

## Business Meeting

Tuesday, December 16, 2025 5:30 PM

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

I. Recognition	<b>Speaker (s)</b> : Ms. Alison Sherman, School Board Chair
II. Public Comment	<b>Speaker (s)</b> : Ms. Alison Sherman, School Board Chair
III. Call to Order	<b>Speaker (s)</b> : Ms. Alison Sherman, School Board Chair
IV. Roll Call	<b>Speaker (s)</b> : Ms. Alison Sherman, School Board Chair
V. Pledge of Allegiance	<b>Speaker (s)</b> : Ms. Alison Sherman, School Board Chair
VI. Approval of Agenda	<b>Speaker (s)</b> : Ms. Alison Sherman, School Board Chair
VII. Student Report	<b>Speaker (s)</b> : Mr. Zach Cody and Ms. Aurora Swenson, Student Representatives
VIII. Superintendent Report	<b>Speaker (s)</b> : Dr. Mike Funk, Superintendent
IX. Board Chair Report	<b>Speaker (s)</b> : Ms. Alison Sherman, School Board Chair
X. Consent Agenda	
X.A. School Board Meeting Minutes, November 18, 2025	
X.B. School Board Meeting Minutes, December 2, 2025	
X.C. Payment of Invoices, November 29 - December 12, 2025	
X.D. Human Resources Personnel Report	<b>Speaker (s)</b> : Ms. Kristine Carlston, Executive Director of Human Resources
XI. Strategic Direction A: Ensure the learning process is adaptable to meet individual student needs	
XII. Strategic Direction B: Foster a safe, welcoming and inclusive environment for all staff and students	
XIII. Strategic Direction C: Utilize systems and align resources in an efficient manner to support learning	
XIII.A. Action: Certify the 2025 Payable 2026 Property Tax Levy	<b>Speaker (s)</b> : Ms. Marie Schrul, Chief Financial Officer
XIII.B. Action: Resolution Approving Purchase Agreement	<b>Speaker (s)</b> : Mr. Mark Drommerhausen, Executive Director of Operations

XIII.C.	Action: Approval of the 2027-28 Calendar	<b>Speaker (s)</b> : Mr. Mark Drommerhausen, Executive Director of Operations
XIII.D.	Action: Approval of Boundary Adjustment	<b>Speaker (s)</b> : Mr. Mark Drommerhausen, Executive Director of Operations
XIII.E.	Report: Second Reading Policy 605 - Alternative Program	<b>Speaker (s)</b> : Mr. Paul Lee, Executive Director of Student Support Services
XIII.F.	Action: Approval of Policy 605 - Alternative Program	<b>Speaker (s)</b> : Mr. Paul Lee, Executive Director of Student Support Services
XIII.G.	Action: 2025-2027 Custodial Master Contract	<b>Speaker (s)</b> : Ms. Kristine Carlston, Executive Director of Human Resources
XIII.H.	Negotiations Update	<b>Speaker (s)</b> : Ms. Kristine Carlston, Executive Director of Human Resources
XIV.	<b>Strategic Direction D: Develop strong partnerships with the communities we serve</b>	
XV.	<b>Closed Session</b>	<b>Speaker (s)</b> : Ms. Alison Sherman, School Board Chair
XVI.	<b>Adjournment</b>	<b>Speaker (s)</b> : Ms. Alison Sherman, School Board Chair
XVII.	<b>Attachments</b>	

- I. Public Comment: Mike McCarthy-Policy
- II. Call to Order: The meeting was called to order at 5:34 p.m.
- III. Roll Call: Present: Sarah Grcevich, Katie Hockert, Pete Kelzenberg, Chris Lauer, Robert Parker, Alison Sherman, Andrew Thelander.
- IV. Pledge of Allegiance
- V. Approval of Agenda: Motion by Sherman, second by Thelander, carried 7-0.
- VI. Student Report: The board received an update on academics and extracurricular activities.
- VII. Superintendent Report: Dr. Funk shared that he is spending a week at Lake Elmo Elementary as part of the superintendent in residence program.
- VIII. Board Chair Report: Nothing to report.
- IX. Consent Agenda: A. School Board Meeting Minutes, October 21, 2025; B. School Board Meeting Minutes, November 6, 2025; C. Payment of Invoices, November 1-14, 2025; D. High School Online Economic Course Proposal; E. Human Resources Personnel Report. Motion by Thelander, second by Grcevich, carried 7-0.
- X. Strategic Direction A: Ensure the Learning Process is Adaptable to Meet Individual Student Needs.
  - A. The district will be expanding the Grade 8 Global Studies from a one-semester format to a full-year course beginning in the 2026-27 school year.
- XI. Strategic Direction B: Foster a Safe, Welcoming and Inclusive Environment for all Staff and Students. Nothing to report.
- XII. Strategic Direction C: Utilize Systems and Align Resources in an Efficient Manner to Support Learning.
  - A. The board voted to approve the sale of Lake Elmo Elementary to Valley Community Center. This sale included a provision that will require a deed restriction at closing stating the property will not be used for a public, charter, or private school. Motion by Sherman, second by Thelander, carried 7-0.
  - B. Marie Schrul, Chief Financial Officer, presented the 2025-26 Fall Budget Revision which included updated enrollment projections and adjustments from the 2025 Legislative session.

Fund	2025-26 Revised Revenue Budget	2025-26 Revised Expenditure Budget
General	\$153,862,491	\$153,862,491
Food Service	7,887,103	7,859,232
Community Service	9,595,953	9,284,092
Building Construction	80,545,000	125,140,042
Debt Service	18,551,334	17,509,221
Custodial	7,000	7,000
Total Revenue	\$270,448,881	\$313,662,078

- Motion by Sherman, second by Hockert, carried 6-0-1(abstain).
- C. Policy 605 Alternative Programs will come to the board for a second reading and approval at a future meeting.
- D. There have been no changes to policy 512 - Student Publications since its first reading on November 6.

