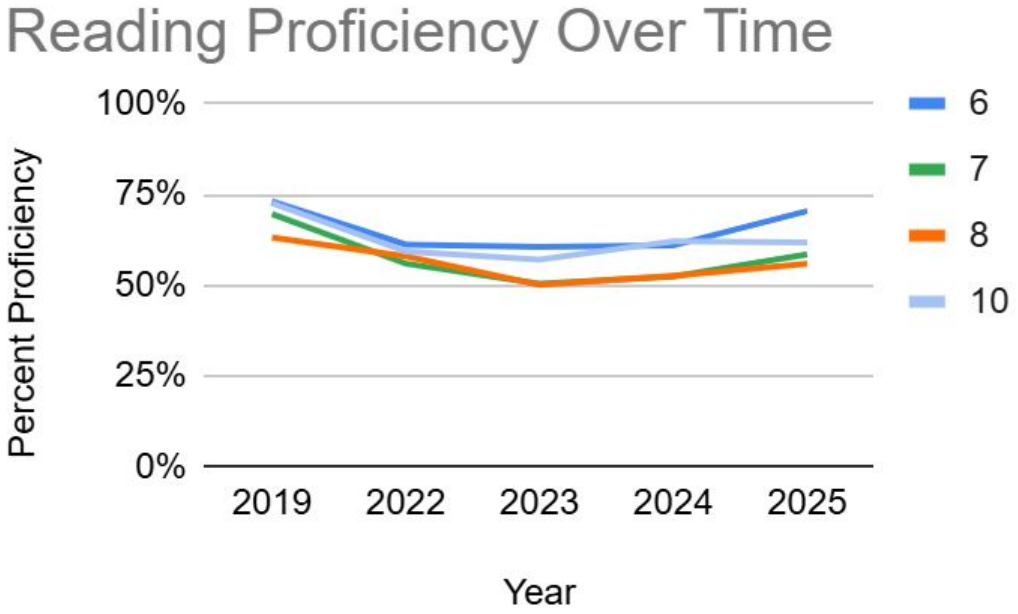
MCA /MTAS Reading by Grade



MCA/MTAS Reading by Grade Trend



MCA/MTAS Reading by Grade Trend



MCA/MTAS Reading by Grade Cohort Trend

Stillwater	2022	2023	2024	2025
3	51.49%	50.00%	56.23%	55.50%
4	58.47%	55.42%	58.11%	58.80%
5	66.67%	69.88%	68.05%	65.90%

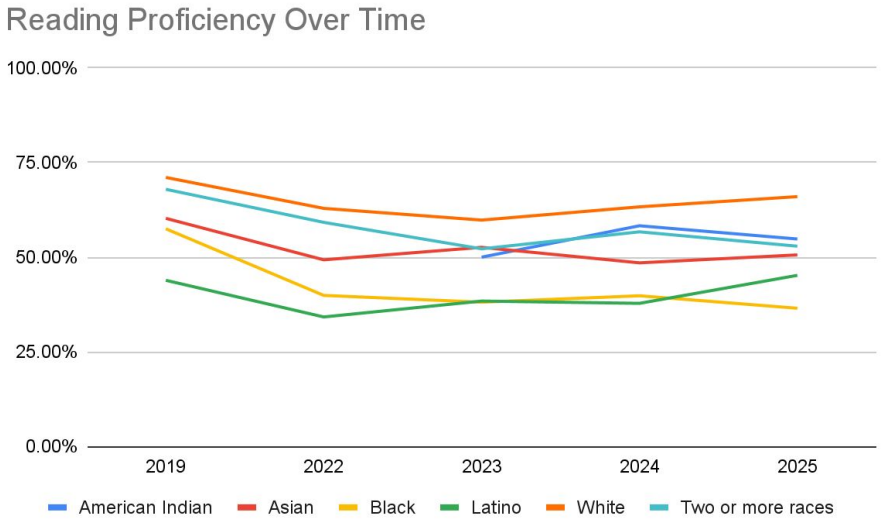
Minnesota	2022	2023	2024	2025
3	48.10%	47.42%	46.54%	46.10%
4	49.62%	48.36%	48.10%	46.30%
5	59.35%	58.73%	57.45%	57.10%

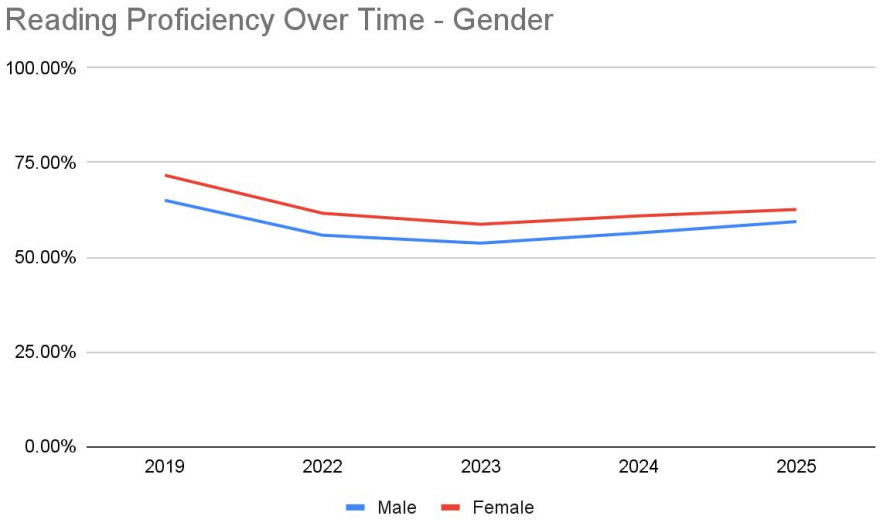
MCA/MTAS Reading by Grade Cohort Trend

Stillwater	2022	2023	2024	2025
6	61.17%	60.51%	60.92%	70.40%
7	55.94%	50.44%	52.36%	58.50%
8	57.95%	50.16%	52.55%	55.90%

Minnesota	2022	2023	2024	2025
6	54.39%	53.43%	54.54%	54.10%
7	45.48%	45.21%	45.51%	46.20%
8	46.39%	44.77%	44.58%	46.00%

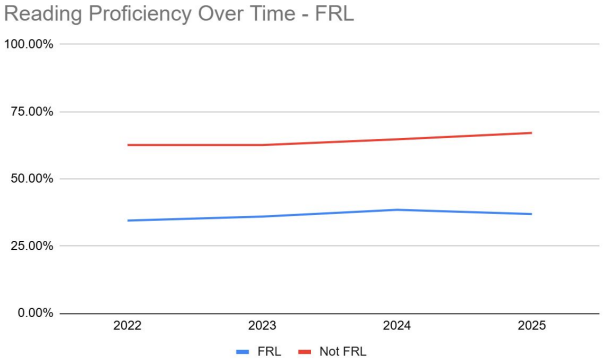
MCA Reading by Student Group

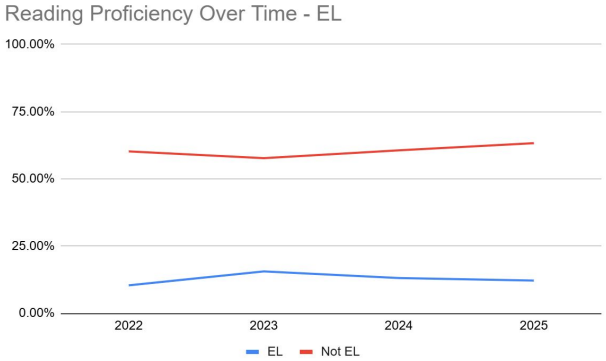


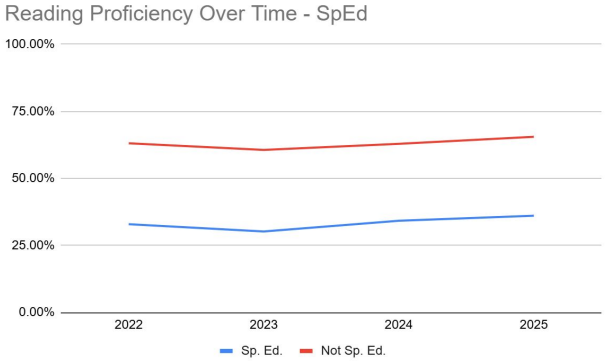


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MCA Reading by Student Group

