

Regular Meeting
Monday, April 27, 2026
5:00 PM Central

Crosslake Community
School
35808 Co Rd 66
Crosslake, MN 56442

1. CALL MEETING TO ORDER

Meeting called to order at _5:03__p.m.

2. PLEDGE OF ALLEGIANCE

Please stand for the Pledge of Allegiance

3. ROLL CALL and ESTABLISH a QUORUM

Emily Stull Richardson is excused.

4. ADDITIONAL ITEMS

Added policy under 6 D. 2 Policy Review CCS Purchasing and PO Guidelines.

Board Member Resignation Letter from Mindy Glaizer. Regulatory requirement to remain in compliance 124.07 required Mindy Glaizer to resign from her position on the board. A motion was made by Belinda Yurick to accept Mindy Glaizer's resignation. It was seconded by Jared Griffin. Motion passed 6/6.

5. PUBLIC COMMENT

If you have an item for the Regular Board of Education public comment period, please email Board of Education Chair Josef Garcia (josefgarcia@crosslakekids.org) with your name and topic on the Friday before the Board Meeting. You may appear in person before the Board or virtually via the Google Meet.

JUST a reminder, public comments will only take place during this agenda item. No public comments or chat comments will be accepted following this agenda item.

Mara Powers addressed the Board of Education for a public comment. She emphasized that the high dedication of the Crosslake Community School staff remains the school's one constant, despite recent difficult transitions. She stated that as charter school employees, staff lack union representation and contracts, and staff understands that. However, the staff needs stability with clear systems. Staff deserve to feel that decisions are made fairly, objectively, and without bias, and that their dedication to the school is respected. Uncertainty and a lack of clear communication cause anxiety and negatively impact school culture. Even when specific personnel matters cannot be shared, providing as much clarity as possible about the processes helps prevent misinformation and reduces unnecessary attention. The high reliability school certifications, especially in the areas of a safe, supportive and collaborative culture and ensuring effective teaching in every classroom, really reflect that those systems matter, especially during times of transition. They provide continuity during disruptions and change. And staff want to feel like all the work that they have put in to get to this point is honored and respected and that the systems that CCS have in place and that they've worked really hard to get in place are meaningful. Powers noted the deep commitment of the professionals in the building, including Mindy Glazer, who has shown courage by being consistently present despite resistance. She concluded by asking the board to support this stability by prioritizing clear communication, consistent policies with clear guidelines, and transparent decision-making so that staff can focus on their primary mission of serving students.

6. AGENDA

Colin Williams made a motion to approve the Consent Agenda. It was seconded by Belinda Yurick. Motion carries 6/6.

6.A. CONSENT AGENDA

All items listed below are considered to be routine by the Crosslake Community Schools Board of Education and will be acted upon by one motion; however, any Board Director may request that items on the Consent Agenda be removed from it for independent consideration. Any items so identified will be moved to the Action Item portion of the Agenda.

Colin Williams made a motion to approve the Consent Agenda. It was seconded by Belinda Yurick. Motion carries 6/6.

6.A.1. Board of Education Minutes - March 23, 2026

6.A.2. Finance Meeting Minutes - April 22, 2026

6.A.3. EE Online Committee Meeting Minutes - April 2, 2026

6.A.4. Personnel Matters

6.A.5. Food Service Reports

6.A.6. Gifts and Donations

6.B. ACADEMIC, ENVIRONMENTAL EDUCATION, and PERFORMANCE IMPROVEMENT PLAN UPDATES

The Environmental Education committee update highlighted the online program's overnight field trip to Osprey Wilds, during which 30 CCS members participated and created a promotional commercial for the next year. Earth Week was celebrated with a virtual field trip on the American West drought, grade band events, and a community-wide spring cleanup. For the in-person program, updates included the arrival of a "worm ball" for a new composting system in the STEM room, and a planned trout release for fifth and sixth graders on May 12th. The annual Earth Day spring clean up has been completed. Staff are also preparing for a four-hour development training on teaching in the school forest. A campground day field trip with the Army Corps will be held on May 14th. Finally, the in-person program is working on adding a chickadee landing space to the school forest. Both programs are planning for next year by reviewing and updating the Environmental Learning Plan.