- E. Motion by Hockert to approve Policy 512 - Student Publications and second by Thelander, passed 7-0.
- F. No action taken on Policy 731 - Post-Issuance Debt Compliance Policy.
- XIII. Strategic Direction D: Develop Strong Partnerships with the Communities We Serve. Nothing to report.
  - A. The Board received an update on the district's comprehensive enrollment marketing campaign, including current strategies, messaging and next steps to support student recruitment and retention.
- XIV. Motion by Sherman at 6:48 p.m. to move to a closed session Pursuant to § Minnesota Statute 13D.03(b). The governing body of a public employer may, by a majority vote in a public meeting, decide to hold a closed meeting to consider strategy for labor negotiations, including negotiation strategies or developments or discussion and review of labor negotiation proposals, conducted pursuant to sections 179A.01 to 179A.25 and second by Kelzenberg, carried 7-0. Present: Hockert, Grcevich, Kelzenberg, Lauer, Parker, Sherman, Thelander, Funk, Carlston, Schrul. Motion by Sherman at 7:31 p.m. to adjourn to open meeting and second by Kelzenberg, carried 7-0.
- XV. The board received an update on the status of contract negotiations, as well as the anticipated implications of the new Minnesota Paid Leave program for the district.
- XVI. Adjourn
  - A. The meeting adjourned at 7:40 p.m.  
Respectfully submitted, Katie Hockert, School Board Clerk

Independent School District 834 – Stillwater Area Public Schools  
Oak Park Building, 6355 Osman Avenue North, Stillwater, MN 55082  
Business Meeting Tuesday, December 2, 2025 6:00 PM

- I. The district held its annual Truth in Taxation public hearing as required by state law, presenting details on the current budget and the proposed tax levy for taxes payable 2026. The board is expected to take action at the December 16 meeting.
- II. Public Input on Truth in Taxation. No speakers.
- III. Call to Order: The meeting was called to order at 6:34 p.m.
- IV. Roll Call: Present: Sarah Grcevich, Katie Hockert, Pete Kelzenberg, Chris Lauer, Robert Parker, Alison Sherman, Andrew Thelander.
- V. Pledge of Allegiance
- VI. Approval of Agenda: Motion by Sherman, second by Thelander, carried 7-0.
  - I. Consent Agenda: A. Payment of Invoices, November 15-28, 2025. Motion by Sherman, second by Kelzenberg, carried 7-0.
- VII. Business Items.
  - A. The School Board is moving forward with its three-year early start/early end calendar pilot, first approved in 2025. An evaluation of the current 2025 calendar, year one of the pilot, will take place this spring to assess its impact on academic performance, and student attendance, and will include surveys of families, staff and students. The 2026–27 calendar, representing year two of the pilot, was approved by the Board on November 14, 2024. The proposed 2027–28 calendar, the third and final year of the pilot, is scheduled to come before the Board for approval at the December 16 meeting.
  - B. At the November 6 meeting, the School Board reviewed three potential boundary change options for the southern portion of the district. Following discussion and analysis, administration is recommending option A. The Board is expected to consider and vote on the recommended option at the December 16 meeting.
- XII. Adjourn
  - A. The meeting adjourned at 7:16 p.m.  
Respectfully submitted, Katie Hockert, School Board Clerk

(New Hires, Resignations, Retirements, Terminations, Leave Requests)

**RETIREMENT/RESIGNATION/RELEASE**

<b>NAME</b>	<b>STATUS</b>	<b>ASSIGNMENT</b>	<b>GROUP</b>	<b>EFFECTIVE DATE</b>
Carroll, Adeline	Deceased	Nutrition Services Employee, 6.75 hours/day Lake Elmo Elementary	Nutrition Services	November 21, 2025
Dudley, Laureen	Retirement 34 Years	Elementary School Teacher, 1.0 FTE Stonebridge Elementary School	SCEA	December 31, 2025
Ehlers, Tammy	Resignation	Community Education Program Assistant, 1.75 hours/day Brookview Elementary	Community Education	December 2, 2025
Green, Teegan	Resignation	Paraprofessional, 6.25 hours/day Lily Lake Elementary	SCPA	December 23, 2025
Guadarrama-Blanco, Carla	Resignation	Community Education Program Assistant, 1.25 hours/day Brookview Elementary	Community Education	December 2, 2025
Michalski, Vickie	Resignation	Nutrition Services, 5.5 hours/day Stillwater Middle School	Nutrition Services	November 26, 2025
Price, Heather	Terminated	Paraprofessional, 6.5 hours/day Oak-Land Middle School	SCPA	November 20, 2025
Turgeon, Carly	Resignation	Special Education Teacher, 1.0 FTE Andersen Elementary School	SCEA	December 23, 2025
Williams, Destany	Resignation	Nutrition Services, 4.0 hours/day Stillwater Area High School	Nutrition Services	November 14, 2025
Yorga, Shawn	Resignation	Nutrition Services Employee, 5.5 hours/day Andersen Elementary School	Nutrition Services	December 23, 2025

