

INDEPENDENT SCHOOL DISTRICT NO. 831
Forest Lake, Minnesota
ORGANIZATIONAL SCHOOL BOARD MEETING
January 8, 2026

The Organizational Meeting of the School Board of Independent School District No. 831, Forest Lake, Minnesota, was called to order by Chair Rebelein at 6:00 p.m. on Thursday, January 8, 2026, at the School District Offices. Following the Pledge of Allegiance, roll was called and the following members were present: Tessa Antonsen, Jill Christenson, Julie Corcoran, Mark Kasel, Curt Rebelein, Gail Theisen and Superintendent Steve Massey, ex officio, vacant seat.

APPROVE MEETING AGENDA

Member Kasel made a motion, 2nd by Member Antonsen to approve the agenda as presented. All members present voted aye. The agenda was approved as presented.

ELECTION OF SCHOOL BOARD OFFICERS

President / Chair – Member Theisen nominated Member Corcoran for School Board President / Chair, nomination was accepted. Member Kasel nominated Member Rebelein, nomination was accepted.

After three calls, there were no further nominations, all members present voted via roll call, with Members Christenson, Corcoran, Theisen voting for Member Corcoran and Members Antonsen, Kasel, Rebelein voting for Member Rebelein. With no vote majority, Member Rebelein remained Board President / Chair for 2026.

Vice-President / Vice-Chair – Member Theisen nominated Member Corcoran to the position of School Board Vice-President / Vice-Chair, nomination was accepted.

After three calls, as there were no further nominations, due to only one nomination, Member Corcoran retained the position of Board Vice-President / Vice-Chair for 2026.

Clerk – Member Christenson nominated Member Theisen to the position of School Board Clerk, nomination was accepted. Member Kasel nominated Member Antonsen to the position of School Board Clerk, nomination was accepted.

After three calls, as there were no further nominations, all members present voted via roll call with Members Christenson, Corcoran, Theisen voting for Member Theisen and Members Antonsen, Kasel, Rebelein voting for Member Antonsen. With no vote majority, Member Antonsen remained Board Clerk for 2026.

Treasurer – Member Corcoran nominated Member Christenson to the position of School Board Treasurer, nomination was accepted. Member Antonsen nominated Member Kasel to the position of School Board Treasurer, nomination was accepted.

After three calls, as there were no further nominations, all members present voted via roll call with Members Christenson, Corcoran, Theisen voting for Member Christenson and Members Antonsen, Kasel, Rebelein voting for Member Kasel. With no majority of votes, Member Kasel remained Board Treasurer for 2026.

SCHEDULED / UNSCHEDULED VISITORS

Listening Session – Several were in attendance with no specific topics

Green Cards – None

STUDENT ACHIEVEMENT

FLAHS National Honor Society presented on their program's goals and achievements.

Linwood Elementary Principal Mattson presented on their mission, vision and goals.

Positive Happenings - School Board Members reported on district programs and events.

REPORTS

Workshops & Conferences – None

City of Forest Lake – Truth-In-Taxation meeting, Let's Go Fishing club, Hometown Holiday

Community Education – None

MSBA – Leadership Conference next week

Superintendent Report – Work is beginning on the 26/27 school year staffing and budget models, boundary changes are in progress, update on Bully Prevention Working group, SECC

Music Fest is on 2/01/26 at Moundsvie

CONSENT AGENDA ITEMS

Member Christenson asked for item 8.6 to be pulled from the Consent Agenda.

Member Kasel moved, 2nd by Member Antonsen to approve agenda items 8.1–8.5 and 8.7–8.12. All members present voted aye and the motion carried.