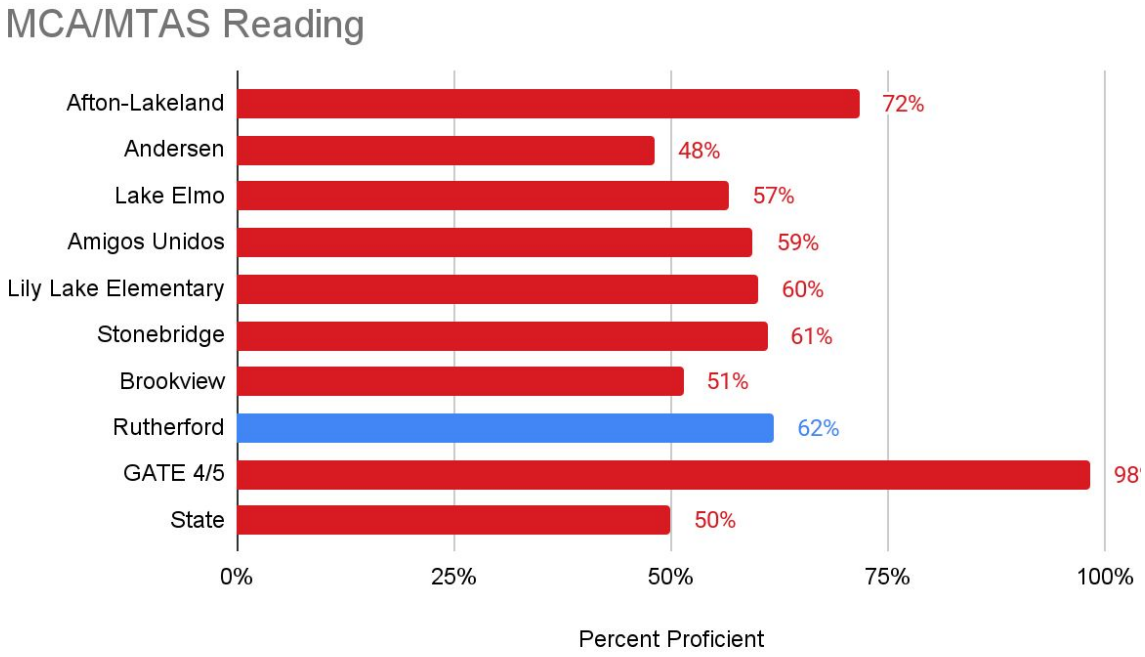




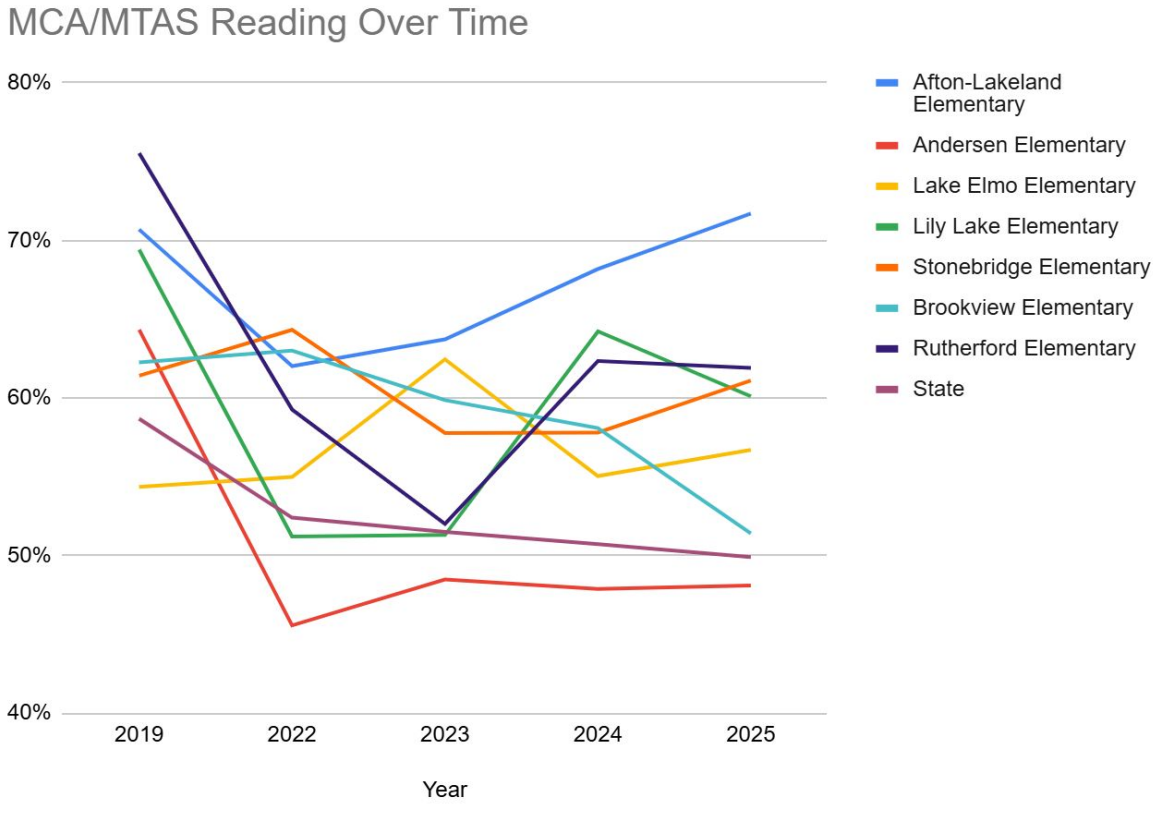


Expect More.