**HIRES/REHIRES**

<b>NAME</b>	<b>ASSIGNMENT</b>	<b>SALARY PLACEMENT/ HOURLY RATE</b>	<b>REASON</b>	<b>GROUP</b>	<b>EFFECTIVE DATE</b>
Bourassa, John	Floating Custodian VI, 8.0 hours/day District Wide	\$21.83 / hour	2025-2026 Staffing	Custodial	December 1, 2025
Christian, Tammie	Community Education Program Assistant, 1.75 hours/day Stonebridge Elementary	\$21.17 / hour	2025-2026 Staffing	Community Education	November 14, 2025
Day, Isa	Paraprofessional, 6.0 hours/day Stillwater Area High School	\$24.50 / hour	2025-2026 Staffing	SCPA	November 17, 2025
Gentes, Brenda	Community Education Program Assistant ECFE Brookview Elementary	\$19.06 / hour	2025-2026 Staffing	Community Education	November 19, 2025
Guadarrama Blanco, Carla	Community Education Program Assistant, 3 hours/day Brookview Elementary	\$19.06 / hour	2025-2026 Staffing	Community Education	November 17, 2025
Hendrickson, Junko	Nutrition Services Employee, 5.75 hours/day Lake Elmo Elementary	\$18.58 / hour	2025-2026 Staffing	Nutrition Services	December 10, 2025
Jacobs, Courtney	Community Education Program Assistant, 2.75 hours/day Brookview Elementary	\$19.06 / hour	2025-2026 Staffing	Community Education	November 10, 2025
Johnson, Nichole	Nutrition Services Employee, 4.0 hours/day Stillwater Middle School	\$18.92 / hour	2025-2026 Staffing	Nutrition Services	December 1, 2025
Kellogg, Kyra	Asst. Speech Coach Stillwater Area High School	\$2,842.00	2025-2026 Staffing	Co-Curricular	November 17, 2025
Kelly, Candace	Nutrition Services Employee, 4.0 hours/day Oak-Land Middle School	\$18.92 / hour	2025-2026 Staffing	Nutrition Services	November 24, 2025
Lamadine, Ellen	Nutrition Services Employee, 4.0 hours/day Mahtomedi High School	\$18.92 / hour	2025-2026 Staffing	Nutrition Services	December 8, 2025
Lavergne, Amber	Administrative Assistant II - Due Process Oak Park Learning Center	\$24.77 / hour	2025-2026 Staffing	Community Education	November 19, 2025
MacNeil, Matthew	Nutrition Services Employee, 5.5 hours/day Stillwater Middle School	\$18.82 / hour	2025-2026 Staffing	Nutrition Services	December 1, 2025
Malloy, Molly	Community Education Aide, 3 hours/day Afton-Lakeland Elementary	\$16.29 / hour	2025-2026 Staffing	Community Education	November 24, 2025
Newton, Sean	Paraprofessional, 6.5 hours/day Lily Lake Elementary	\$21.00 / hour	2025-2026 Staffing	SCPA	November 24, 2025
Norman, Rachael	Nutrition Services Employee, 4.0 hours/day District Wide Float	\$18.92 / hour	2025-2026 Staffing	Nutrition Services	December 1, 2025
Ruiz Valdovinos, Giovanni	Floating Custodian VI, 8.0 hours/day District Wide	\$20.97 / hour	2025-2026 Staffing	Custodial	December 1, 2025
Sisterman, Luke	Floating Custodian VI, 8.0 hours/day District Wide	\$25.24 / hour	2025-2026 Staffing	Custodial	November 20, 2025

(New Hires, Resignations, Retirements, Terminations, Leave Requests)

Surgenor, Douglas	Asst. Girls Wrestling Coach Stillwater Area High School	\$3,451.00	2025-2026 Staffing	Co-Curricular	November 17, 2025
Swenson, Aurora	Community Education Program Assistant, 3.25 hours/day Andersen Elementary	\$19.06 / hour	2025-2026 Staffing	Community Education	December 15, 2025
Trzebiatowski, Carly	English Teacher, 1.0 FTE Oak-Land Middle School	\$33,165.68	2025-2026 Staffing	SCEA	December 4, 2025
Vue, Shyanne	Community Education Aide, 3.25 hours/day Afton-Lakeland Elementary	\$16.29 / hour	2025-2026 Staffing	Community Education	December 2, 2025
Yang, Faith	Community Education Aide, 3.75 hours/day Rutherford Elementary	\$19.06 / hour	2025-2026 Staffing	Community Education	December 22, 2025

**LEAVES OF ABSENCE**

NAME	STATUS	ASSIGNMENT	GROUP	EFFECTIVE DATE
Donovan, Lisa	Approved	Special Education Teacher, 1.0 FTE Stillwater Area Public Schools	SCEA	01/02/26-03/23/26
Friemann, Jennifer	Approved	Interventionist, 1.0 FTE Lily Lake Elementary School	SCEA	11/12/25- Intermittent
Krajewski, Laura	Approved	Science Life Teacher, 1.0 FTE Stillwater Area Public Schools	SCEA	01/07/26-05/26/26
O'Shea, Molly	Approved	Interventionist, 1.0 FTE Rutherford Elementary School	SCEA	12/09/25-1/16/26

