

INDEPENDENT SCHOOL DISTRICT NO. 831

Forest Lake, Minnesota

REGULAR SCHOOL BOARD MEETING

October 2, 2025

The regular meeting of the School Board of Independent School District No. 831, Forest Lake, Minnesota, was called to order by Member Rebelein at 6:00 p.m. on Thursday, October 2, 2025 at the Forest Lake Area Schools District Office, followed by the Pledge of Allegiance.

Roll was called and the following members were present: Tessa Antonsen, Jill Christenson, Julie Corcoran, Luke Hagglund, Mark Kasel, Curt Rebelein, Jr., Gail Theisen and Superintendent Steve Massey, ex officio.

Member Antonsen moved, 2nd by Member Kasel to approve the meeting agenda as presented. All members voted aye. The motion to approve the agenda carried.

SCHEDULED / UNSCHEDULED VISITORS

- Listening Session: 14 people attended
- Green Cards: 4 speakers addressed agenda topics

STUDENT ACHIEVEMENT

- Student Report – Bleacher Captains reported on homecoming events
- FLAMS Principal Miller presented on the start of the school year with adding 6th grade to the building as well as the Best Buddies program that has been implemented.
- Positive Happenings – Members talked about events in the community and district

REPORTS

- Workshops and Conferences - None
- City of Forest Lake – Members Christenson & Theisen presented on recent meeting topics
- Community Education – Member Christenson reported that activities are robust
- MSBA – Member Theisen presented on the recent fall retreat, delegate resolutions
- Superintendent Massey thanked the FLAMS team for the powerful work that is happening in their school. Columbus Elementary recently celebrated their 50th Anniversary. The recent government shutdown will not have an immediate impact on public education funding, but it will depend on the length of the shutdown. The Strategic Planning committee has met once with another meeting scheduled on

10/08/25. Superintendent Massey announced his intent to retire as of 6/30/2026, humbly expressing gratitude to the talented and dedicated staff of the district and his family for their support through his career. It has been his greatest honor to serve the students, families and staff of Forest Lake Area Schools.

Member Rebelein moved, 2nd by Member Hagglund to accept Superintendent Massey's intent to retire as of June 30, 2026, which accepts the conclusion to his employment contract and to provide authorization to the board chair and vice chair to initiate an executive search process to identify a possible successor. Via roll call vote, all members voted aye. The motion carried.

CONSENT AGENDA ITEMS

Member Rebelein requested to pull 7.6 from the Consent Agenda.

Member Kasel moved, 2nd by Member Hagglund to approve agenda items 7.1-7.5; 7.7; 7.8. All members voted aye, the motion carried.

7.1 Approved the Minutes of September 4 & 18, 2025

7.2 Approved the Bills as of October 2, 2025

7.3 Approved Classified Personnel

Add / Change of Position

- Request the addition of a .5 FTE Communities that Care (CTC) Coordinator position at Forest Lake Area High School, 20 hours per week from October 6, 2025 through June 30, 2026. This position will be funded by the CTC MN Dept of Health Grant.

Authorization of Transfer

- Abel, Michelle: from SAC Program Aide at Linwood Elementary to SAC Substitute District Wide, effective September 26, 2025
- Cornell, Amber: ECFE Teaching Assistant II at the Education Center, from 16.75 hours per week to 12.5 hours per week and 148 days per year, effective September 25, 2025
- Grinstead, Amanda: Special Education Paraprofessional at Forest Lake Area Middle School, from 30 hours per week to 32.5 hours per week, effective September 2, 2025
- Manni, Amy: ECFE Teaching Assistant II at both Columbus Elementary and the Education Center, from 25 hours per week to 22.75 hours per week, effective September 11, 2025
- Peter, Debra: Special Education Paraprofessional at Forest Lake Area Middle School, from 30 hours per week to 32.5 hours per week, effective September 2, 2025
- Riepe, Olivia: SAC Program Aide at Columbus Elementary, from 10 hours per week to 20 hours per week, effective October 13, 2025

- Tessier-Schak, Anne: ECFE Teaching Assistant II at the Education Center, from 23.5 hours per week to 16.5 hours per week and 148 days per year, effective September 25, 2025
- Whall, Beth: Special Education Paraprofessional at the Education Center, from 16 hours per week to 18 hours per week, effective September 2, 2025