8.1 Minutes of December 3, 4, 10 & 18, 2025

8.2 Bills as of January 8, 2026

8.3 Classified Personnel

Authorization of Transfer

- Cornell, Amber: ECFE Teaching Assistant II at the Education Center, from 12.5 hours per week to 13 hours per week, effective January 2, 2026
- Cullen, Emily: ECFE Teaching Assistant II at both Lino Lakes Elementary and the Education Center, from 12.25 hours per week to 9 hours per week, effective January 2, 2026

- Gilbert, Wendy: from School Bus Driver Trainee to Substitute Bus Driver, effective December 24, 2025
- Larson, Kathryn: from SAC Substitute to SAC Assistant Site Manager at Linwood Elementary, 32.5 hours per week and 260 days per year, effective January 9, 2026
- Lyons, Angela: from SAC Program Aide at Linwood Elementary to SAC Substitute District Wide, effective January 2, 2026
- Moore, Stephanie: from School Bus Driver Trainee to Regular School Bus Driver, effective December 23, 2025
- Tessier-Schak, Anne: ECFE Teaching Assistant II at the Education Center, from 16.5 hours per week to 14.5 hours per week, effective January 2, 2026

Recommendation of Employment

- Bratsch, Jody: Special Education Paraprofessional at Forest View Elementary, 30 hours per week and 177 days per year, effective January 5, 2026
- Calhoun, Lucas: School Bus Driver Trainee, effective December 15, 2025
- Hassan, Aziza - Special Education Paraprofessional at the Education Center, 30 hours per week and 177 days per year, effective January 5, 2026
- Hawthorne, Ashley: Special Education Paraprofessional/SAC Combo position at Linwood Elementary, 40 hours per week and 177 days per year, effective January 5, 2026
- Konze, Kailey: SAC Program Aide at Linwood Elementary, 10 hours per week and 200 days per year, effective January 5, 2026

Resignation(s)

- Ahartz, Ricky: Special Education Paraprofessional at Columbus Elementary, effective January 5, 2026
- Armbright, Aleshia: Special Education Paraprofessional at Lino Lakes Elementary, effective January 5, 2026
- Leatherman, Jacqueline: ECFE Teaching Assistant II at Forest View Elementary, effective December 23, 2025
- Sajadi, Yasaman: Special Education Paraprofessional at Lino Lakes Elementary, effective December 16, 2025
- Smith, Raeanna: SAC Program Aide at Forest View Elementary, effective January 9, 2026
- Thorn, Dennis: School Bus Driver, effective January 5, 2026

8.4 Licensed Personnel

Abandonment of Position

- Lee, Diana: Effective December 23, 2025

Non-Curricular Assignments

- Kimber, Victoria Jr Class/Prom - .50 Head Advisor & .50 Assistant Advisor
- Kroska, Sadie: Jr Class/Prom - .50 Head Advisor & .50 Assistant Advisor

- McGraw, Melissa: Wrestling - .23 Assistant Coach (Booster paid)
- Parent, Nick: Nordic Skiing - .50 Assistant Coach