**ASSIGNMENT CHANGES**

NAME	FROM	TO	REASON	GROUP	EFFECTIVE DATE
Auge, Brandon	EL Teacher, 0.77 FTE Lake Elmo Elementary, District Wide	EL Teacher, 0.80 FTE Lake Elmo Elementary, District Wide	2025-2026 Staffing	SCEA	August 11, 2025
Brendal, Victor	Community Education Substitute District Wide	Community Education Program Assistant, 3 hours/day Brookview Elementary	2025-2026 Staffing	Community Education	November 20, 2025
Curtis Li, Qunan	Nutrition Services Employee, 4.0 hours/day Stillwater Middle School	Nutrition Services Employee, 5.0 hours/day Stillwater Middle School	2025-2026 Staffing	Nutrition Services	November 11, 2025
Fischer, Tiffany	Nutrition Services Employee, 4.0 hours/day Mahtomedi High School	Nutrition Services Employee, 5.75 hours/day Mahtomedi High School	2025-2026 Staffing	Nutrition Services	November 17, 2025
Hoskins, Kelly	Barr Coordinator, .80 FTE Stillwater Middle School/ Oak-Land Middle School	Barr Coordinator, 1.0 FTE Stillwater Middle School/ Oak-Land Middle School	2025-2026 Staffing	SCEA	December 1, 2025
Klepel, Michael	Custodian VI, 8.0 hours/day Stillwater Middle School	Custodian V, 8.0 hours/day Lake Elmo Elementary	2025-2026 Staffing	Custodial	November 17, 2025
Loida, Deborah	Nutrition Services Employee, 4.0 hours/day Wildwood Elementary	Nutrition Services Employee, 4.5 hours/day Wildwood Elementary	2025-2026 Staffing	Nutrition Services	November 14, 2025
McCallum, Chad	Nutrition Services Employee, 4.0 hours/day Oak-Land Middle School	Nutrition Services Employee, 4.75 hours/day Afton-Lakeland Elementary	2025-2026 Staffing	Nutrition Services	November 19, 2025
McDowell, Shirley	Nutrition Services Employee, 4.0 hours/day Mahtomedi High School	Nutrition Services Assistant Manager, 8.0 hours/day Mahtomedi High School	2025-2026 Staffing	Nutrition Services	November 12, 2025
Moiler, Melody	Community Education Program Assistant, 1.9 hours/day Lake Elmo Elementary	Community Education Program Assistant, 2.4 hours/day Lake Elmo Elementary	2025-2026 Staffing	Community Education	November 10, 2025
Shilts, Torey	Custodian VI, 8.0 hours/day Stillwater Area High School	Custodian VI, 8.0 hours/day Oak-Land Middle School	2025-2026 Staffing	Custodial	November 24, 2025
Sperry, Skye	Community Education Program Assistant, 6.5 hours/day Stonebridge Elementary	Community Education Site Lead, 7 hours/day Stonebridge Elementary	2025-2026 Staffing	Community Education	November 19, 2025
Totzke, Amanda	Health Care Specialist, 2.15 hours/day Andersen Elementary	Health Care Specialist, 7.0 hours/day Andersen Elementary	2025-2026 Staffing	Technical Support	November 11, 2025
Wasko, Kathryn	Paraprofessional, 6.0 hours/day Brookview Elementary	Paraprofessional, 6.5 hours/day Brookview Elementary	2025-2026 Staffing	SCPA	December 1, 2025
Zhang, Yan	Nutrition Services Employee, 4.0 hours/day Mahtomedi High School	Nutrition Services Employee, 4.5 hours/day Mahtomedi High School	2025-2026 Staffing	Nutrition Services	November 17, 2025

**ADDITIONAL ASSIGNMENTS**

NAME	Position	Reason	Group	EFFECTIVE DATE
Hoskins, Kelly	National Honor Society Advisor \$4,641.00	2025-2026 Staffing	Co-Curricular	August 11, 2025
Smith, Bridget	Yearbook Advisor \$1,559.74	Replacement	Co-Curricular	November 24, 2025

PERSONNEL CHANGES:

(New Hires, Resignations, Retirements, Terminations, Leave Requests)

Smith, Bridget	Class Ambassador \$2,475	2025-2026 Staffing	Co-Curricular	August 11, 2025
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# Total Proposed 2025 Payable 2026 Levy

Fund	Certified 2024 Payable 2025			Proposed 2025 Payable 2026			Proposed Levy Change	
	RMV Amount	NTC Amount	Total	RMV Amount	NTC Amount	Total	Change	% Change
General	\$ 24,914,775.68	\$ 21,926,424.93	\$ 46,841,200.61	\$ 24,382,148.38	\$ 20,740,186.22	\$ 45,122,334.60	\$ (1,718,866.01)	-3.67%
Community Service	0.00	1,357,913.53	1,357,913.53	0.00	1,322,474.12	1,322,474.12	(35,439.41)	-2.61%
Debt Service	0.00	17,940,334.47	17,940,334.47	0.00	20,120,971.30	20,120,971.30	2,180,636.83	12.15%
<b>Total</b>	<b>\$ 24,914,775.68</b>	<b>\$ 41,224,672.93</b>	<b>\$ 66,139,448.61</b>	<b>\$ 24,382,148.38</b>	<b>\$ 42,183,631.64</b>	<b>\$ 66,565,780.02</b>	<b>\$ 426,331.41</b>	<b>0.64%</b>

Source: MDE Levy Limitation and Certification Report as of 11/25/25

RMV = Referendum Market Value

NTC = Net Tax Capacity



Expect  
**More.**





- Aug. 3-5 New Teachers Workshop
- Aug. 9 Teacher Workshop/Grading
- Aug. 10-11 Professional Development Day
- Aug. 12 Teacher Workshop/Grading
- Aug. 16 First day of school Gr 6 & 9**
- Aug. 16-18 Ready Set Go conferences K-5
- Aug. 17 First day of school Gr 7-8 & 10-12**
- Aug. 19 First day of school Gr K-5**
- Sept. 3 Teacher Non-Duty Day (no school)
- Sept. 6 Holiday (no school)
- Sept. 27 Professional Development Day (no school)
- Oct. 19 End of quarter 1
- Oct. 20 Teacher Workshop/Grading (no school)
- Oct. 21-22 MEA - Teacher Non-Duty Day (no school)
- Oct. 25 Professional Development Day (no school)
- Nov. 24 Professional Development Day (no school)
- Nov. 25 Holiday (no school)
- Nov. 26 Teacher Non-Duty Day (no school)
- Dec. 21 End of quarter 2/semester 1
- Dec. 22 Teacher Workshop/Grading (no school)
- Dec. 23 Teacher Non-Duty Day (no school)
- Dec. 24 Holiday (no school)
- Dec. 27-30 Teacher Non-Duty Day (no school)
- Dec. 31 Holiday (no school)
- Jan. 3 Professional Development Day (no school)
- Jan. 17 Professional Development Day (no school)
- Feb. 21 Professional Development Day (no school)
- Mar. 9 End of quarter 3
- Mar. 10 Teacher Workshop/Grading (no school)
- Mar. 13-17 Teacher Non-Duty Day (no school)
- April 14 Professional Development Day (no school)
- May 19 Last day of school/End of semester 2
- May 22 Teacher Workshop/Grading (no school)
- May 29 Holiday