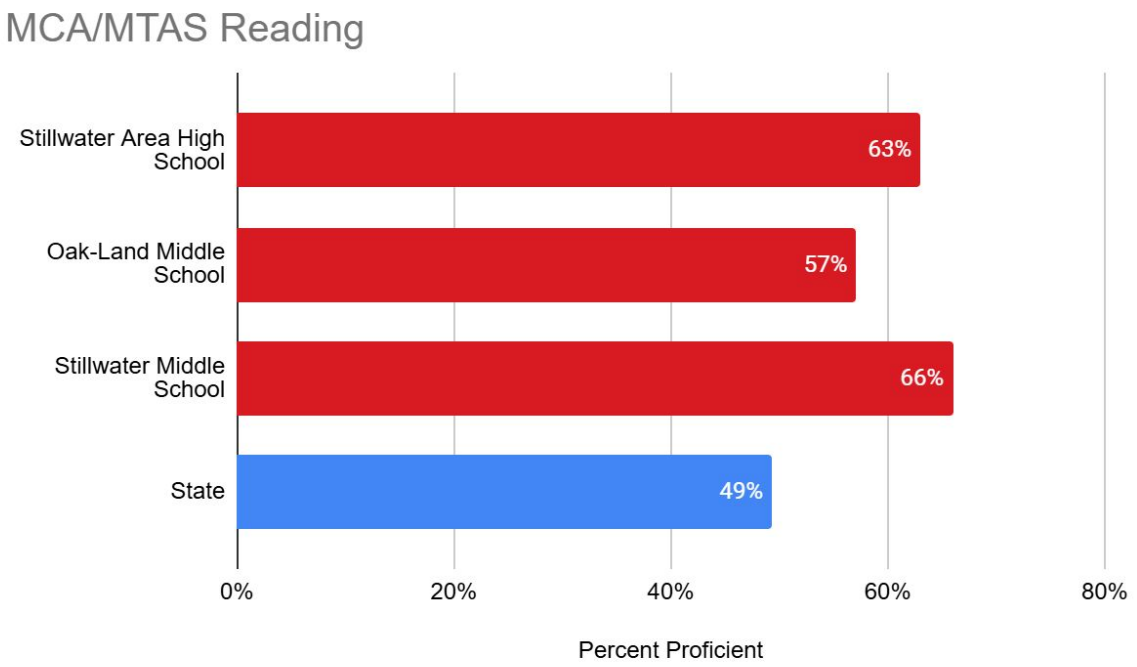
MCA Reading by School



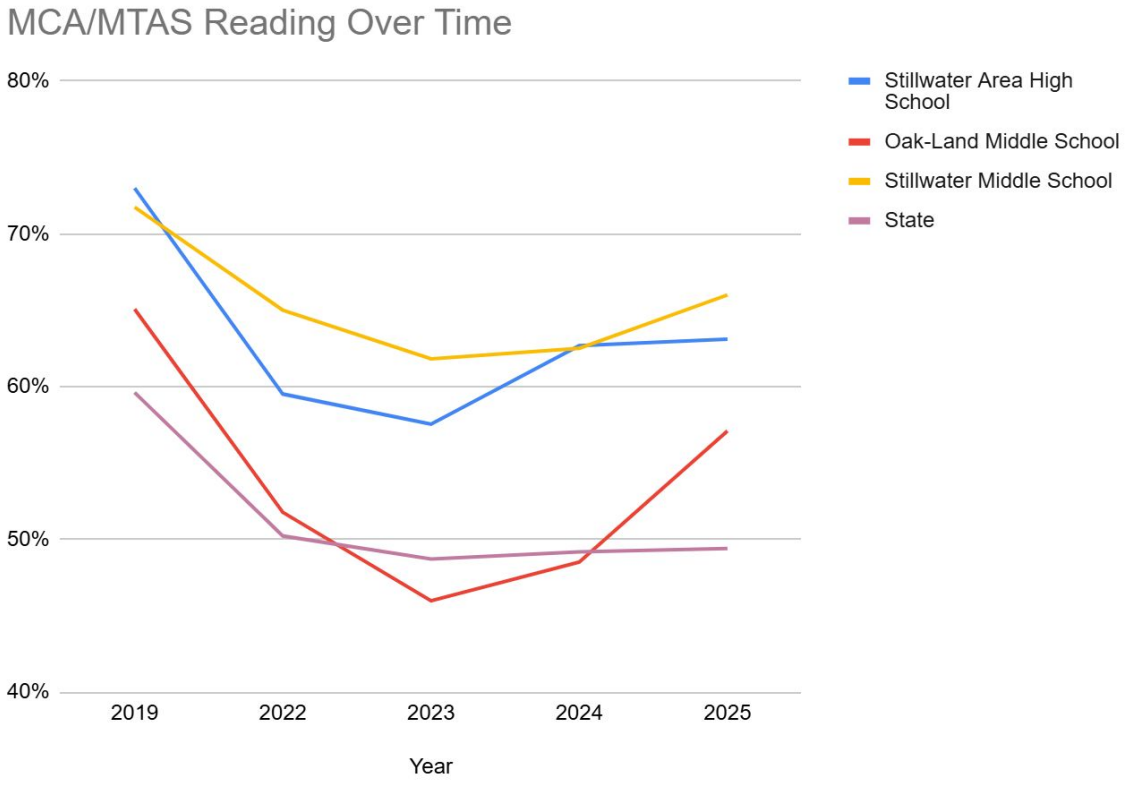
MCA Reading by School Trend



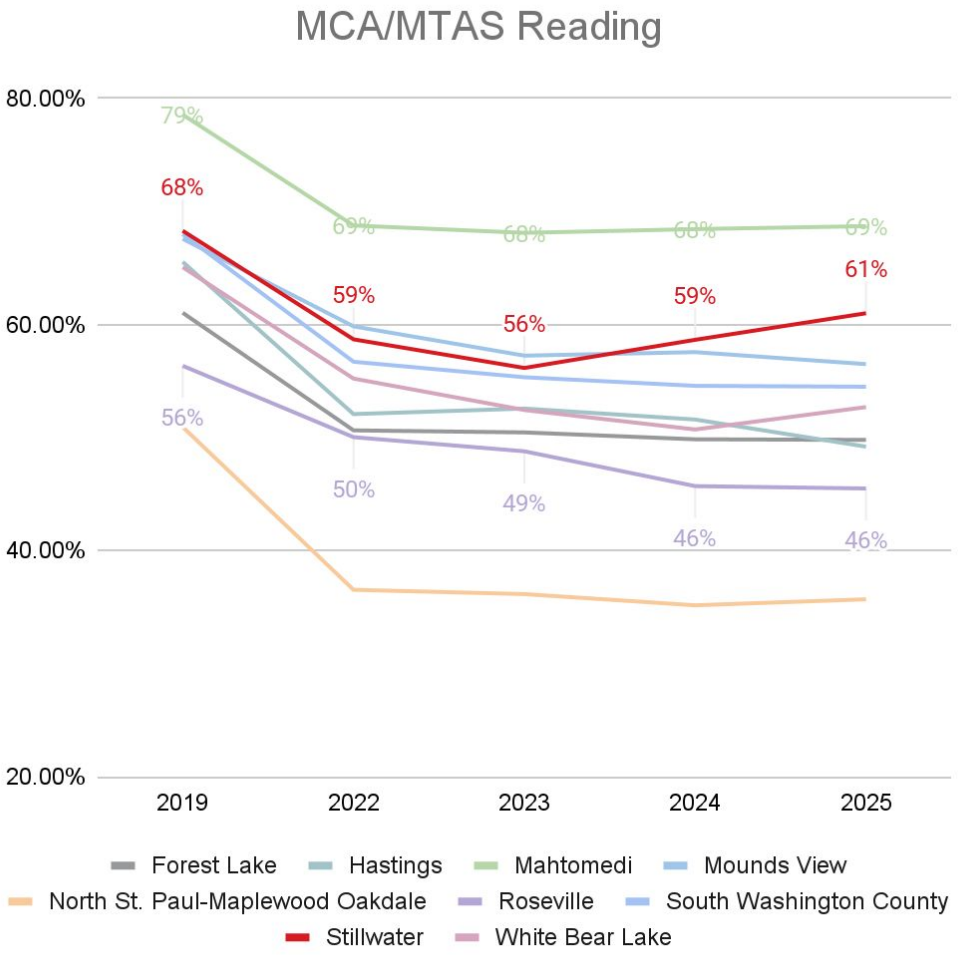
MCA Reading by School



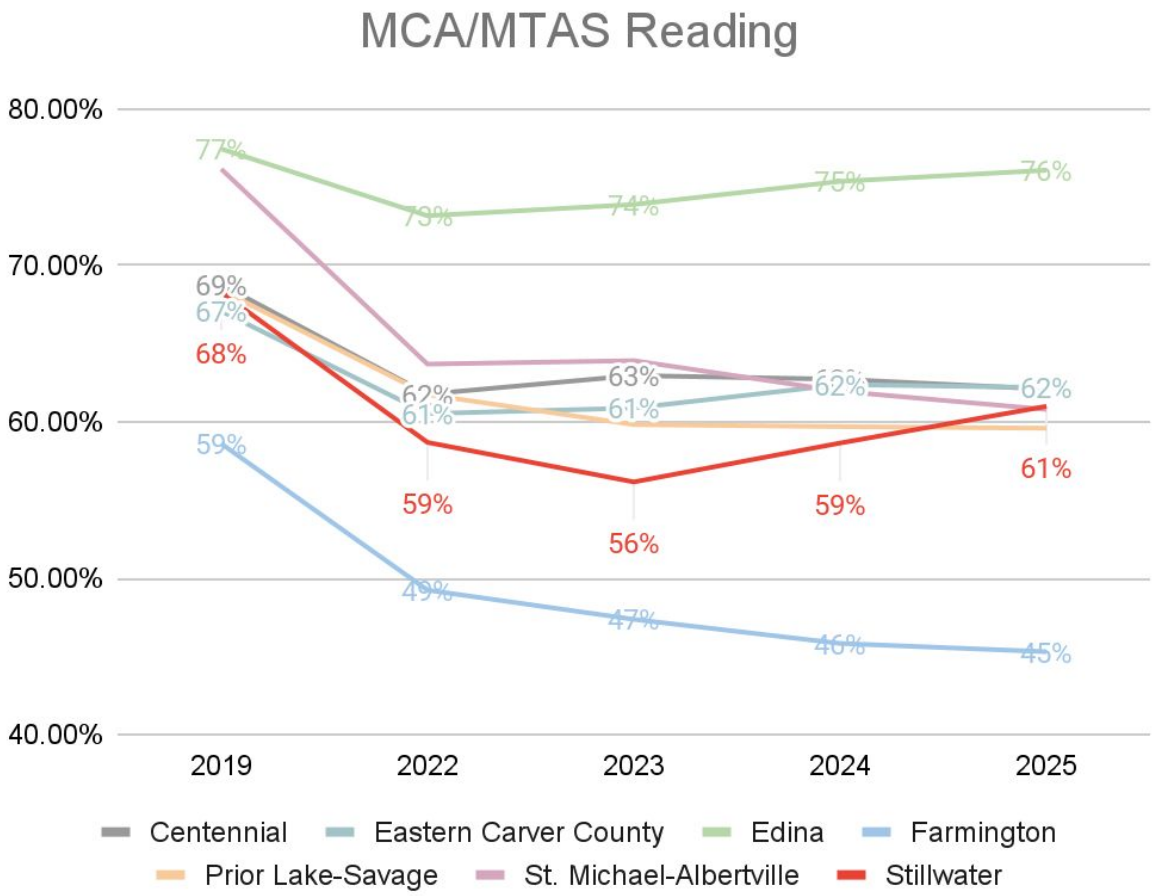
MCA Reading by School Trend



MCA Reading East Metro Districts



MCA Reading Comparison Districts



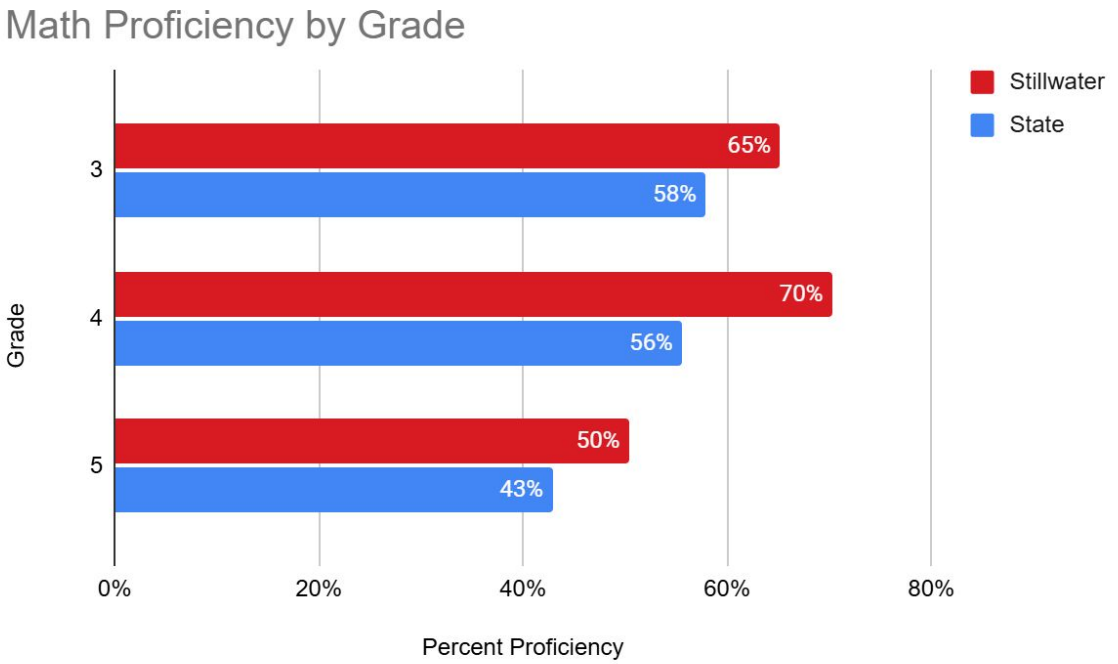
Summary

- Stillwater's MCA and MTAS scores exceed the state average across grade levels in reading
- Stillwater's scores have improved since 2022 in reading, with the most recent growth driven by the middle school grades
- Significant variation by schools
- Persistent achievement gaps exist between student groups, with the starkest gaps by family income level and race