Recommendation of Employment

- Erickson, Susan: 1.0 FTE effective 1/12/26

Unpaid LOA

- Gerschke, Laura: Unpaid 415 LOA for the 26/27 SY

- 8.5 Designation of Banks and Depositories for District Funds – PMA Financial Network, LLC; Minn. School District Liquid Asset Fund (MSDLAF); First Resource Bank; Bell Bank
- 8.7 Appointment of School District Doctor – Dr. Julie Kammer
- 8.8 Appointment of Fiscal Consultants – PMA Financial Network, LLC; Ehlers & Associates, Inc.
- 8.9 Set Dates and Meeting Times for School Board Meetings – Recommend continuation of approved practice of having School Board Meetings on the first Thursday of each month at 6 p.m., and Committee Meetings/School Board Meetings on the third Thursday beginning at 5 p.m.
- 8.10 Authorize use of facsimile signatures on district checks per State law and present School Board policies.
- 8.11 Authorized the Director of Business Services, Superintendent, or their Designee to make electronic fund transfers, stop payment requests, approve certain claims, approve contracts for budgeted goods and services, and approve change orders.
- 8.12 Appointed JP Jacobson as the Local Education Agency (LEA) Representative for Title I, IIA, IID, III, IV, V and VI, and Carl Perkins for Forest Lake Area Schools.
- 8.6 Appointment of School District Legal Counsel – Hitesman & Wold, P.A.; Feist Law and Advocacy PLLC; Maslon, LLP, Jim Martin Law Firm
 - Chair Rebelein moved, 2nd by Member Antonsen to approve Hitesman & Wold, P.A.; Feist Law and Advocacy PLLC; Maslon, LLP and Jim Martin Law Firm as presented.
 - Superintendent Massey made the recommendation to remain using same firms as have in past, including the ones not listed on agenda, referring to Kennedy & Graven, Chartered and Ratwik, Roszak & Maloney, P.A.
 - Member Theisen moved, 2nd by Member Christenson to amend 8.6 by adding Kennedy & Graven, Chartered to agenda item 8.6.
 - Member Corcoran moved, 2nd by Member Christenson to amend the amendment of item 8.6 by also adding Ratwik, Roszak & Maloney, P.A.

- Vote is called on the amendment to the amendment of adding Ratwik, Roszak & Maloney, P.A. to agenda amendment to 8.6. Members voting aye to add Ratwik, Roszak & Maloney, P.A. to the amendment were Christenson, Corcoran, Theisen. Members voting nay to adding Ratwik, Roszak & Maloney, P.A. were Antonsen, Kasel, Rebelein. The amendment to the amendment failed.
- Superintendent Massey asked for a point of clarification that the firms originally presented are extremely reputable, with specific focuses. The list of firms as originally presented leaved the District vulnerable to general legal counsel and is not comprehensive to the District's needs.
- Member Christenson asked for a point on record that the list of firms as presented leaves the District vulnerable without Kennedy & Graven, Chartered and Ratwik, Roszak & Maloney, P.A.
- Vote is called on the amendment to amend 8.6 to add Kennedy & Graven, Chartered to district legal counsel list. Members voting aye were Christenson, Corcoran, Theisen. Members voting nay were Antonsen, Kasel, Rebelein. The amendment to add Kennedy & Graven, Chartered to 8.6 failed.
- Vote is called on the original motion to approve 8.6 as presented with Hitesman & Wold, P.A.; Feist Law and Advocacy PLLC; Maslon, LLP, Jim Martin Law Firm. Members voting aye to approve 8.6 as originally presented were Antonsen, Kasel, Rebelein. Members voting nay were Christenson, Corcoran, Theisen. Agenda 8.6 failed therefore no appointment of any legal counsel was made for the district.

ROUTINE ACTIONS ITEMS

9.1 – 9.10 Chair Rebelein recommends the following 2026 Representative Appointments:

Member Kasel made motion, 2nd by Member Theisen to approve agenda items 9.1 – 9.10. All members present voted aye and the motion carried.

- 9.1 MSBA – Members Corcoran & Rebelein were appointed as Board Representative to the Minnesota School Board Association (MSBA)
- 9.2 MSHSL – Members Corcoran, Rebelein & Theisen were appointed as Board Representatives to the Minnesota State High School League (MSHSL)
- 9.3 SAFF – Member Kasel was appointed as Board Representatives to Schools Advocating for Fair Funding. This appointment expires 6/30/2026. (SAFF)
- 9.4 AMSD – Members Antonsen, Corcoran & Theisen were appointed as Board Representatives to the Association of Metropolitan School Districts (AMSD)
- 9.5 City of Forest Lake – Members Christenson & Theisen were appointed as Board Liaisons to the City of Forest Lake