End of Employment / Termination

- Lukas, Hailey: Special Education Paraprofessional at Forest Lake Area Middle School, effective September 22, 2025

Recommendation of Employment

- Crohn, Joy: Long Hour Cook Helper at Forest Lake Area Middle School, 20 hours per week and 178 days per year, effective September 29, 2025 (contingent upon satisfactory background check)
- Kolden, Michael: School Bus Driver Trainee, effective September 17, 2025
- Mills, Samuel: School Bus Driver Trainee, effective September 17, 2025
- Oberholtzer, Holly: SAC Office Assistant III at the Education Center, 20 hours per week and 202 days per year, effective September 29, 2025
- Oney, Robert: School Bus Driver Trainee, effective September 16, 2025
- Roberts, Heather: ECFE Teaching Assistant II at both Forest View Elementary and the Education Center, 11.5 hours per week and 169 days per year, effective September 24, 2025
- Thibault, Lillian: Special Education Paraprofessional at Forest Lake Area Middle School, 30 hours per week and 177 days per year, effective September 26, 2025 (contingent upon satisfactory background check)
- Voth, Emmett: Special Education Paraprofessional at Forest Lake Area Middle School, 28 hours per week and 177 days per year, effective October 3, 2025 (contingent upon satisfactory background check)

Resignation(s)

- Hentges, John: Noon Duty at Wyoming Elementary, effective September 26, 2025
- McCracken, Jake: District Maintenance Mechanic at Forest Lake Area High School, effective September 5, 2025
- O'Connor, Rachael: Special Education Paraprofessional at Forest View Elementary, effective September 26, 2025

7.4 Approved Licensed Personnel

Non-Curricular Assignments

- Alexander, Morgan: MS Yearbook - 1.0 Head Advisor
- Blackburn, Kaitlyn: MS Orchestra - .5 Head Director & .5 Assistant Director
- Erickson, Tab: MS WEB - .33 Head Advisor & .33 Assistant Advisor

- Guidry, John: MS Choir - 1.0 Assistant Director
- Kowarsch, Jennifer: MS Student Council - .5 Head Advisor & .5 Assistant Advisor
- Kowarsch, Jennifer: MS WEB - .33 Head Advisor & .33 Assistant Advisor
- Laqua, Maurya: MS Band - .5 Head Director & .5 Assistant Director
- Laqua, Maurya: MS Jazz Band - .5 Head Director & .5 Assistant Director
- MacLean, Lara: MS Choir - 1.0 Head Director
- MacLean, Lara: MS Band - 1.0 Assistant Director
- Marn, Jeff: MS Strategy Club - 1.0 Head Advisor
- Matheson, Jake: MS Band - .5 Head Director & .5 Assistant Director
- Matheson, Jake: MS Jazz Band - .5 Head Director & .5 Assistant Director
- Miron, Michael: MS FFA - 1.0 Assistant Advisor
- Parke, Robert: MS FFA - 1.0 Head Advisor
- Reynolds, Sallyann: MS WEB - .33 Head Advisor & .33 Assistant Advisor
- Schreiber, Pojanat: MS Orchestra - .5 Head Director & .5 Assistant Director
- Schreiber, Pojanat: MS Pops Orchestra - 1.0 Head Director
- Schurhamer, Mackenzie: MS Student Council - .5 Head Advisor & .5 Assistant Advisor
- Thein, Rebecca: Wyoming Yearbook - 1.0 Advisor

Recommendation of Employment

- Chaplin, Jocelyn: Effective 10/13/25 (Pending satisfactory background check)

Unpaid LOA

- Donohue, Kaitlyn: Approximate dates - 11/17/25-11/20/25
- Hirsch, Brittany: Approximate dates - 10/21/25-10/31/25
- Hirsch, Randall: Approximate dates - 10/31/25-11/7/25

7.5 Designate Superintendent as MDE Identified Official with Authority (IOwA)

7.7 Approve Superintendent to Teach at U of M for Spring 2026 Term

7.8 Approve Middle School Science Club

- Chair Rebelein moved, 2nd by Member Hagglund to formally adopt the letter provided by the Chair and direct administration to deliver a signed copy to the addressed individuals using an overnight delivery service and to provide the board with confirmation of delivery.