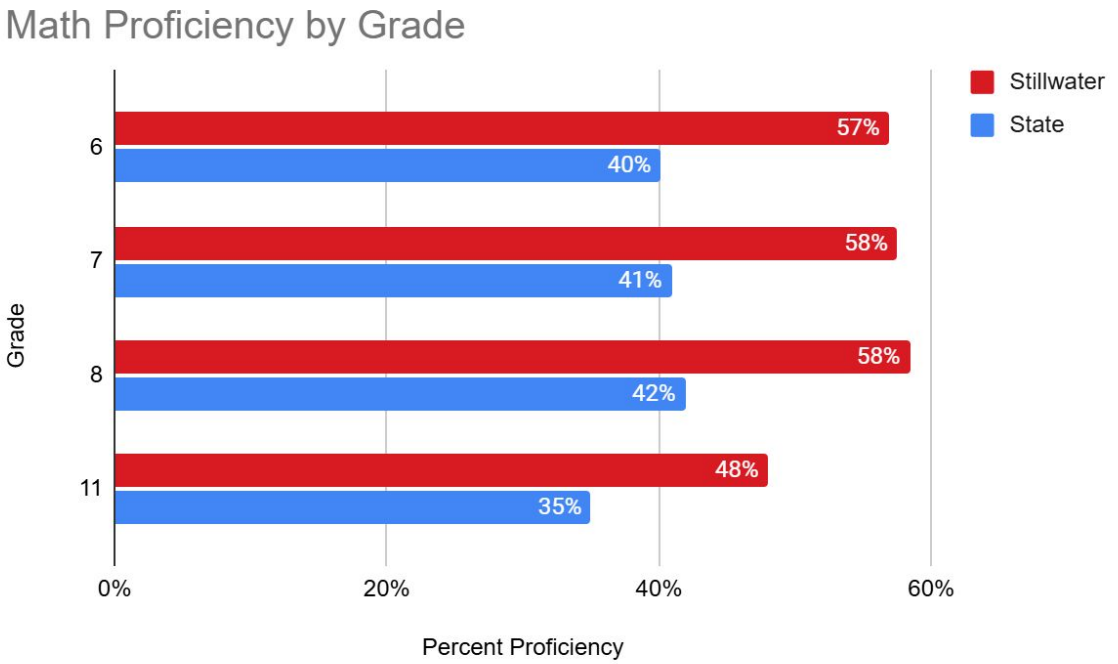
MCA/MTAS Math

MCA /MTAS Math by Grade



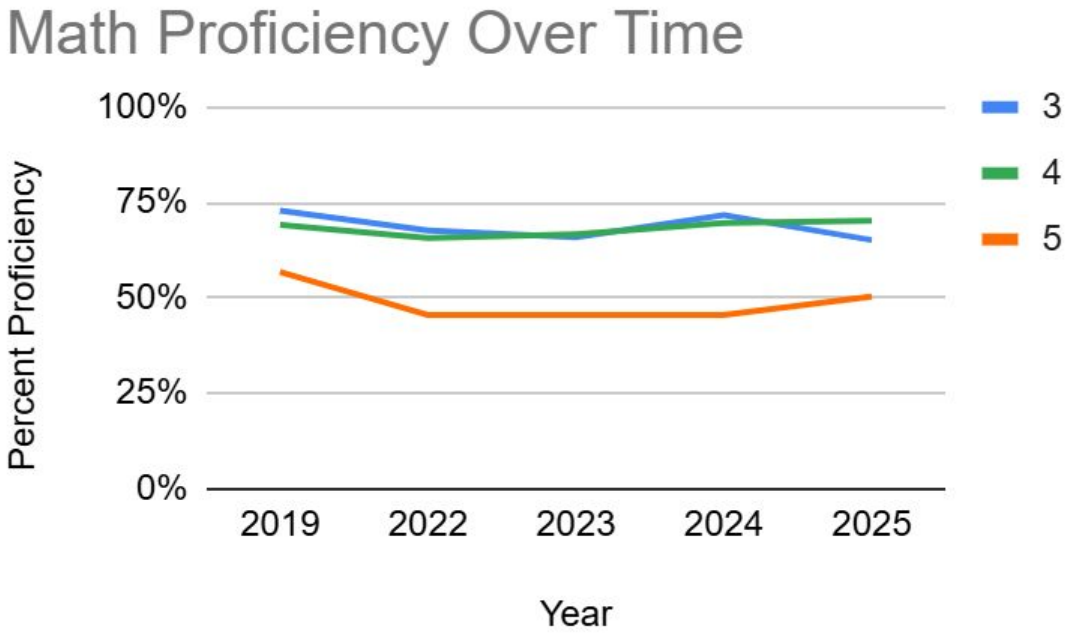
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MCA/MTAS Math by Grade Trend

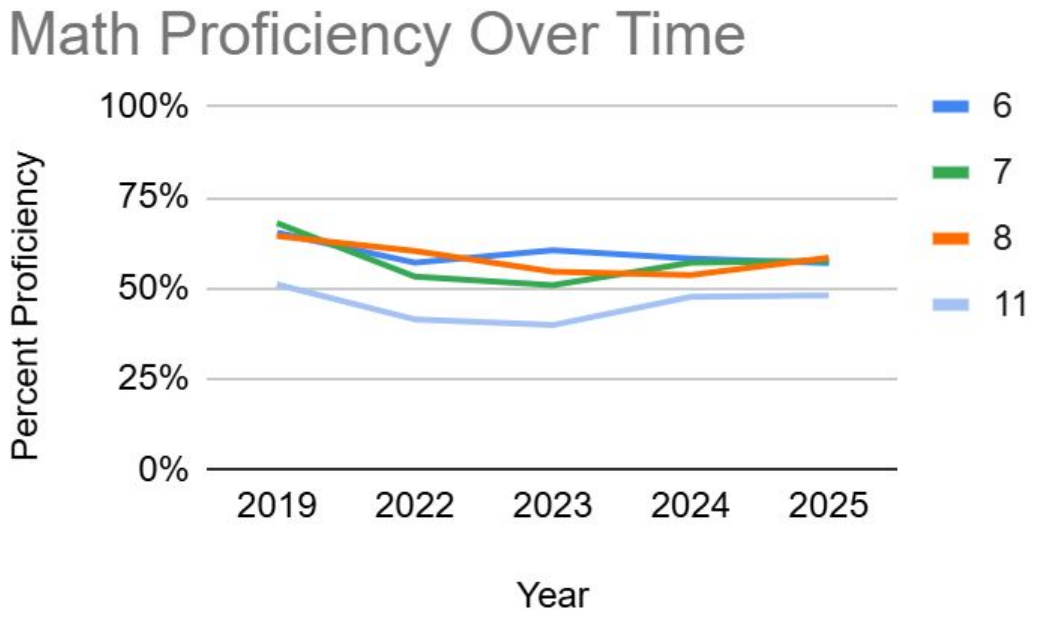


STILLWATER AREA PUBLIC SCHOOLS
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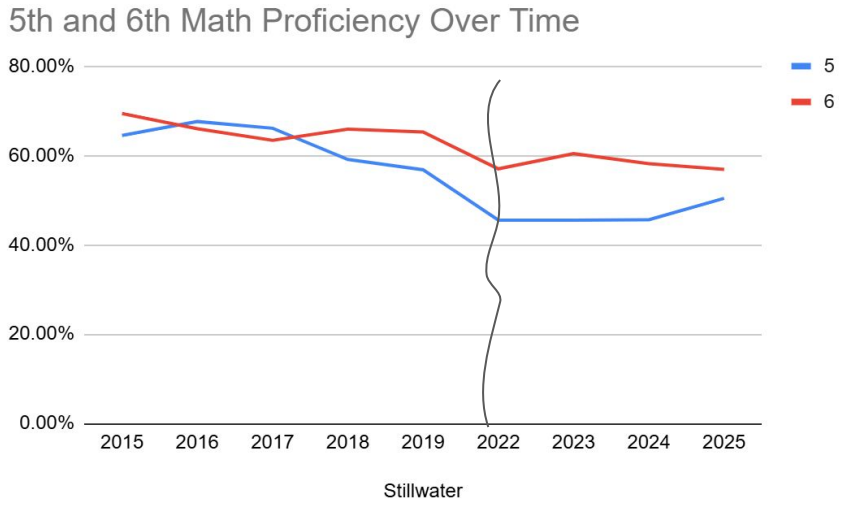
MCA/MTAS Math by Grade Trend



MCA/MTAS Math by Grade Trend



Grade 5 to Grade 6 Math Continuity



Math	Stillwater	2015	2016	2017	2018	2019	2022	2023	2024	2025
Stillwater	**5**	64.50%	67.60%	66.10%	59.10%	56.81%	45.52%	45.53%	45.61%	50.40%
Stillwater	**6**	69.40%	66.00%	63.40%	65.90%	65.28%	57.01%	60.41%	58.18%	56.90%

MCA/MTAS Math by Grade Cohort Trend

Stillwater	2022	2023	2024	2025
3	67.72%	65.91%	71.72%	65.20%
4	65.71%	66.67%	69.68%	70.30%
5	45.52%	45.53%	45.61%	50.40%

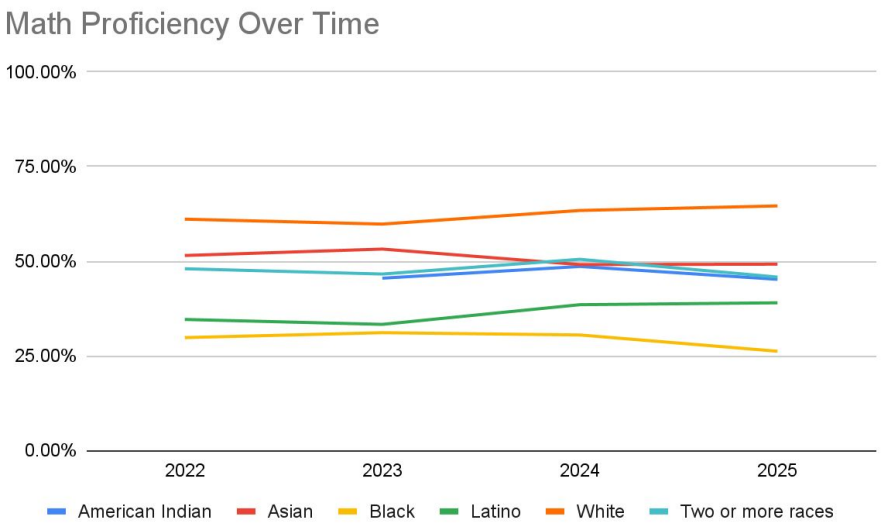
Minnesota	2022	2023	2024	2025
3	58.98%	59.10%	58.79%	57.90%
4	56.37%	57.06%	56.72%	55.60%
5	43.05%	44.41%	44.14%	42.90%

