OFFICE OF THE SUPERINTENDENT
HAYFIELD COMMUNITY SCHOOLS
HAYFIELD, MINNESOTA 55940

BOARD WORKSHEET

Mission:
To provide a safe learning environment that engages, challenges, and inspires students for life

Regular Meeting, 5:30 PM, Hayfield High School Flex Room
Wednesday, February 18, 2026

1. Pledge of Allegiance
2. Call to Order: _____ PM
3. Public Forum
4. Reorganization of the Board

   A. Motion to seat returning board members

   MOTION _____ SECOND _____

   VOTE _____

   B. Motion to Elect School Board Officers

      i. For the office of Chairperson:

      Nominations: _____ By _____

      _____ By _____

      To close and vote/cast a unanimous ballot:

      MOTION _____ SECOND _____

      VOTE _____

      ii. For the office of Vice-Chairperson:

      Nominations: _____ By _____

      _____ By _____

      To close and vote/cast a unanimous ballot:

      MOTION _____ SECOND _____

VOTE _____

iii. For the office of Clerk:

Nominations: _____ By _____

_____ By _____

To close and vote/cast a unanimous ballot:

MOTION _____ SECOND _____

VOTE _____

iv. For the office of Treasurer:

Nominations: _____ By _____

_____ By _____

To close and vote/cast a unanimous ballot:

MOTION _____ SECOND _____

VOTE _____

C. Motion to approve 2026 board committee assignments:

i. Facility Committee – _____ _____ _____

ii. MSBA Legislative Liaison – _____

iii. MN State High School League representative – _____

iv. Negotiations Committee – _____ _____ _____

v. Zumbro Education District representative – _____ _____

vi. Community Education Advisory Board representative – _____

vii. Meet and Confer – _____ _____ _____

MOTION _____ SECOND _____

VOTE _____

D. Motion to approve regular board meeting dates and times for 2026, in the Hayfield Elementary Conference Room, as listed below:

Wednesday, January 21, 2026	**5:30 p.m. (Organizational)**
Wednesday, February 18, 2026	**5:30 p.m.**
Wednesday, March 11, 2026	5:30 p.m.
Wednesday, April 8, 2026	5:30 p.m.
Wednesday, May 13, 2026	5:30 p.m.

Wednesday, June 10, 2026	5:30 p.m.
Wednesday, July 8, 2026	5:30 p.m.
Wednesday, August 12, 2026	5:30 p.m.
Wednesday, September 9, 2026	5:30 p.m.
Wednesday, October 14, 2026	5:30 p.m.
Wednesday, November 18, 2026	**5:30 p.m.**
Wednesday, December 9, 2026	4:30 p.m.
Wednesday, December 9, 2026	6:01 p.m. (Truth in Taxation)

MOTION _____ SECOND _____

VOTE _____

E. Motion to approve legal financial depositories, delegation for electronic fund transfers, legal representation, and the official newspaper for the District as follows:

Legal Financial Depositories:
MBT Bank, Hayfield
Minnesota School District Liquid Asset Fund, Minneapolis

Delegation for Electronic Fund Transfers for Making Payments to Vendors and Issuing Payroll
Stephanie Clark
Scott Marine

Official Newspaper
Dodge County Independent

MOTION _____ SECOND _____

VOTE _____

F. Motion to approve legal representation

Ratwick, Roszak & Maloney, P.A., Minneapolis, MN
Adams, Rizzi & Sween, P.A., Austin, MN
Knutson, Flynn & Deans, P.A., Mendota Heights, MN

as Hayfield Community School legal counsel and authorize the Board Chair, Superintendent Gregg Slaathaug and Business Manager Scott Marine as the district's official legal contacts.