6.C. ACTION ITEMS

6.C.1. Review and Approve March Financial Information

The board got an update from Dr. Jenna Leadbetter. The district is currently engaged in ongoing dialogue with the Minnesota Department of Education (MDE) concerning the lease aid component, where questions arose regarding the increase tied to the school's growing average daily membership. The district anticipates having a final report on this matter by the May board meeting. To gain a clearer financial picture, the district has shifted from managing one large budget to flushing out individual working budgets for each school and department, thereby assigning financial responsibility to respective principals, coordinators, and managers. Furthermore, a budget revision session is scheduled for next week with Creative Planning, and all leadership staff have been notified to contact their teams about any potential changes needed.

Beinda Yurick made a motion to approve the March financials. It was seconded by Steena Johnson. Motion carries, 6/6.

6.C.2. Approve Policies

Subtle updates were made to the listed policies that came from the MN School Board Association.

A motion was made to approve policies 404, 413 FRM, 533, and 722 FRM by Colin Williams. It was seconded by Melanie Donley. Motion carries 6/6.

6.D. INFORMATION /DISCUSSION ITEMS

6.D.1. Policy Review

A motion to move the REVISED Policy—District Staff In-Person Presence and Travel Reimbursement, REVISED PTO Bank Policy, REVISED CCS Bank Procedures, Policy_ CCS Purchasing and PTO Guidelines to an action item was made by Colin Williams. It was seconded by Belinda Yurick. Motion carries, 6/6.

A motion to approve the REVISED Policy—District Staff In-Person Presence and Travel Reimbursement, REVISED PTO Bank Policy, REVISED CCS Bank Procedures, Policy_ CCS Purchasing and PTO Guidelines was made by Belinda Yurick. It was seconded by Colin Williams. Motion carries 6/6.

6.D.2. SY27 Hiring Plan

Rose Bierce presented the online program's SY 27 hiring plan, seeking early approval to secure the best candidates ahead of projected enrollment growth to 525 students, noting the program is already at 460 students and had waitlists this year for fifth grade and middle school. To accommodate growth, the proposed cap increases elementary enrollment to 76 and middle school to 100, while the high school cap decreases to 361, allowing for flexibility to enroll more high school students if K-8 does not fill. The principal proposed restructuring the middle school into its own program with four dedicated coaches and full-time subject area teachers to enhance student attention and allow for electives. The proposal requested adding 4.3 FTE for General Education and 1.0 FTE for Special Education to support the projected increase in students. Financially, the estimated cost of \$40,000 for new salaries and benefits is expected to be offset by an estimated \$75,000 in revenue from the projected increase in students. Rose Bierce intends to post these positions immediately and hopes to complete interviews in May, with hiring wrapped up by mid-June, an initiative the board of directors praised as a wise move to secure quality staff quickly.

A motion to move the SY 27 hiring plan to an action item was made by Belinda Yurick. It was seconded by Melanie Donley. Motion carried 6/6.

A motion to approve the SY 27 hiring plan was made by Belinda Yurick. It was seconded by Steena Johnson. Motion passed 6/6.

6.D.3. SIS/Infinite Campus Update

Molly Papillon provided an update on the Infinite Campus Student Information System (SIS) implementation, noting the project has moved past discovery and is now in the implementation phase, focused heavily on data validation within the trial site. The goal is to move the finalized data to the production site by June 22nd for go-live, with targeted training ongoing, including a current focus on user security setup. While general staff training is planned for the fall, early pieces like online registration and scheduling work with counselors are beginning now to prepare for the next school year, which will give families portal access from the start. The team maintains momentum through biweekly status meetings with Infinite Campus and weekly internal meetings to address issues quickly, anticipating the final go-live date with excitement.

6.D.4. Food Service Update

Kathy Faust requested board support to switch the food service vendor from Cisco to Performance Food Service, noting the change would secure better commodity pricing and allow CCS to benefit from coordination with larger schools. She shared that she attended the first Minnesota Farm to School conference and was approached by MDE to coach another school on their program, a role she accepted to be completed off-hours. CCS maintains a Farm to School grant until 2028, requiring all items served to be Minnesota-sourced food, with strict rules governing the selection of over 25 items. Additionally, Camp Kimchi has signed a contract to return July 5th through 10th, and will continue using the Lutheran church kitchen, which has proven less chaotic and allows the school building space to be used for classrooms.