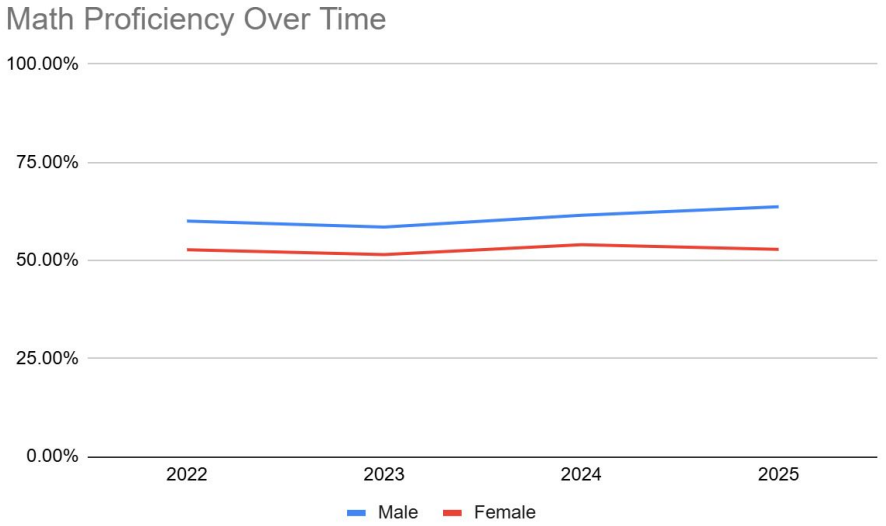
MCA/MTAS Math by Grade Cohort Trend

Stillwater	2022	2023	2024	2025
6	57.01%	60.41%	58.18%	56.90%
7	53.19%	50.81%	57.05%	57.50%
8	60.24%	54.52%	53.57%	58.40%

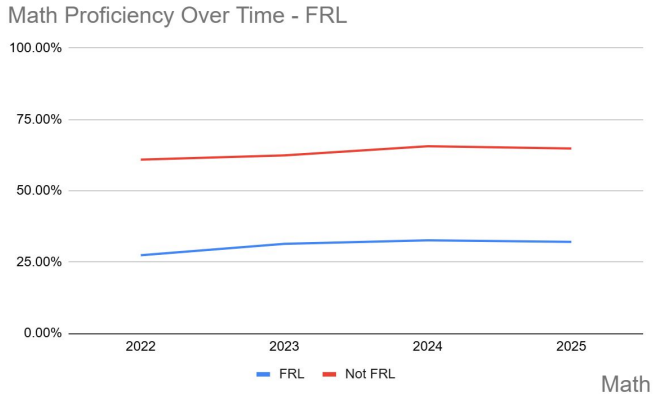
Minnesota	2022	2023	2024	2025
6	39.30%	39.65%	40.25%	40.10%
7	37.58%	39.70%	40.09%	40.90%
8	40.12%	40.27%	41.08%	41.90%