### August 2027

M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

### September 2027

M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

### October 2027

M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19*	20	21	22
25	26	27	28	29

### November 2027

M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

### December 2027

M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21*	22	23	24
27	28	29	30	31

### January 2028

M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

### February 2028

M	T	W	Th	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29			

### March 2028

M	T	W	Th	F
		1	2	3
6	7	8	9*	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

### April 2028

M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

### May 2028

M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19*
22	23	24	25	26
29	30	31		

### June 2028

M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

- New Teachers Workshop (3)
- Professional Development Day (9)
- Holiday Days (5)
- Teacher Workshop/Grading (6)
- No School/Teacher Non-Duty day
- End of Quarter/Semester

Quarter 1 = 44	Quarter 2 = 38	Semester 1 = 82	Quarter 3 = 46	Quarter 4 = 44	Semester 2 = 90
Student Contact Days = 172		Teacher Contract Days = 192		New Teacher Contract Days = 195	



Expect  
**More.**

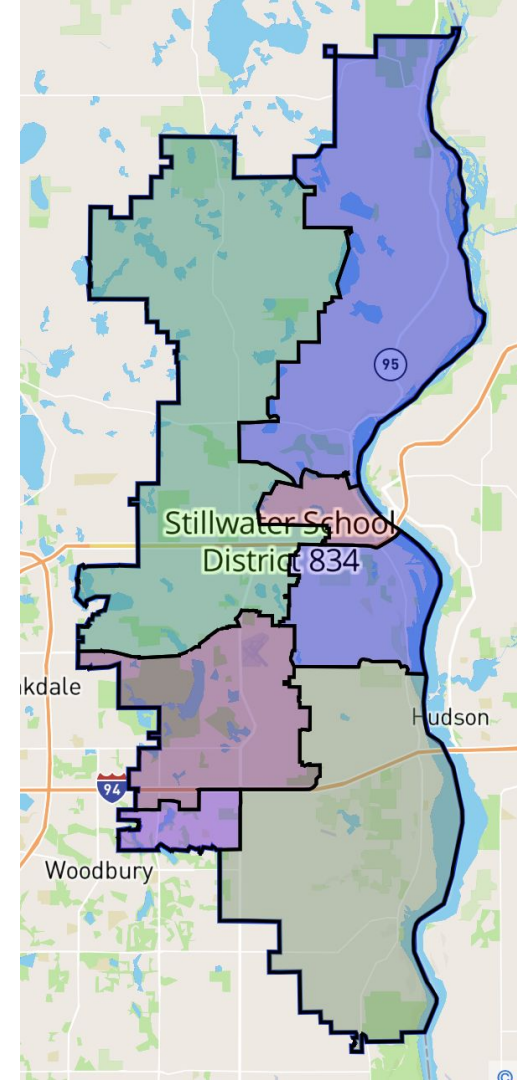
# Final Boundary Change Recommendation **2026-27**

Presented to the School Board  
Dec. 16, 2025



# Why Boundary Changes

- Prepare for the opening of the new Lake Elmo and Bayport elementary schools
- Balance enrollment across our southern schools and make room for future growth





# Guiding Principles for Boundary Changes

*(Approved by the school board Sept. 30, 2025)*

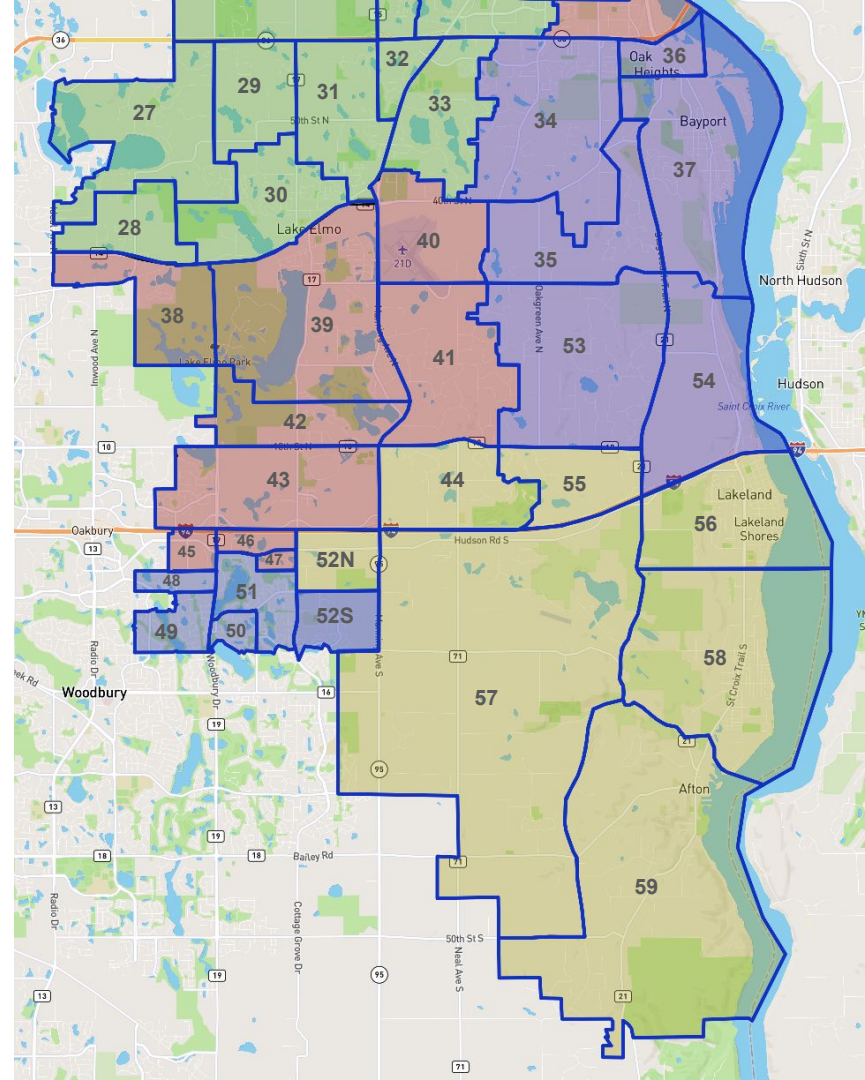
- Base decisions on the best interests of ALL district students.
- Ensure schools in the southern part of the district have capacity to meet current and future needs.
- Consider demographic make-up of the student body.
- Gather feedback from various stakeholders to provide insight.
- Provide for a safe 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.
- To the extent possible, each elementary school will have a minimum enrollment of 400 students.



