OFFICIAL MINUTES
HAYFIELD COMMUNITY SCHOOLS
HAYFIELD, MINNESOTA 55940
REGULAR BOARD MEETING
February 18, 2026

The organizational meeting of the School Board of Independent School District No. 203, Hayfield, Minnesota was called to order by the Board Clerk Chad O'Connor at 5:31 PM, members present: Tyler Anderson, Curt Heydt, Justin Holtan, Chad O'Connor, and Heather Swygman. Members absent: Patrick Towey Jr., and Kathy Hegna Zelinske. Also in attendance was Superintendent Gregg Slaathaug.

Public Forum: None.

Swygman moved Anderson seconded to seat returning board members. Approved 5-0

O'Connor opened nominations for board chairperson for the 2026 calendar year. Holtan nominated Patrick Towey Jr. The motion by Holtan was seconded by Heydt, to close nominations and cast a unanimous ballot for Patrick Towey Jr. Approved 5-0

Anderson nominated Kathy Hegna Zelinske for vice-chairperson. A motion by Swygman was seconded by Heydt, to close nominations and cast a unanimous ballot for Kathy Hegna Zelinske. Approved 5-0

Holtan nominated O'Connor for clerk. A motion by Swygman was seconded by Anderson, to close nominations and cast a unanimous ballot for Chad O'Connor. Approved 5-0

Swygman nominated Justin Holtan for treasurer. A motion by Anderson was seconded by Heydt, to close nominations and cast a unanimous ballot for Justin Holtan. Approved 5-0

Holtan moved Anderson seconded to approve the 2026 committee assignments:

Facility Committee – Tyler Anderson, Curt Heydt, Patrick Towey Jr.
MSBA Legislative Liaison – Patrick Towey Jr.
MN State High School League representative – Heather Swygman
Negotiations Committee – Kathy Hegna Zelinske, Justin Holtan, Heather Swygman
Zumbro Education District representative – Kathy Hegna Zelinske and Heather Swygman (alt)
Community Education Advisory Board representative – Curt Heydt
Meet and Confer – Chad O'Connor, Heather Swygman, Patrick Towey Jr. Approved 5-0

Swygman moved Holtan seconded to approve the regular board meeting dates and times for 2026, in the Hayfield Elementary Conference Room as follows:

Wednesday, January 21, 2026	**5:30 p.m. (Organizational) (Canceled due to weather)**
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)

Approved 5-0

Holtan moved, Anderson seconded to approve the legal financial depositories, delegation for electronic fund transfers, 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 Approved 5-0

Swygman moved, Heydt seconded to approve legal representation as:

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. Approved 5-0

Heydt moved and Anderson seconded that each school board member shall follow the Code of Ethics stated in Policy 209. Approved 5-0

Holtan moved Anderson seconded to approve $0.00 increase for school board member's salary. Salary will be $1,400 per year. The following officer's annual salaries will change to: Chairperson: $1,800, Treasurer: $1,750, Clerk: $1,650, Negotiation Committee: Addl. $350, Primary ZED Committee Person: Addl. $350. Approved 5-0

Roll Call

Anderson moved and Swygman seconded to approve the agenda. Approved 5-0

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

Administrators' Reports:

Jim Hecimovich, Interim 6-12 Principal:

- Updates given on AI Staff Development Training, Registration for 2026-2027 classes complete, ASVAB results, and Snow Week events

Scott Marine, Business Manager:

- 2025-2026 Revised Budget presented

Kayla Stanton, PreK-5 Principal:

- Updates given on Professional Development: Investing in Instructional Excellence, Data Dives: Driving Instruction Through Evidence, Celebrations, and Moving Forward

Gregg Slaathaug, Superintendent:

- The School Board reviewed the revised 2025–2026 budget. District revenues have decreased due to changes in state funding, declining student enrollment, and an increase in open enrollment out of the district. At the same time, the cost of state unfunded mandates, supplies and employee benefits continues to rise. As a result, the district is projecting an approximate $327,000 budget shortfall. To address this projected deficit while maintaining current programs and appropriate elementary class sizes, the administration recommended scheduling a meeting with Ehlers to explore the possibility of pursuing an additional operating referendum.

- Other updates given: Bob Morris has agreed to return as the district's School Resource Officer for the 2026–2027 school year, if everything works out through Dodge County and our partnership with Triton on the SRO program. The Minnesota State High School League (MSHSL) is bringing forward a proposal for board approval that would require students to participate in activities within the district where they are enrolled. The district has reached a tentative agreement with Hayfield Bus Company that includes a 3% increase for the 2026–2027 school year and a 3% increase for the 2027–2028 school year.

ZED Update: No report given.

Following review and discussion, Swygman moved and Anderson seconded to approve the consent agenda. Approved 5-0

Minutes from December 10, 2025, Board Meeting and December 10, 2025, Truth in Taxation Meeting

Disbursements
Gross Payroll: $483,458.09 January Vouchers: $1,890,306.67

Enrollment

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

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

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

2026-2027 School Calendar

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

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

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

Member Holtan introduced the following resolution and moved its adoption:

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 Swygman and upon vote being taken thereon,

Roll Call Vote:

the following voted in favor thereof: Tyler Anderson, Chad O'Connor, Curt Heydt, Heather Swygman, and Justin Holtan

and the following voted against: None

Whereupon said resolution was declared duly passed and adopted.

Anderson moved Heydt seconded to approve the 2025-2026 Revised Budget. Approved 5-0

Heydt moved Anderson seconded to approve the 2026-2027 Football Head Coach – Derrick Thompson, Step 16 at $8,250.00 Approved 5-0

Swygman moved Anderson seconded to approve the 2026-2027 Volleyball Head Coach – Samantha Thurman, Step 8 at $5,995.00 Approved 5-0

Swygman moved Heydt seconded to open the position of 2026-2027 Head Cross Country Coach Approved 5-0

Holtan moved Swygman seconded to adjourn the meeting at 7:03 PM. Approved 5-0

Respectfully submitted,

Chad O'Connor, Clerk