

Regular Meeting
Monday, March 23, 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

Josef Garcia was excused.

4. ADDITIONAL ITEMS

Are there any additional items?

We had a quick update from the Lakes Foundation. Todd Lyscio has been appointed as the official Lake Foundation liaison to the school board. He reminded us about the Christine Sestin scholarship and noted that the Lakes Foundation is currently seeking nominations and recommendations for recipients. The Lakes Foundation board discussed a detailed proposal regarding student safety and health. While the proposal was reviewed thoroughly, no formal decisions have been made at this time. The school's current funding stream is ahead of schedule. A primary focus for the foundation is ensuring the continued and consistent flow of lease aid as it is supposed to. There is significant ongoing work at the state level to maintain the current lease aid model. Crosslake is not alone in this situation; many other schools rely on this specific model, which suggests a broad base of support for protecting these funding structures. Despite the current stability, the foundation is proactively looking into contingencies to ensure the school remains protected if the funding model faces future changes.

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.

Motion was made by Jared Griffin. Seconded by Mindy Glaizer. Passed 7/7

6. AGENDA

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.

Motion was made by Melanie Donley. It was seconded by Steena Johnson. Passed 7/7

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

6.A.2. Finance Meeting Minutes - March 18, 2026

6.A.3. Personnel Matters

Departing Staff:

Name: Joanna Lerud

Position: Online Science Teacher

Last Day: May 28, 2026

6.A.4. Food Service Reports

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

Principal Annete Klang gave a brief update about the in-person program. Principal Klang emphasizes that while Crosslake is a school of choice, and we cannot always control student enrollment numbers, we do have control over the quality of the education and our students' experience. There are many high quality things happening here. We have exceptional staffing, advanced professional development through strong PLCs, and initiatives such as HRS and Catalyst, and utilizing partners like Sourcewell. We are providing amazing academic and extracurricular offerings. All while providing a safe, supportive school culture that focuses on the whole child and is a place where students can thrive.

Assistant Principal Monique VonEnde gave an update on the online program. The online program has made some great academic achievements despite the challenges of transitioning to online learning for many new students. At the Middle School, we are seeing some exceptional pass rates: Algebra 1 pass rates are at 100%, and English 7A reached a 90% pass rate. Online is making some curriculum and system updates for next year as we transition away from Edgenuity to Flexpoint. New training is underway for Buzz, our new LMS platform for next year in grades k-8. The attendance policy is being reviewed to allow staff more time to dedicate to direct student support. A major focus has been placed on "building the builders" through intentional professional development: Teacher Resilience: Using the book *Onward* by Elena Aguilar, leadership presents monthly chapters to staff to build resilience. These PLCs have received incredibly positive feedback, and are designed to ultimately translate into better support for the student body. Planning is beginning for next year's PD schedule to ensure staff remain equipped with top-tier tools. The school is a finalist for the MAC Innovation Award, specifically recognized for their innovative work regarding student/staff well-being and resiliency training.

6.C. ACTION ITEMS

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

Motion was made by Mindy Glaizer and was seconded by Belinda Yurick. Motion carries, 7/7.

6.D. INFORMATION /DISCUSSION ITEMS

6.D.1. District Personnel

A motion was made by Mindy Glaizer to move the Administrative Assistant III — HR Finance Assistant, Online Engagement Lead, Summer Kids Care Worker and Kids Care Coordinator job descriptions to an action item. It was seconded by Belinda Yurick. The motion passed 7/7.

Melanie Donley made a motion to approve the Administrative Assistant III—HR Finance Assistant, Online Engagement Lead, Summer Kids Care Worker and Kids Care Coordinator job descriptions. It was seconded by Mindy Glaizer. Motion passed 7/7.

6.D.2. Retirement Letter

Joanna Lerud - retiring at the end of 2025-2026 school year.

6.D.3. Policy Review

410 Family and Medical Leave
503 Student Attendance
515 Protection and Privacy of Student Records
530 Immunizations Requirement
615 Testing Accommodations, modifications
701 Establishment and adoption of School District
703 Annual Audit
707 Transportation of Public School Students

All policies have been discussed in the past, just a few updates were made. A motion to move policy numbers 410, 503, 515, 530, 615, 701, 703, and 707 to an action item was made by Jared Griffin. It was seconded by Belinda Yurick. Motion passed 7/7.

Jared Griffin made a motion to approve policy numbers 410, 503, 515, 530, 615, 701, 703, and 707. It was seconded by Mindy Glaizer. Motion passed 7/7.

