

MINNETONKA INDEPENDENT SCHOOL DISTRICT #276
District Service Center
5621 County Road 101
Minnetonka, Minnesota

Minutes of March 5, 2026 Regular Board Meeting

The School Board of Minnetonka Independent School District #276 met in regular session at 7:00 p.m. on Thursday, March 5, 2026 in the Community Room at the District Service Center, 5621 County Road 101, Minnetonka, Minnesota. Chairperson Kemerie Foss presided. Other Board members present were: Sally Browne, Karen Jordan, Taunya Kolbinger, Dan Olson, Michael Remucal, Meghan Selinger and Superintendent David Law, ex officio. Student representatives in attendance were Izzy Shoss and Micah Lazarus. The meeting was also livestreamed on the District's YouTube channel.

Prior to the regular meeting, the Board recognized, via a video, Boys Alpine Ski State Runners-Up, Girls Alpine Ski State Qualifiers, Varsity Cheerleading State and National Qualifiers, JV Cheerleading State Qualifiers, Competitive Dance State Qualifiers, Boys Nordic Ski State Qualifiers, Girls Nordic Ski State Qualifiers, Debate State Qualifiers, First Tech Challenge State Qualifiers, and the LERN Network 2026 Top Community Educator Award recipient.

Chairperson Foss then called the regular meeting to order and asked that everyone stand and recite the Pledge of Allegiance to the Flag.

1. AGENDA

Olson moved, Selinger seconded, that the School Board approve the agenda, as presented. Upon vote being taken thereon, the motion carried unanimously.

2. SCHOOL REPORT: MMW

Minnetonka Middle School West Principal Freya Schirmacher was joined by dozens of students and several teachers and staff members to provide an update summarizing the work at MMW this year. This report highlighted MMW's program updates, including student perspective on new electives and the school's continued focus on belonging, inclusion, and community at MMW.

Board Chair Foss thanked the students and adult presenters for an amazing presentation, their outstanding efforts, and the students' bravery in getting up in front of such a large audience to speak. Board member Kolbinger added her thank you to the group as well.

3. **COMMUNITY COMMENTS**

Chairperson Foss noted that this opportunity for comment was available to community members who wished to address the Board on any item on that night's agenda. No one responded to this invitation to speak.

4. **PRESENTATION ON SCHOOL SAFETY AND SECURITY**

Minnetonka Schools has been continuously working to improve school safety for staff and students. Security and Emergency Management Coordinator Scott Gerlicher provided an overview of these efforts and the steps taken during the current school year to address school safety. This includes physical improvements, as well as training and partnership initiatives.

Board member Jordan noted that Mr. Gerlicher, Superintendent Law and Director of Health Services Annie Lumbar Bendson presented at the MSBA conference on this topic and that it was very valuable information. She asked whether data stored about students remains in our system after they graduate. Mr. Gerlicher said that the information we keep is on current students. Board member Selinger said she was pleased to hear about the reunification efforts, as that can be something that is overlooked. She asked whether the tech tools would help track down students in the event a student is missing. Mr. Gerlicher said its intended use is not as an accountability system and that we have class rosters in our classroom go bags and other ways of determining whether a student is in class in the event of a reunification. The system will show whether there is an issue happening in a classroom, which could mean that not all students are accounted for, which would help first responders in an emergency.

Board member Remucal thanked Mr. Gerlicher on behalf of parents in the district. He said having a consistent entry process for every building is so helpful. Board member Browne asked about how and what we communicate to MHS students about crisis response. Mr. Gerlicher said district administration has discussed this many times, and there is a tactical advantage to not sharing every detail in our crisis response plan. We consider much of it as being on a need-to-know basis, and students are encouraged to listen to the adults present and follow their lead in the event of an emergency.

5. **UPDATE ON DISTRICTWIDE COMMITTEES**

One of the School Board Goals for the 2025-2026 school year under the area of Excellence in Leadership and Organizational Support is related to districtwide committees. Specifically, the goal states:

Districtwide committees, including the Calendar Committee, Teaching and Learning Advisory Committee, Finance Advisory Committee, Mental Health Advisory

Committee and Community Education Advisory Committee, will each present an update to the Board on the committee's charge and current work.

The Mental Health Advisory Committee update was included in a January Wellness report to the Board. This Board meeting included updates from the remaining committees. General Counsel and Executive Director of Human Resources Anjie Flowers provided an overview of the Calendar Committee and how its members work together, Associate Superintendent Dr. Amy LaDue spoke about the Teaching and Learning Advisory Committee structure and work, Executive Director of Community Education Kim Carlson spoke about the Community Education Advisory and its focus, and Executive Director of Finance and Operations Paul Bourgeois presented on the charge, work and the history of the district's Finance Advisory Committee.