- Point of Order made by Chair Rebelein to Member Christenson that her discussion could be taken as a personal attack against himself in regards to the timing of the 61 page opinion that resulted in him drafting the letter and the her feeling of the lack of informing the board of this topic.
- Point of Order made by Member Christenson that this was not on the agenda that was approved as presented at the start of the meeting. Chair Rebelein determined that this is germane to 7.6.
- Member Christenson moved, 2nd by Member Theisen to appeal the decision of the chair that this letter is germane due to its relationship to both MSHSL and female sports, stating that the agenda should have been amended to include this topic. Via roll call vote, those members voting to agree with Member Christenson: Christenson, Corcoran, Theisen. Members voting with Member Rebelein: Antonsen, Hagglund, Kasel, Rebelein. The motion to appeal the decision of the chair failed.
- Point of Inquiry made by Member Antonsen asking for affirmation that this letter states that the district is willing to be in compliance with federal law regarding Title IX. Chair Rebelein affirms this letter is only stating an opinion, not any legal fact or inferring any legal finding on the district's part.
- Superintendent Massey asks the board to consider the precedent that gets set for the board to seek outside counsel from law firms that has not been formally approved by the board to provide counsel to the district. Chair Rebelein states that the chair is authorized to engage in legal counsel.
- Vote is called for the original motion to formally adopt the letter provided by the chair and direct administration to deliver a signed copy to the addressed individuals using an overnight delivery service and provide proof of delivery. Via roll call members voting aye to adopt the letter: Antonsen, Hagglund, Kasel, Rebelein. Members voting nay to adopt the letter: Christenson, Corcoran, Theisen. The motion carried.

7.6 Member Hagglund moved, 2nd by Member Rebelein to approve the Emerging Status School Commitment Form – MSHSL Girls Team Dual Wrestling. All members voted aye, the motion carried.

ACTION ITEMS:

8.1 Donations – Member Christenson reviewed and thanked those providing donations totaling \$8,590.02. Member Christenson moved, 2nd by Member Hagglund to accept donations provided to FLAS. All members voted aye, the motion carried.

8.2 Member Christenson moved, 2nd by Member Kasel to approve the FLAS Staff Retirement(s). All members voted aye, the motion carried.

8.3 – 8.8 1300 Series Policies (Policies 1301-1306)

- Member Rebelein moved, 2nd by Member Hagglund to rescind Policies 202-214 and replace with Policies 1301-1306 as presented.

8.3 School District Administration Proposed Policy 1301 – No changes

8.4 Superintendent Proposed Policy 1302

- Member Antonsen moved, 2nd by Member Kasel to strike from 1302 III.D the verbiage “personal and”. Via roll call vote, members voting aye: Antonsen, Hagglund, Kasel, Rebelein. Members voting nay: Christenson, Corcoran, Theisen. The motion carried.

8.5 Superintendent Selection Proposed Policy 1303 – No changes

8.6 Superintendent Contract Duties and Evaluation Proposed Policy 1304

- Member Rebelein moved, 2nd by Member Hagglund under 1304 II.A to add the verbiage to the last sentence “... and shall be posted publicly on the Forest Lake Area School website alongside all other employment contracts.” Members voting aye: Antonsen, Christenson, Hagglund, Kasel, Rebelein. Members voting nay: Theisen. Abstain: Corcoran. The motion carried.

8.7 Policy Implementation Proposed Policy 1305 – No changes

8.8 Administration Code of Ethics Proposed Policy 1306 – No changes

- Member Antonsen moved to add MN Statute 3512.5200 in its entirety.
- Member Antonsen withdrew motion with stipulation that Policy 1306 could be reviewed and potentially brought back if needed.

Vote was called on motion to rescind Policies 202-214 and replace with amended Policies 1301-1306 as presented. Members voting aye: Antonsen, Hagglund, Kasel, Rebelein. Members voting nay: Christenson, Corcoran, Theisen. The motion carried.

NEW BUSINESS

9.1 First Reading – Transportation Employees Drug, Alcohol & Cannabis Testing Policy 313

As there was no further business, Member Kasel moved, 2nd by Member Hagglund to adjourn. All members voted aye and the meeting adjourned at 8:24 pm.

Curt Rebelein, Jr. President

Tessa Antonsen Clerk

Date: 11/06/2025