- 9.6 Special Education Advisory Council – Members Antonsen, Rebelein & Theisen were appointed as Board Representatives to the Special Education Advisory Council (SEAC)
- 9.7 Community Education Advisory Council - Members Christenson & Corcoran were appointed as Board Representatives to the Community Education Advisory Council
- 9.8 Agriculture Education Advisory Board – Members Antonsen & Kasel were appointed as Board Representatives to the Agriculture Education Advisory Board
- 9.9 Emergency Medical Services/Health Careers Advisory Board – Member Antonsen was appointed as Board Representative to the Emergency Medical Services/Health Careers Advisory Board (EMS/HC)
- 9.10 Board Representative to 916 - Member Rebelein to continue into year two of a four year term (first year beginning January 2025) as Board Representative to 916
- 9.11 Member Rebelein moved, 2nd by Member Kasel to appoint District Superintendent or Designee and School Board Chair and Vice-Chair to Engage in Legal Counsel. All members present voted aye and the motion carried
- 9.12 Member Corcoran moved, 2nd by Member Kasel to designate the *Twin Cities Pioneer Press* as the official School District Newspaper.
- Member Christenson inquired if there was a quote from the Forest Lake Times and if she could get that information. The Forest Lake Times bid was shared.
 - Member Theisen moved to reinstate the Forest Lake Times. Chair Rebelein stated that there was already a motion on the table.
 - Vote was called with an aye vote approving the Pioneer Press and a nay vote not accepting the Pioneer Press. Members voting aye were Antonsen, Kasel and Rebelein. Members voting nay were Christenson, Corcoran and Theisen. The motion failed and there is no official paper selected.
- 9.13 Member Corcoran moved, 2nd by Member Kasel to approve the following School Board Committee Assignments for FY 2026.

School Board Committees Assignments FY 2026 - Chair Rebelein proposed appointing school board members to the following board committee assignments:

5:00 PM Buildings & Grounds: Christenson, Theisen
5:00 PM Curriculum, Instruction & Equity: Kasel, vacancy
5:00 PM Staff Welfare: Antonsen, Corcoran
6:00 PM Communications: Christenson, Theisen
6:00 PM Finance: Corcoran, Kasel
6:00 PM Policy: Antonsen, vacancy

** Rebelein will fulfill the vacant position until that school board seat is filled, after that he will float between all committees as attendance is needed

Vote was called with Members voting aye were Antonsen, Kasel, Rebelein and Members voting nay were Christenson, Corcoran, Theisen. The motion failed and no school board members are appointed to committees with the exception of Member Kasel serving on Finance Committee as being School Board Treasurer.

ACTION ITEMS

- 10.1 Donations: Member Kasel reviewed and thanked those providing donations totaling \$16,423.76. Member Kasel moved, 2nd by Member Christenson to accept donations provided to FLAS. Via roll call Members voting aye were Antonsen, Christenson, Corcoran, Rebelein and Theisen. Member Kasel abstained. The motion carried.
- 10.2 Member Kasel moved, 2nd by Member Corcoran to Approve the FLAS Staff Retirement Notice(s). All members present voted aye. The motion carried.
- 10.3 Member Theisen moved, 2nd by Member Kasel to Approve the Resolution Directing the Superintendent and Administration to Make Recommendations for Reductions in Positions, Programs, and Services and Reasons Therefore for 2026-2027. Via roll call vote all members voted aye. The motion carried.
- 10.4 Member Theisen moved, 2nd by Member Christenson to Approve the Administrator Code of Ethics Policy 1306. All members present voted aye. The motion carried.
- 10.5 Member Antonsen moved, 2nd by Member Kasel to Approve the School Weapons Policy 1501 (Previously 532). All members present voted aye. The motion carried.