6.D.5. District IT Update

Will Lyke shared updates focusing on leveraging the new Student Information System (SIS) for automation, enhancing cybersecurity, and upgrading infrastructure. The modern SIS is expected to streamline the student enrollment workflow, enabling faster account creation and Chromebook shipping, and automating maintenance of dozens of Google Workspace groups. Regarding cybersecurity, the district has seen success responding to phishing threats through staff training, which resulted in quick reporting and remediation of compromised emails. Furthermore, significant infrastructure upgrades included implementing a more secure 360-degree camera system and substantially improving the network by jumping from Wi-Fi 5 to the beginning of Wi-Fi 7 technology, promising better speeds and device density.

Looking ahead, the IT department is monitoring the situation around Artificial Intelligence, evaluating the Minnesota School Board Association's model AI policy, and planning to deploy Google's education-focused Gemini training for interested teachers.

6.D.6. Special Education Department Update

Gina Jacobson, the district special education manager, reported that the district currently serves 594 students and special education students represent nearly 21% of total enrollment, with 100 students served by the online program and 21 in the in-person program. She emphasized the department's commitment to strict IEP compliance and timely paperwork, noting that staff work together to ensure deadlines are met. The department maintains consistent family communication, affirming the parent as the most important team member in the IEP process, and celebrates strong collaboration between the in-person and online programs. A key success is the high retention of online students who often stay with the program through graduation.

6.D.7. 2026-2027 ReGroup Counseling and Consulting Contract Renewal:

The contract renewal of Regroup Counseling and Consulting, which provides mental health support, virtual therapy sessions, and professional development on social-emotional well-being to students, staff, and parents/guardians. The use of Regroup's services has continued to trend upward, and the program was cited as one reason for the school being a finalist for a Minnesota charter school innovation award. The key proposed change in the renewal was an increase in the professional development budget component to expand parent/guardian support and ensure district-wide language for the in-person team. Furthermore, the school recently hired its first onsite mental health therapist through Regroup to provide services to students.

A motion was made to move 6. D. 7 to an action item made by Steena Johnson. It was seconded by Jared Griffin. Motion carried 6/6.

A motion to approve 6. D. 7 was made by Steena Johnson. It was seconded by Steena Johnson. Motion passed 6/6.

6.D.8. Board Ad Hoc Safety and Security Committee- Update

Josef Garcia reported that a consultant completed a walk-through and mapped the school as part of an ongoing safety enhancement process. While some infrastructure improvements are pending due to lease aid not being clarified yet, the committee is expecting a proposal soon for review before it is submitted to the state. Josef Garcia emphasized the committee's

commitment to prioritizing the safety and security of staff and students, with continuous improvements being a major focus.

6.D.9. Board Ad Hoc Compensation Committee - Jared Griffin will give an update

Jared Griffin stated that the Board Ad Hoc Compensation committee would come to May's meeting with a clear plan for hourly employees' compensation.

6.D.10. Professional Development - Board of Education Trainings

Dr. Jenna Leadbetter presented and stated board members simply need to let her know if they are able to attend any of the training options mentioned below.

6.D.11. Strategic Planning Matters

Dr. Jenna Leadbetter said that there are two options for continuing strategic planning: renewing the contract with TeamWorks, the previous fee-for-service vendor that built the strategic roadmap, or utilizing the district's Sourcewell contacts. Sourcewell currently works with the online 6-12 program and provides access to strategic planning, Minnesota Multi-Tiered System of Supports (MnMTSS) assistance, and continuous improvement support under the Every Student Succeeds Act at no cost to the district. Dr. Jenna Leadbetter recommends exploring Sourcewell as a free resource to continue the strategic planning work, noting that their use would save money and leverage existing partnerships. The board determined that this is an informational item that does not require action yet, but agreed that Sourcewell is a valuable resource to utilize.

6.D.12. Determine the need for a In-Person Lottery

6.D.13. Determine the need for an Online Lottery

6.D.14. Superintendent Evaluations

The board discussion on superintendent and principal evaluations focused on the need for 360-degree feedback based on targeted performance metrics rather than personal feelings. The board acknowledged that the annual school-wide satisfaction surveys for students, staff, and parents/guardians, which use consistent, board-approved questions for trending data, are scheduled to be administered starting May 11. However, the internal leadership surveys for the superintendent and principals require final board approval and structuring, with board members agreeing the feedback should be summarized to prevent public sharing of granular, potentially harmful opinions. The proposed timeline is to have the superintendent survey reviewed by Kelly Bittner, the business manager, and have both the superintendent and principal survey structures approved at the May board meeting, with administration

planned during the two professional development days at the end of May. The performance evaluation of principals will be delegated to the superintendent, with the board retaining the role of evaluating the superintendent.