6.D.4. Summer KIDS Care

A motion was made by Mindy Glaizer to move to action the Summer Kids Care Proposal and Summer Kids Care Handbook. It was seconded by Belinda Yurick. Motion passed 7/7. Belinda Yurick made a motion to approve the Summer Kids Care Proposal and Summer Kids Care Handbook. It was seconded by Colin Williams. Motion passed 7/7.

6.D.5. 2026-2027 Calendars

Belinda Yurick made a motion to move to action the 2026-2027 CCS Online Calendar - DRAFT and the 2026-2027 CCS In-Person Calendar - DRAFT. It was seconded by Steena Johnson. Motion passed 7/7.

A motion to approve the 2026-2027 CCS Online Calendar - DRAFT and the 2026-2027 CCS In-Person Calendar - DRAFT. was made by Belinda Yurick. It was seconded by Steena

Johnson. Motion passed 7/7.

6.D.6. Board Ad Hoc Safety and Security Committee

Dr. Jenna Leadbetter reported that safety and security concerns have been compiled into a formal proposal for the Lakes Foundation. While funding has yet to be determined, the school is on track to address outstanding security needs within the next two school years. Principal Klang attended the "I Love U Guys" foundation training, which is becoming the "program of choice" for schools in Minnesota. The program provides a standardized set of steps for students, staff, and first responders (Police, Fire, and Sheriff) to follow during emergencies. Principal Klang has already begun incorporating elements of this training. CCS is working to ensure that emergency response is a coordinated effort between all local entities. We are now actively collaborating with the City of Crosslake to ensure school safety plans are integrated into the city's broader emergency protocols. The county sheriff is working with all local districts to ensure the same safety programs are used county-wide, ensuring consistency for first responders. The school is part of a massive county mapping project. Schematics of the building have been shared at both local and county levels to improve response times and emergency pre-planning.

6.D.7. Board Ad Hoc Compensation Committee

Jared Griffin reported that the Board Ad Hoc Compensation committee is addressing a three-year gap in the review of job descriptions and pay for hourly staff, including paraprofessionals, custodial, healthcare, and food service teams. Following extensive research into market rates by the Superintendent and Business Manager, a new compensation "map" is being finalized for a formal board presentation. If this recommendation is approved at the next meeting, it will mark the completion of a massive year-long effort to review compensation for every single school employee. This initiative represents a critical milestone in ensuring equitable and competitive pay across all departments.

6.D.8. CCS Updated Organizational Chart

6.D.9. Professional Development - Board of Education Trainings

There is an additional in-person opportunity in Bemidji. Dr. Jenna Leadbetter will email out additional information.

6.D.10. Strategic Planning Matters

6.D.11. Superintendent Evaluations

There was a midyear check-in with Dr. Leadbetter prior to the board meeting today. Dr. Jenna Leadbetter has prepared some written responses to questions which will be brought before the full board at a later date.

6.D.12. Board Elections Details

6.D.13. Bylaws

6.E. REPORTS

6.E.1. CCS Superintendent Report

Crosslake Community School has grown to 594 students, successfully expanding after raising its previous 500-student cap to meet high demand. Dr. Jenna Leadbetter is focused on managing the conversion of this enrollment into Average Daily Membership (ADM), which determines state revenue based on how long each student is enrolled during the year. For the current year, the district aims to reach 600 students, with a goal of 660 for the next school year to ensure a stable and sustainable general fund. Dr. Jenna Leadbetter and Mindy Glaizer had a successful trip to the Capitol and met with several legislators to lobby for Safe Schools Revenue for charter schools. Dr. Jenna Leadbetter is also applying, with the help of district team members, for several grants to help support our district's needs.

6.E.2. CCS Principal's Report

6.E.3. Finance Committee

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

6.E.5. EE Seat-Based Committee

EE in person committee is we're working with WAPOA and the Loon center we're trying to create a community composting program. WAPOA will come in and do a composting education with our classes as well. We're also working to incorporate EE with STEM as Ms. Leblanc is looking to start a worm composting system as well.

6.E.6. EE Online Committee

We are wrapping up our EE goals for the year. No new updates at this time. Maybe there is a possibility of WAPOA doing some online students as well.

6.E.7. Superintendent Evaluations

7. AUTHORIZER UPDATE

8. APRIL MEETING PREPARATION

8.A. Suggestion for Discussion Topics for Next Meeting

The Ad Hoc Compensation committee will give a presentation about hourly employees. The Ad-Hoc Safety committee will likely have some updates. Kathy Faust, Will Lyke and Gena Jacobson will give some reports from a manager's perspective on their departments. Superintendent Evaluation.

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 Belinda Yurick. It was seconded by Mindy Glaizer. Motion passed 7/7. The board meeting was adjourned at 6:14pm.