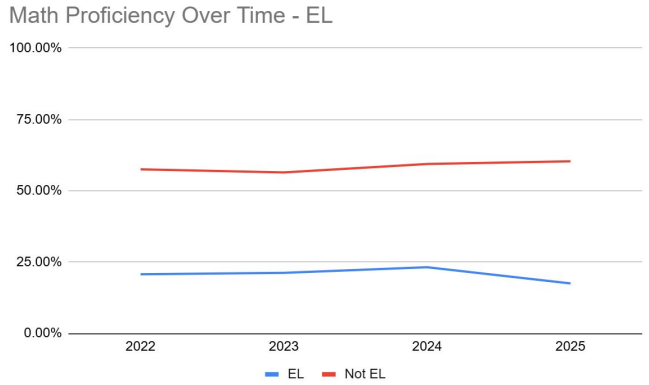
MCA Math by Student Group

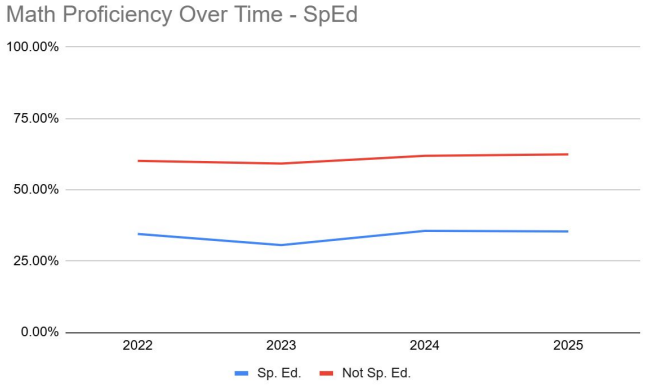




MCA Math by Student Group

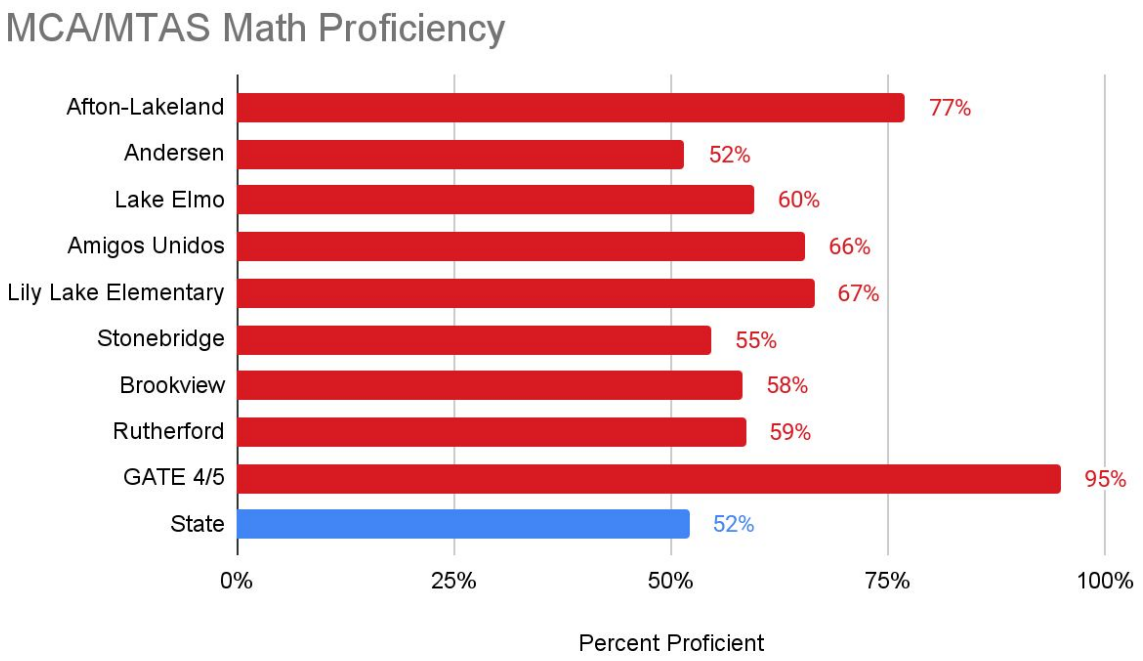






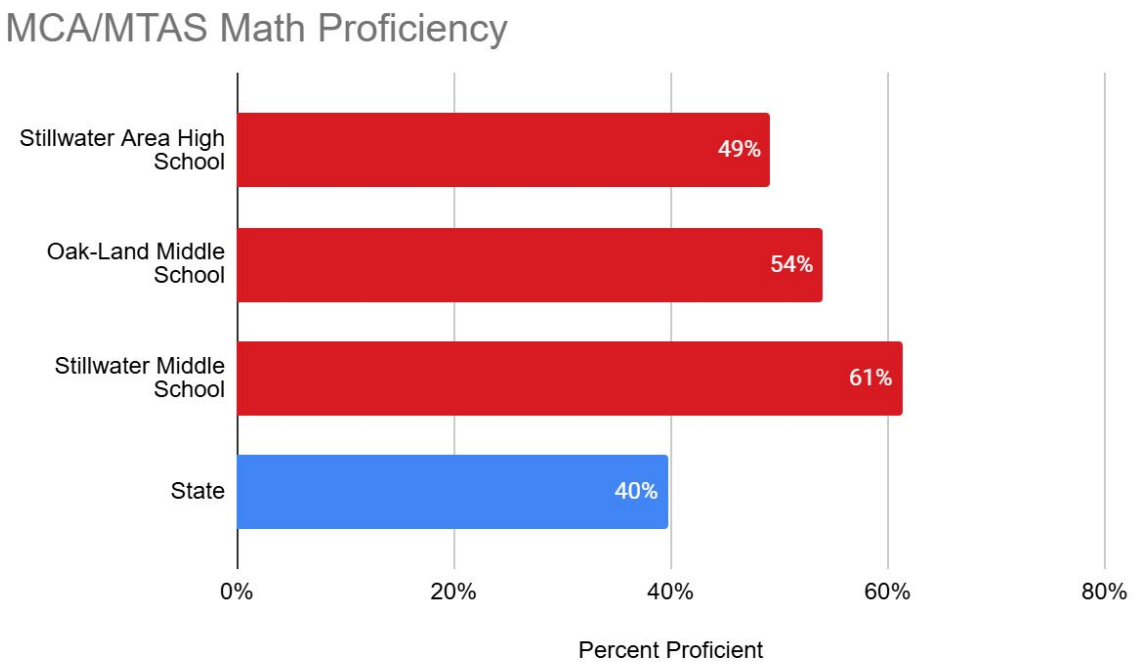
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MCA Math by School



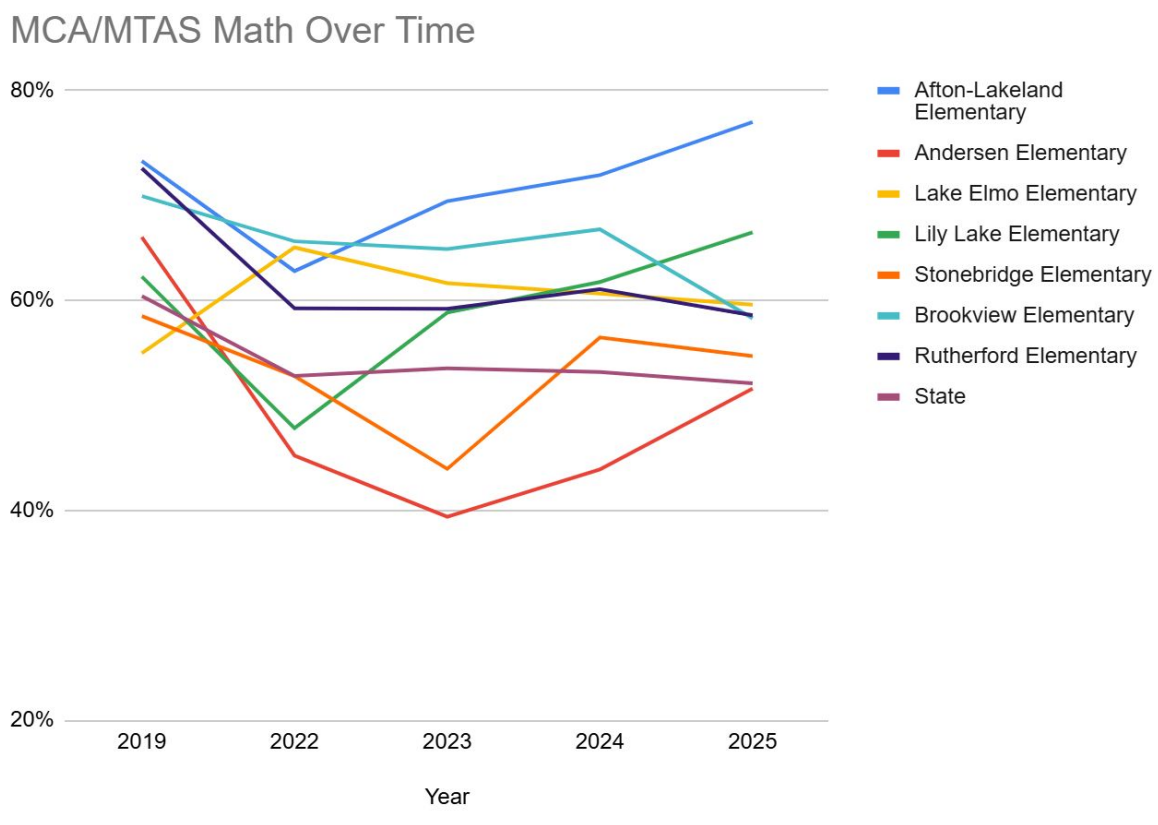
STILLWATER AREA PUBLIC SCHOOLS
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MCA Math by School

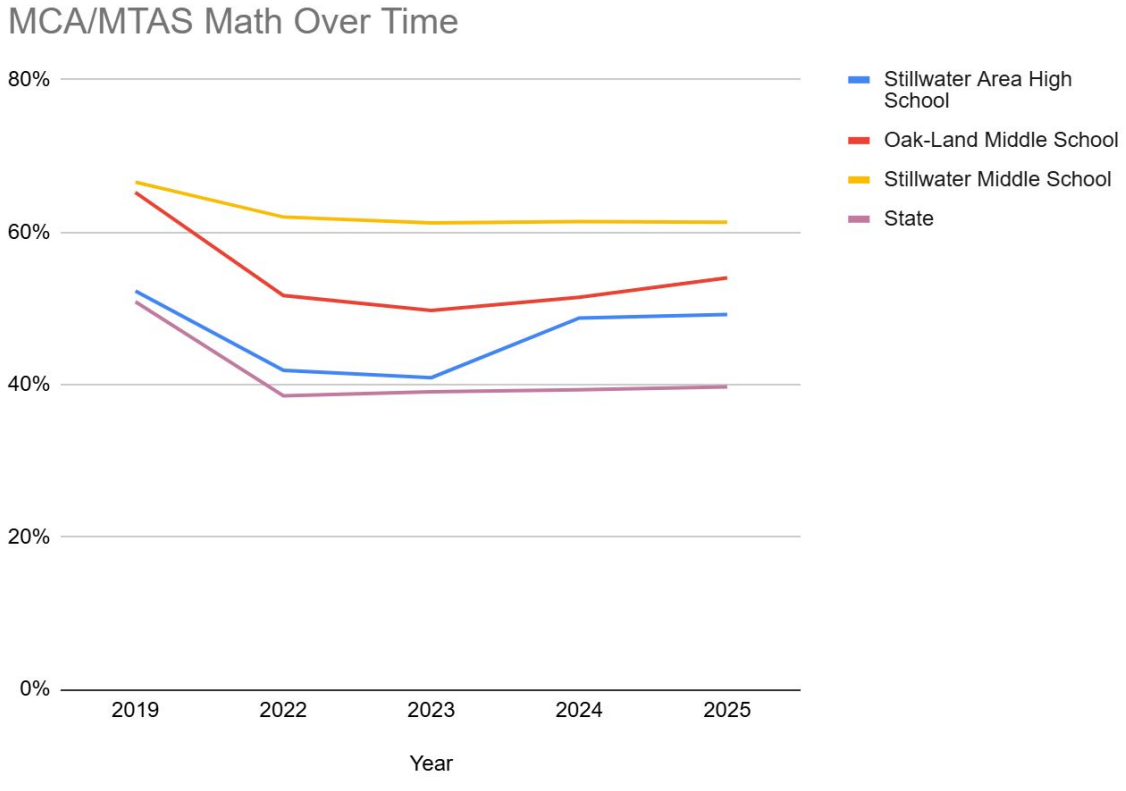


Expect More.