MOTION _____ SECOND _____

VOTE _____

G. Motion to approve that each school board member shall follow the Code of Ethics stated in Policy 209.

MOTION _____ SECOND _____

VOTE _____

H. Motion to approve a $0.00 increase for school board members. Salary will be $1400 per year. The following officer's annual salaries will remain as:

Chairperson: $1800

Treasurer: $1750
Clerk: $1650
Negotiation Committee Add'l $350
Primary ZED Committee Person Add'l $350

MOTION _____ SECOND _____

VOTE _____

5. Roll Call

Tyler Anderson	(P) (A)	Curt Heydt	(P) (A)
Justin Holtan	(P) (A)	Chad O'Connor	(P) (A)
Heather Swygman	(P) (A)	Patrick Towey Jr	(P) (A)
Kathy Hegna Zelinske	(P) (A)	Gregg Slaathaug (Ex-Officio)	(P) (A)

6. Motion to approve the agenda

   MOTION _____ SECOND _____

   VOTE _____

7. Kathy Serratore presented Achievement & Integration Plan for July 1, 2026 through June 30, 2029

8. Administrators' Reports

   Jim Hecimovich, Interim High School Principal

   Kayla Stanton, PreK-5 Principal

   Scott Marine, Business Manager

   Gregg Slaathaug, Superintendent

9. ZED Update

10. _____ moved and _____ seconded, to approve the consent agenda as follows (pending review and discussion):

A. Minutes from December 10, 2025, Board Meeting and December 10, 2025, Truth in Taxation Meeting (January 2026 meeting canceled due to weather)

B. Disbursements
Gross Payroll: $483458.09 January Vouchers: $1,890,306.67

C. Enrollment

D. Retirements
Kurt Erickson, Evening Custodian, 8 years of service, effective 5/1/26
Molly Heydt, PreSchool Teacher, 32 years of service, effective 5/27/26

E. Coaching Resignations
Kelly Kramer, Co-Junior Varsity Softball Coach
Travis Kaufmann, Co-Head Softball Coach
Kelli Schmeling, Co-Head Cross Country Coach

F. Employment
Olivia Dougherty, Elementary Part-time Paraprofessional (20 hrs/week), Lane 2-3, Step G at $18.26 per hour

Dr. Terri Thompson, Special Education Coordinator, Lane MA+30, Step 13, $76,767.00 for 2026-2027 school year. Teacher on Special Assignment for 2026-2027, $8,440. Total Salary for 2026-2027 $85,207.00

G. 2026-2027 School Calendar

H. Seniority Listing – Certified (Tenure & Non-Tenure) and Non-Certified

I. Reviewed Policies
305 – Policy Implementation
401 – Equal Employment Opportunity
402 – Disability Nondiscrimination

VOTE: _____

11. New Business

A. Approve Discontinuing and Reducing Educational Programs and Positions Resolution (formality)

Member _____ introduced the following resolution and moved its adoption:
(MOTION)

RESOLUTION DISCONTINUING AND REDUCING EDUCATIONAL PROGRAMS AND POSITIONS

WHEREAS, the School Board of Independent School District No. 203 adopted a resolution on February 18, 2026, directing the administration to make recommendations for reductions in programs and positions, and

WHEREAS, said recommendations have been received and considered by the school board,

BE IT RESOLVED, by the School Board of Independent School District No. 203 as follows:

That the following programs and positions, or portions thereof, be discontinued:

1. 6-12 programs (certified and non-certified employees).
2. PreK-5 programs (certified and non-certified employees).

The motion for the adoption of the foregoing resolution was duly seconded by Member _____ and upon vote being taken thereon,
(SECOND)

Roll Call Vote:

the following voted in favor thereof:

and the following voted against:

Whereupon said resolution was declared duly passed and adopted.

B. Motion to approve the 2025-2026 Revised Budget

MOTION _____ SECOND _____

VOTE _____

C. Motion to approve the 2026-2027 Football Head Coach – Derrick Thompson, Step 16 at $8,250.00

MOTION _____ SECOND _____

VOTE _____

D. Motion to approve the 2026-2027 Volleyball Head Coach – Samantha Thurman, Step 8 at $5,995.00

MOTION _____ SECOND _____

VOTE _____

E. Motion to approve XXXX, Step X – 2026-2027 Head Cross Country - $XX

MOTION _____ SECOND _____

VOTE _____

12. Motion to approve adjourning the meeting.

MOTION _____ SECOND _____

VOTE _____ TIME _____