# Option A

- **Move Parcel 44** from LE to A-L
- **Move Parcels 53 & 54** from A-L to BP
- **Split Parcel 52:** Parcel 52N to AL (currently in development); 52S stays at BV

	2026-27	
	Estimated Enrollment	% Capacity
<b>Afton-Lakeland</b>	382	76%
<b>Bayport</b>	467	78%
<b>Brookview</b>	554	85%
<b>Lake Elmo</b>	746	68%

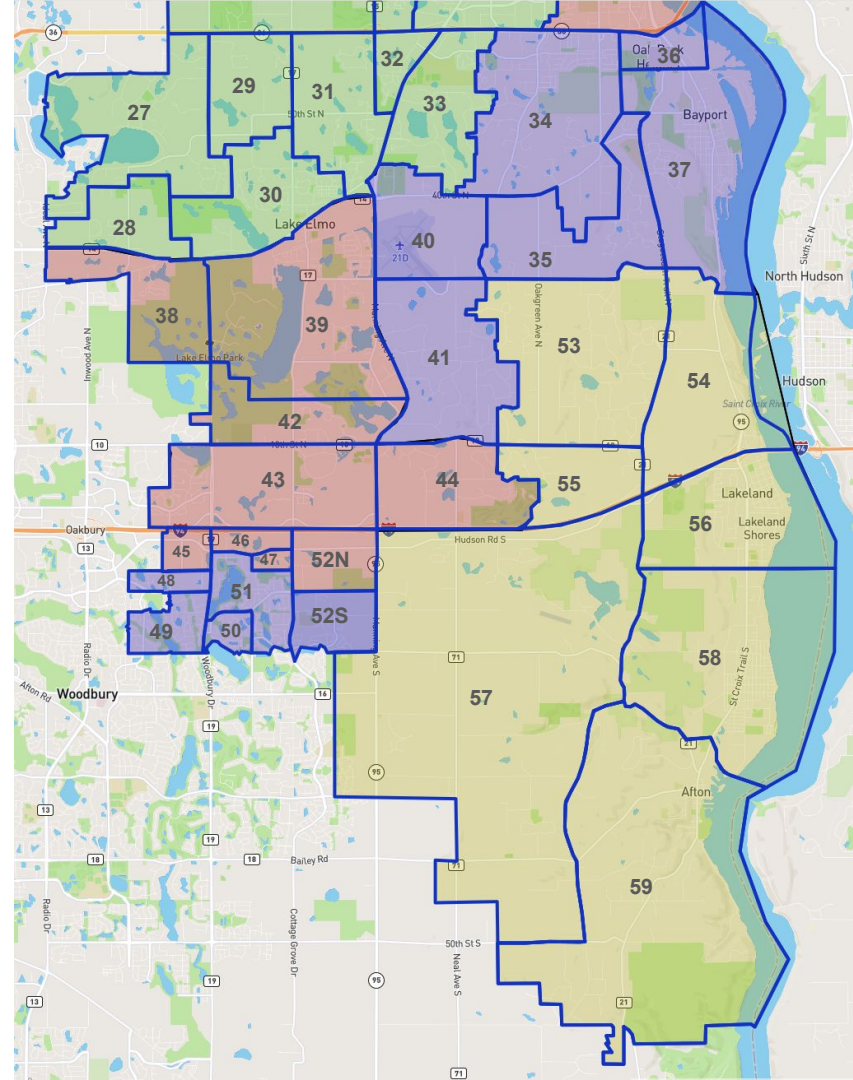




# Option B

- Move Parcels 40 & 41 from LE to BP
- Split Parcel 52: Parcel 52N to LE (currently in development), Parcel 52S remains at BV

	2026-27	
	Estimated Enrollment	% Capacity
Afton-Lakeland	431	86%
Bayport	421	70%
Brookview	554	85%
Lake Elmo	721	66%

