

July 8, 2026 School Board Agenda

Superintendent Report:

1. Middle and High School Agriculture Teacher of the Year - Patric Pehrson awards banquet in St. Cloud, July 9, 2026. Robin will attend representing Nicollet. We are proud to honor Patric Pehrson.

2. Happy to announce at this time I am recommending Brian Belcourt and Alaina Hageman as Social Studies teachers for the 2026-2027 school year. We have interviewed for a Social Worker and Choir Director but have yet to secure employment. We will continue to post and call prospective candidates.

2. Edmentum Information

Currently we are looking at two options; the EdOptions Academy which will allow Nicollet to provide a full time virtual component using Edmentum Academy keeping the virtual students as Nicollet Public School Students and Courseware, individual courses, electives, and credit recovery.

- Students would use the Courseware curriculum, and Edmentum would provide the teacher of record
- [MN Course Catalog](#)
- [Grades 6-12 Overview](#)
 - Nicollet would begin 9-12 before including 6-8.
- [Live Help Sample](#) – Live Help is “help on demand” available for Core Subject courses Monday - Friday
- Fully accredited by [Cognia](#) and recipient of the [ISTE Seal of Alignment](#) for Readiness, as well as [NCAA](#) Approved
- **Core Courseware, Electives, and Credit Recovery:** Pricing options with a state certified teacher for core courses, electives, and credit recovery. We are looking at purchasing 25 student licenses to take the Core Courses at Nicollet and for teachers to use the resource in their core classes.
 - \$295 per 18-week semester course per student (Core, Electives)
 - \$325 per 18-week semester course per student (AP, World Language)
- **EdOptions Academy:** Pricing options with a state certified teacher for Nicollet registered but 100% virtual utilizing Edmentum’s Virtual Academy costs with a post pay option.
 - \$1600 - full schedule, full semester student, up to 8 classes
 - \$2400 - full year schedule per student

- Pre-pay or post-pay option
 - Post-pay includes a grace period for the student to try it out at no cost to the district

3. Classified staff handbook, change full single insurance to \$1100 district monthly contribution cap.

Classified staff; paras, administrative assistants, custodians, and classified salary moves up a step by completing another year of satisfactory or exemplary employment, a recommended 2% increase if steps are not part of the pay schedule grid. There is no plan to increase the pay grid for the 2026-2027 school year. The Superintendent is in the process of updating the classified handbooks for paras, administrative assistants, custodians, and classified salary employees for approval at the August 2026 Board meeting.(Consent agenda)

4. Faculty Handbook and Parent Student Handbook are recommended for approval in the action items. Robin will highlight important edits or recommendations in the attached handbooks for your review. Questions can be directed to Robin Courier or can be asked during the action item.

5. Food Service Proposals - A contract proposal for Food Service Director is in the action portion of the agenda. Robin recommends hiring Kendra Hoffman as food service director and Mary Marquadt continuing as second cook. Stay with Kendra as maintaining and accounting for a productive food service program.

6. Nicollet's contract with School Management Systems (SMS) expires July 31, 2026.

Robin entered into discussion with CESO (purchased SMS) negotiating a Business Manager Contract and possible Payroll Manager.

Robin has contacted Region V and requested training for Accounts Payable Nicole Carlson to be trained in payroll and HR. Depending on the progress of the training or negotiations with CESO, Robin may recommend Nicollet Public Schools employ an in-house Accounts Payable and Payroll Specialist. This would provide a savings hiring one person instead of a current full time employee and a contracted part time. It would allow Nicollet employees to have immediate access to questions regarding payroll, benefit services, unemployment, and retirement.

7. Board Policy Committee - The Board Committee has met several times. Committee members are Ashley Black, Jill Martens, and Robin Courier. We have added Sam Cotton to the committee. His knowledge of working with several

superintendents and his administrative background is helpful as we work to organize and update the policies of ISD 507.

Policy Committee Agenda:

1. Review mandated updates to current policies and recommend
2. Review Policy 210 Conflict of Interest - School Board
Policy 307 Administrator Code of Ethics
Policy 410 Equal Employment Opportunity
Draft Communications Policy

The committee will make a recommendation to revise appropriate policies to include conflict of interest hiring practices for administrators which are outlined in Policy 210 and the draft communications policy.

3. Review the district's procurement policy regarding budgets, requests for spending, and the approval process.
4. Look at the draft plan to update policies systematically and create a 2026-2027 calendar for Board review and approval.

8. Filing affidavits of candidacy for the office of school board membership begins July 14, 2026 and closes July 28, 2026 at 4:00. Nicollet encourages any interested community members age 21 and up to submit their name or contact Robin Courier to learn more about this opportunity and having a voice in Nicollet Public School government. Members whose term expires December 31, 2026 are Adam Erickson, Scot Osborne, and Jill Martens.

9. Legal Updates:

The initial hearing with Nicollet County regarding the theft of an employee's paycheck in October 2025 has been postponed. The defendant failed to appear for his hearing. A warrant was issued. We will be notified when new proceedings are scheduled.

Former employee grievance regarding retirement payments of \$5000 per year until the age of medicare. The contract language of 2021-2023 provided annual payments of \$5000 to be distributed into a retired teachers MSRS Minnesota State Retirement System.

The Business Manager in 2022 neglected to create a group account for Nicollet Public School teachers. No teacher had retired during the interim until said employee. MSRS refused to allow Nicollet Public School finance officer to create an account when the error was discovered. NPS attorney and Superintendent met with MSRS executives to dispute their understanding of protocol. The District is waiting

to hear from the retired teacher and education Minnesota as to how they would like to receive this benefit.

The grievance between Nicollet Public Schools and two retired teachers has moved to arbitration selection. NPS attorney has eliminated unacceptable arbitrators and is waiting on Education Minnesota to determine whether they will request a mutual agreement or take their claim to arbitration. The dispute is regarding the employees decision to take the HSA insurance benefit at retirement and drop the High Advantage benefit that they had been enrolled in. The employees believe they should have the difference between the high advantage contribution of \$960 and HSA portion of \$646 added to their HSA contribution. The language of 2023-2025 contract does not support their claim.

10. Construction Progress - the demolition is nearly complete. The construction committee meets every other Tuesday through the end of the construction. Plans are on track to be completed on time for the most part. The green house may be behind schedule. The work that was added to offer more bathroom and private locker room space may be delayed but it should not interfere with school opening on time.

11. Open House August 27, 2026 3:30-7:30 - This is the communities, parents, and students opportunity to see the improvements and upgrades that have been made.

12. A Nicollet community business is having an event August 20, 2026. They have requested the use of the parking lot for overflow parking. The construction foreman said that should not be a problem. The superintendent is making the board and community aware of the use of Nicollet's parking lot on August 20, 2026.