6.D.15. Board Elections Details

Board election voting was April 20th through 24th. We will be welcoming Rhiannon Farr, Lance Swanson, Amy Tagtmeier, and Jared Griffin. They start July 1st. So, they have to be sworn in and trained. So if we can get communications out to the winners about the training.

6.D.16. Bylaws

Can we add a provision for someone to take a leave of absence? Possibility to be explored and perhaps looked at future board meeting.

6.E. REPORTS

6.E.1. CCS Superintendent Report

The district received significant external recognition, including being featured by the MDE as a model for its Title I family engagement plan, having its literacy plan template adopted as the standard by Sourcewell, and being named a Minnesota charter school innovation award finalist for the second consecutive year. In preparation for growth, the district extended an offer to a marketing coordinator and is addressing near-capacity enrollment by preparing a lottery procedure policy for the May board meeting. The school is also actively pursuing grant funding, having applied for the Minnesota MTSS infrastructure development grant, likely to receive the Small Rural School Achievement grant, and developing two new full-service community school grants. Finally, the district successfully executed its state testing engagement plan, which involved staff acting as a "logistics department" to deliver Chromebooks across the state, and the student-driven online prom has 49 confirmed attendees.

6.E.2. CCS Principal's Report

Substitute principal Mindy Glaizer reported the in-person program focuses on making the remaining 18 days of the school year memorable and positive for students, balancing fun and continued learning. The new summer Kids Care program is filling up quickly, with 21 students signed up, and the school is seeking more staff to support the positive addition. This week, students are wrapping up MCA testing, with reading and science completed, and math finishing on the 30th; however, results are not expected until October or November. Upcoming events include a book fair, a track and field round-up, and an eighth-grade graduation, with a long day trip to Valley Fair planned for the middle school. Current enrollment for next year is 126 students in K-8 and 13 in pre-K, with hopes to boost kindergarten numbers via next week's Kindergarten Round-up.

The online principal reported earlier tonight.

6.E.3. Finance Committee

No additional comments added.

6.E.4. Academic Performance/Comprehensive Achievement and Civic Readiness

No additional updates at this time.

6.E.5. EE Seat-Based Committee

No additional updates

6.E.6. EE Online Committee

No additional updates

6.E.7. Superintendent Evaluations

7. AUTHORIZER UPDATE

Emily Edstrom Moore from Osprey Wilds outlined the school's contract renewal process for next year, emphasizing clarity and transparency through a decision-making tree. The renewal determination involves three main evaluation steps: assessing if the school fulfilled the primary purpose of charter schools, which relies heavily on academic goal attainment; determining if environmental education goals were met; and evaluating whether significant deficiencies exist in operational, governance, financial, or legal compliance. The process timeline dictates that the board will receive the application guidance on May 1st, and the completed, board-approved application is due by September 15th. Osprey Wilds will conduct renewal site visits, including interviews with parents, between September and November, and then send a draft evaluation report in mid-January for the school to review and respond to. The final contract decision, which could range from a non-renewal to a full five-year renewal, will be determined and delivered by the end of March after reviewing all information. Emily assured the board that Osprey Wilds aligns its feedback—such as site visit letters and Exhibit S tracking—to prevent surprises, and confirmed that the school currently does not have any significant concerns.

8. MAY MEETING PREPARATION

8.A. Suggestion for Discussion Topics for Next Meeting

A presentation by the AD Hoc Compensation Committee for hourly employee compensation, followed by any necessary board action, and finalizing the in-person engagement coordinator position, ideally allowing staff letters to be sent out before the year concludes. The agenda also includes reviewing internal anonymous surveys for the superintendent and principals, and

addressing lottery policies to fine-tune language and combine them, in anticipation of needing a student lottery in the future. Finally, Substitute In-Person Principal Glazier will provide a staffing presentation similar to the one Rose Bierce gave for the online school.

9. BOARD MEETING EVALUATION

10. ADJOURN the REGULAR BOARD of EDUCATION MEETING

Melanie Donley, Josef Garcia, Mindy Glazier, Jared Griffin, Steena Johnson, Emily Stull Richardson, Colin Williams, Belinda Yurick

A motion was made by Colin Williams to adjourn the regular board of education meeting. It was seconded by Jared Griffin. Motion passed 6/6.

The meeting was adjourned at 7:32pm.