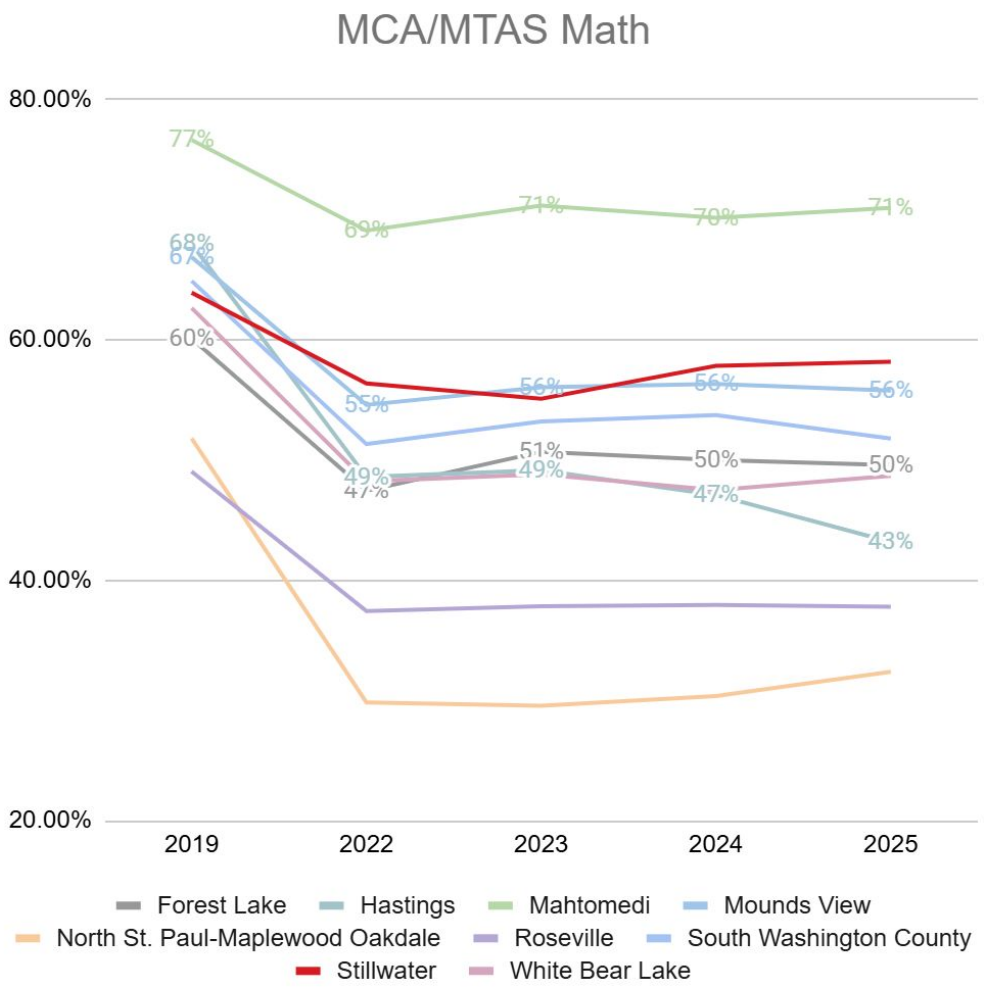
MCA Math by School Trend



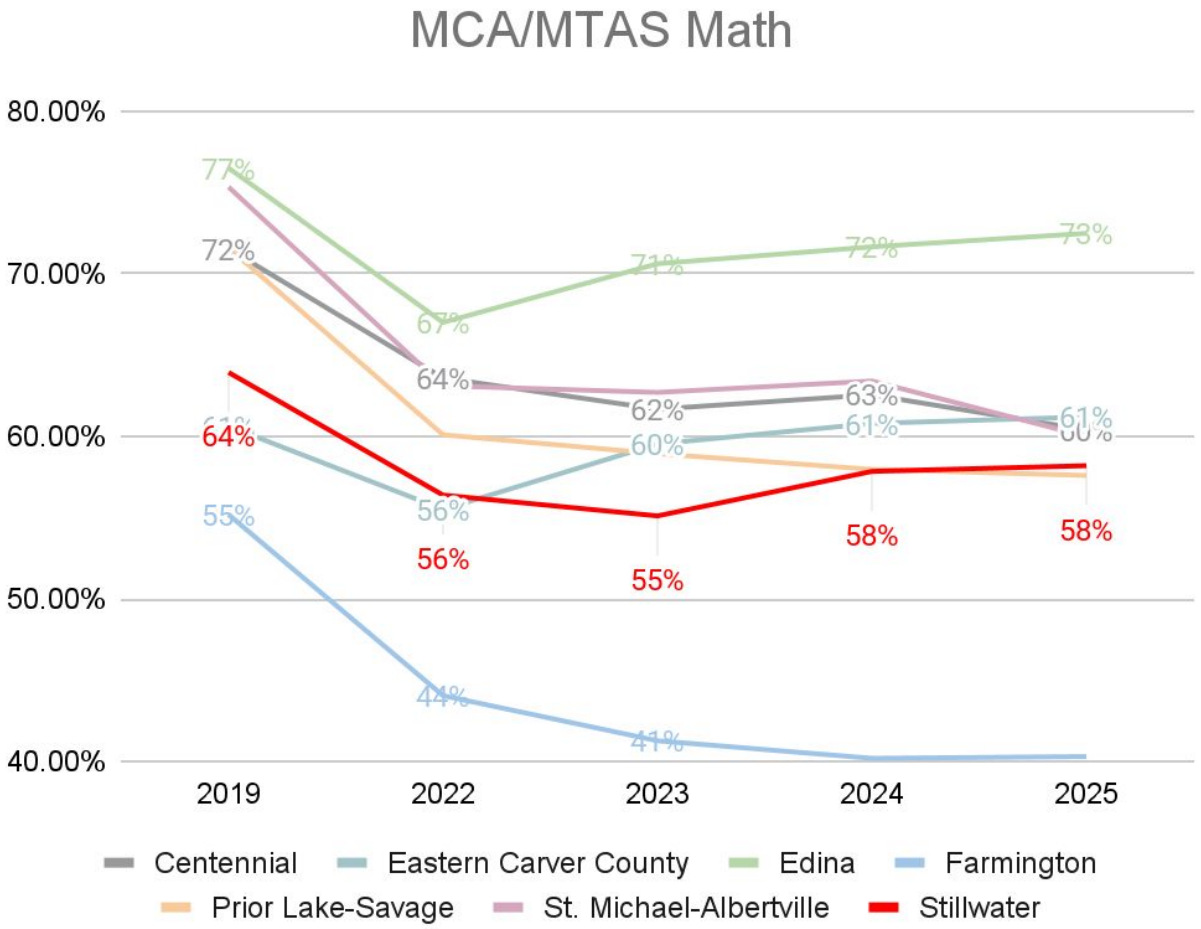
MCA Math by School Trend



MCA Math East Metro Districts



MCA Math Comparison Districts



Summary

- Stillwater's MCA and MTAS scores exceed the state average across grade levels in math
- Stillwater's scores have improved since 2022 in math, with growth across grade levels
- Significant variation by schools
- Persistent achievement gaps exist between student groups, with the starkest gaps by family income level and race

Next Time

- New Science MCA-IV results released in October

Questions