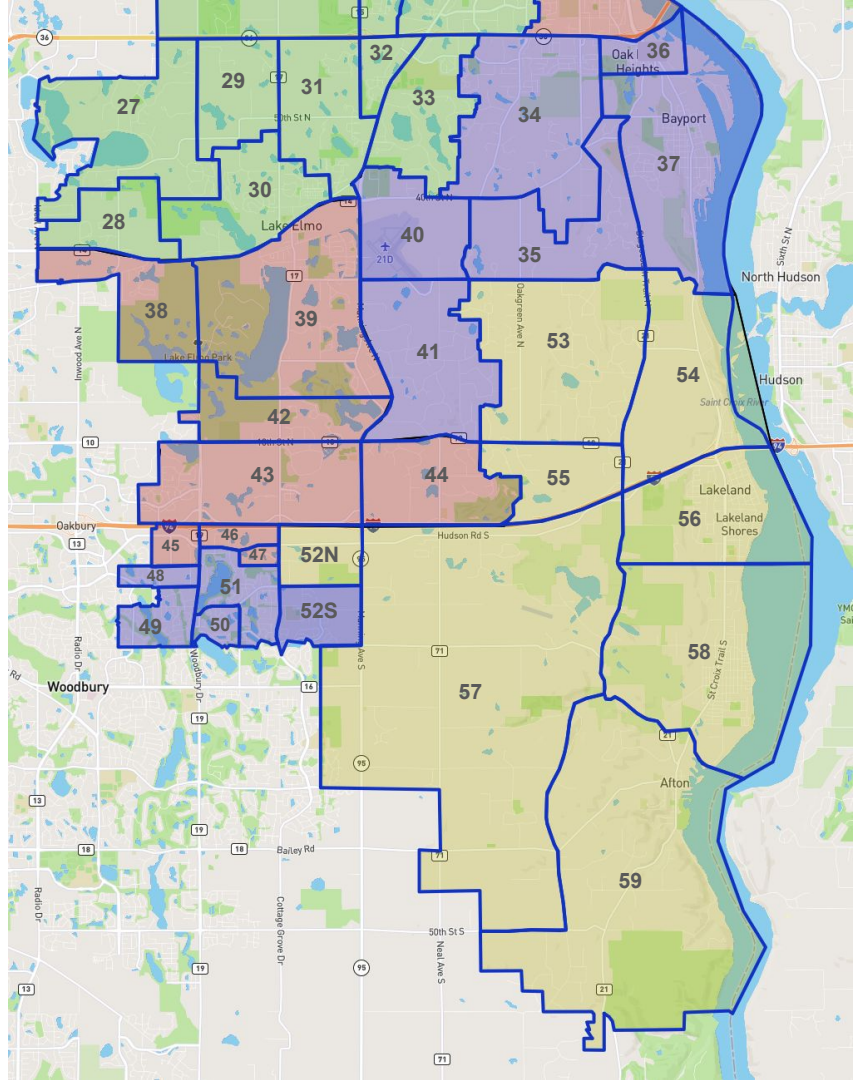




# Option C

- Move Parcels 40 & 41 from LE to BP
- Split Parcel 52: Parcel 52N to A-L (currently in development), Parcel 52S remains at BV

	2026-27	
	Estimated Enrollment	% Capacity
Afton-Lakeland	446	89%
Bayport	421	70%
Brookview	554	85%
Lake Elmo	668	61%

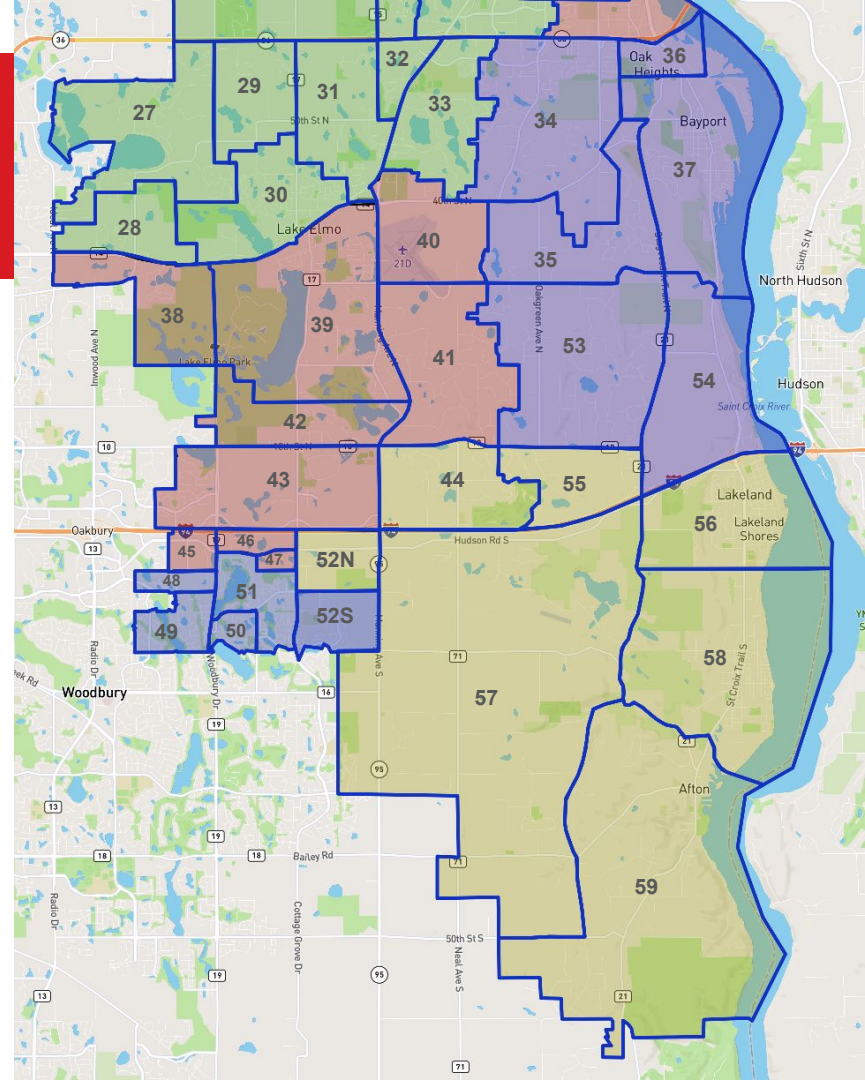


# Administrative Recommendation



## OPTION A

- Solves longer-term capacity needs
- Balances enrollment
- Prepares for growth
- Minimizes future disruptions
- Maximizes student enrollment at our newest building.





# Feedback on Recommendation

- Process and decision making
- Staffing considerations
- Minimum enrollment target
- Student/family impact





# Next Steps for Impacted Families

- *Email to notify families of new school assignment and explain options - **This Week***
  - Legacy students (current 4th grade)
  - Alternate enrollment timeline and process
- *Transportation information - **End of March***
- *Welcome from new school - **April-August***
  - Welcome messages from principals, teachers
  - Community-building events

**Alternate  
Enrollment  
Deadline:  
Jan. 15**

*Higher priority for  
students impacted by  
boundary changes*



More Information:  
[stillwaterschools.org/boundary](https://stillwaterschools.org/boundary)



**Second Reading: 12/16/2025**  
**New Policy**

**EDUCATION PROGRAMS**

<b>POLICY TITLE</b>	<b>POLICY NUMBER</b>	<b>ADOPTED</b>	<b>REVIEW FREQUENCY</b>
Alternative Educational Services	605	Adopted:	Three Years

**I. PURPOSE**

The purpose of this policy is to recognize the need for alternative educational services for some school district students.