NEW BUSINESS

- 11.1 First Reading – Drug-Free Workplace / Drug-Free School Policy 435
- 11.2 First Reading – Student Medication Policy 516
- 11.3 First Reading – Public Participation in a School Board Meeting Policy 1206
 - Administration recommends more discussion and review regarding Policy 1206
 - Directive from School Board to advance Policy 1206 to the 1/22/26 meeting for further discussion, not for action at that time
- 8.6 Member Corcoran moved, 2nd by Member Theisen to reconsider 8.6 as originally proposed: Appointment of School District Legal Counsel – Hitesman & Wold, P.A.; Feist Law and Advocacy PLLC; Maslon, LLP, Jim Martin Law Firm
 - All members present voted aye to bring back 8.6 for consideration. The motion to reconsider 8.6 as originally presented carried.
 - Member Kasel moved, 2nd by Member Theisen to approve 8.6 as originally presented.
 - Chair Rebelein moved, 2nd by Member Kasel to amend the original motion to add the stipulation to have the Chair and Vice-Chair to work with Administration to recognize at least one more law firm for the board to review for approval.

- Member Christenson moved, 2nd by Member Theisen to amend the amendment so that the referral of at least one additional firm is brought back to the board for consideration by 2/08/26.
- Vote is called on the amendment to the amendment. All members voted aye, the deadline for introducing additional counsel for consideration is set for 2/08/2026.
- Member Christenson asks a point of clarification regarding how this list of approved counsel may effect anything currently in process by the district. Chair Rebelein stated it does not effect anything currently in process.
- Vote is called on the amended amendment to the motion of having the Chair and Vice-Chair to work with Administration to research and recognize at least one more law firm for the board to review with a deadline for distribution of information to the board by 1/08/2026. All members present voted aye on the amendment to the amendment.
- Vote is called on the reconsideration of item 8.6 as amended to include the directive for having the Chair and Vice-Chair to work with Administration to research and recognize at least one more law firm for the board to review with a deadline for distribution of information to the board by 1/08/2026. All members present voted aye. The amended motion carried.

11.4 Strategic Plan Discussion

- Member Corcoran moved, 2nd by Member Theisen to move 11.4 Strategic Plan Discussion until after 11.5 is discussed.
- Chair Rebelein moved, 2nd by Member Kasel to amend the motion to postpone Discussion of the Strategic Plan until the 1/22/26 meeting, rather than after 11.4 tonight. All members present voted aye on the amendment to postpone. The amendment carried.
- Vote is called on the amended motion to move the Strategic Plan Discussion to the 1/22/2026 meeting. All members present voted aye. The amended motion carried.

11.5 Superintendent Search Discussion

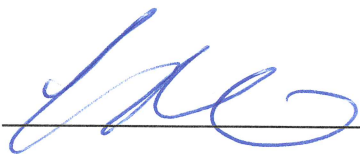
- Following board discussion regarding current status of applications, guidance and support needed to be successful as well as rules and laws that need to be adhered to a directive was found.
- By unanimous consent, Administration (HR) is directed to reach out to Superintendent applicants and let them know that the process is still ongoing. Vice-Chair Corcoran will reach out to MSBA to get direction on next steps and relay information back to the board. Nobody is to look at the received applications yet.
- By unanimous consent, if MSBA is available to present at the 1/22/2026 school board meeting, they are to be scheduled to present. If MSBA is not available, then find options of when they may be able to.

Member Kasel made a point of inquiry into Committees and lack of assignments. At this time no School Board member is assigned to a committee, other than Member Kasel, as policy states that the Treasurer is a member of the Finance Committee.

9.12 Member Christenson moved, 2nd by Member Kasel to reconsider 9.12: Appointment of School Newspaper

- Member Christenson moved, 2nd by Member Theisen to amend the motion that the Forest Lake Times remains the official school newspaper. Members voting aye for the Forest Lake Times were Christenson, Corcoran, Theisen. Members voting nay were Antonsen, Kasel, Rebelein. The amendment failed.
- Vote was called to approve the Pioneer Press as the official school newspaper with members voting aye being Antonsen, Kasel, Rebelein. Members voting nay were Christenson, Corcoran, Theisen. The motion failed and no official newspaper was appointed.

As there was no further business, Member Theisen moved 2nd by Member Kasel to adjourn. All members present voted aye and the meeting adjourned at 9:06 pm.



Chair



Clerk

Approved date: 02/12/2026