**II. GENERAL STATEMENT OF POLICY**

The school board recognizes the importance of alternative educational services for some students. Circumstances may be such that some students are put at risk of being able to continue or to complete their education programs. It is the policy of the school district that options shall be made available for some students to select educational alternatives that will enhance their opportunity to complete their education programs, recognizing that some students may become successful learners if given an opportunity to learn in a different environment and through a different learning style.

**III. RESPONSIBILITY**

- A. Any student who is 17 years old who seeks to withdraw from school, and the student’s parent or guardian must attend a meeting with school personnel to discuss the educational opportunities available to the student, including alternative educational opportunities and sign a written election to withdraw from school.
- B. It shall be the responsibility of the superintendent to identify alternative educational opportunities to be made available to students who may be at risk, to recommend such alternative programs to the school board for approval, and to familiarize students and parents with the availability of such alternative educational services. The superintendent shall, through cooperative efforts with other schools, agencies, and organizations, periodically recommend additional or modified alternative educational services to the school board.
- C. The superintendent shall have discretionary authority to develop guidelines and directives to implement school board policy relating to alternative programs.

Legal References:

- Minn. Stat. § 120A.22, Subd. 8 (Compulsory Instruction)
- Minn. Stat. § 121A.41, Subd. 11 (Definitions – Alternative Educational Services)
- Minn. Stat. § 121A.45, Subd. 1 (Grounds for Dismissal)

Minn. Stat. § 123A.06 (State-Approved Alternative Programs and Services)

Minn. Stat. § 124D.66 (Assurance of Mastery Programs)

Minn. Stat. § 124D.68 (Graduation Incentives Programs)

Minn. Stat. § 124D.74 (American Indian Language and Cultural Educational Programs)

Minn. Stat. § 125A.50 (Alternative Delivery of Specialized Instructional Services)

**Cross References:**

MSBA/MASA Model Policy 603 (Curriculum Development)

MSBA/MASA Model Policy 604 (Instructional Curriculum)

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# Custodial Master Contract

Presented to the School Board

December 16, 2025

Kris Carlston,  
Executive Director of Human Resources

# Agreement - Highlights

- Step movement for each year of the contract and consolidate the step schedule for Level IV and Level V to one rate each.
- Medical insurance that reflects a cost sharing
  - District pays the first 6.5% of the renewal increase
  - Employees pay the next 6.5% of the renewal increase
  - Any increase over 13% will be shared equally between the District and employees
- Salary schedule increases of 2.25% in year 1 and 2.25% year 2 that includes a market adjustment.
- Elimination of the Short Term Disability benefit effective 1/1/26.

*This agreement matches the parameters set by the school board.*



Expect  
**More.**



# Questions



Stillwater School Board  
Policy Meeting Notes  
December 4, 2025

Present: Sarah Grcevich, Katie Hockert, Alison Sherman, Mike Funk, Carissa Keister, Rob Bach, Rachel Steil, Sydney Prias, Becky Hopper, Jamie Atkins, Joan Hurley

**Agenda**

- Reviewed the following policies for the December 16, 2025 board meeting
  - Second Reading and Approval
    - Policy 605 - Alternative Programs
- Reviewed for the January 6, 2026 Organizational board meeting
  - Policy 203.6 - Consent Agenda
- Further Review
  - Policy 213 - School Board Committees
  - Policy 613 - Graduation Requirements

**Next Meeting:** TBD



Stillwater School Board  
Legislative Committee Meeting Notes  
December 11, 2025

Present: Katie Hockert, Robert Parker, Andrew Thelander,  
Mike Funk, Carissa Keister, Joan Hurley

- Reviewed the district's 2025 Legislative Priorities
- Next Steps
  - Bring the Legislative Platform to the board
  - Schedule Legislative Breakfast



NORTHEAST METRO | 916  
Intermediate School District

*partners in education*

**TO:** Northeast Metro 916 Board of Education  
**FROM:** Val Rae Boe  
**DATE:** December 12, 2025  
**RE:** December 10 Board of Education Meeting Talking Points

Members present: Knisely-12, Palmer-13, Jones-14, Forsberg-16, Oksnevad-282, Bock-621, Nitardy-622, Clark-623, Daniels-624, Rebelein-831, Stout-832, Dols-833, and Thelander-834.

Members absent: Rebelein-831.

**Presentation: Introducing the Assistive Technology Library**

School Board members were presented with information related to the Assistive Technology services and devices that 916 provides within the district and to the 13 member districts. Districts/staff are able to check out a device to try for up to six weeks before purchasing a similar device in their own district. An overview of the Assistive Technology Library (ATL) was given, including information on the framework teams use to determine the assistive technology need for a student. The ATL currently has 2,965 items and last year, 749 items were checked out for a total 1,231 times. Lastly, a few of the widely used smaller devices were demonstrated.

**Presentation: A Special Purpose Docuseries**

School Board members viewed several episodes from A Special Purpose: Special Education Pathways in Intermediate Districts. This four-episode docuseries, along with a 17-minute documentary, was created in partnership between Intermediate Districts 916, 917, 287, and Captivate Media + Consulting and was made possible through the DEED Drive for 5 Grant.

**School Board Policies:** The School Board approved several policies including one which has been brought for a first reading in November:

- Approved: Policies 203, 209, 306, 511, 519, 613, and 703.

**Closed Session:** A closed session was held to consider strategy for labor negotiations.