Board member Browne asked Dr. LaDue about the Student Teaching and Learning Advisory Committee and how meetings with that group work. Dr. LaDue said the group meets regularly, and their input is solicited and valued. Board member Selinger said that having been involved with that group for three years that student participation on that committee was great—with insightful contributions and broad student representation. She said she felt they contributed from a different and important perspective. She applauded Dr. LaDue's great work with that group.

6. APPROVAL OF POLICY #707: TRANSPORTATION OF PUBLIC SCHOOL STUDENTS

General Counsel and Executive Director of Human Resources Anjie Flowers presented the policy to the Board. She noted that the recommended changes had been discussed with the Board at its previous study session in February. Ms. Flowers explained that the bulk of the changes consist of language clean-up and will make the policy clearer to the reader.

Kolbinger moved, Selinger seconded, that the Board approve the policy as presented. Upon vote being taken thereon, the motion carried unanimously.

7. DECISION ON ENROLLMENT TARGET INCREASE

The School Board has a goal to ensure long-term financial stability. This goal suggests a variety of strategies to implement, including advocating for legislative change so that the District can ask for voter support for additional funding or use Board authority to raise the Local Optional Revenue, advocating for a larger increase in per pupil funding, making reductions to expenditures, and making adjustments to the district's enrollment target to support a balanced budget. The Board has also prioritized maintaining a stable fund balance.

Superintendent Law explained that legislative support during this session to address the school district's financial challenges is uncertain at best. With this in mind, and in

aiming to avoid additional cuts to staff and programs, district administration is proposing an increase in the enrollment target, tiered over the next five years (50 additional students per year) that, if successful, would delay the need for additional cuts temporarily. The original proposed targets and financial impact were shared with the Board at its study session in January, its February regular meeting, and its February study session.

Olson moved, Selinger seconded, that the Board approve the enrollment increase as presented.

In the discussion that followed, Board member Jordan thanked Superintendent Law for the presentation and clarified for the audience that there is no path to bringing back the teachers and staff cut through budget reductions over the past two years. Superintendent Law confirmed that is true. Board member Jordan also stated that if the enrollment adjustments are not approved that the district would likely need to cut more teachers and staff and class sizes would also increase. Superintendent Law confirmed that yes, larger class sizes would be the likely outcome if we had additional budget cuts, and that would mean fewer educators to meet our students' needs.

Board member Selinger said she really appreciates the responsiveness of Superintendent Law to adjust the enrollment plan based on the Board's hesitation to allow a large, sudden increase in enrollment. She said this plan staggers the growth over time, which would lessen the stress of the increase, and she definitely doesn't want to cut programming. She said the Board has acknowledged the challenges, and this is not an easy decision. She said this is something the Board has discussed thoroughly and that there was a comprehensive process. Board member Olson said he feels this plan does the best job the Board can do to balance the district's needs while keeping up with expenses. He thanked Superintendent Law for the revised plan. Board member Kolbinger agreed and said she feels like this is the right decision.

Upon vote being taken thereon, the motion carried unanimously.

8. APPROVAL OF 2026 LEGISLATIVE POSITION STATEMENTS

The School Board reviewed the draft 2026 Legislative Position Statements document at its November study session, its December regular meeting and its February study session. As Superintendent Law explained, the statements focus on the need for the State Legislature to provide sufficient funding for key funding formulas that are the backbone of programmatic stability for the District. Some interest areas were added to the legislative position statements, to be monitored based on community feedback, Board goals and AMSD priorities. If the District is not successful at the Legislature in getting the Operating Referendum Cap increased, it will only be able to rely on the limited funding increases available annually from the State of Minnesota and that will be detrimental to being able to maintain all current programming offerings to 2030 and beyond. Success in the 2026 Legislature in getting these initiatives enacted into law

is critically important to maintaining the programs the district is currently offering its students.

Jordan moved, Browne seconded, that the Board approve the document as presented.

In the discussion that followed, Board member Olson said he wanted to emphasize for the viewing public that the legislative position statements are in the board packet for this evening, and he encouraged people to reach out to legislators to ask them to put education front and center. Board member Jordan agreed and said she encouraged community members to join the Community Action for Student Education (CASE) Committee to advocate for school funding. More information can be found on the district website.

Upon vote being taken thereon, the motion carried unanimously.

9. APPROVAL OF BID FOR MHS NW PARKING LOT EXPANSION

Executive Director of Finance and Operations Paul Bourgeois presented this item to the Board. He noted that in April of 2025, the Board had approved the issuance of the 2025B Certificates of Participation at Minnetonka High School for the purchase of the property at 18407 Delton Avenue adjacent to Minnetonka High School, demolition of the house on that property and construction of an addition to the Northwest Parking Lot.

Bids for the construction of additional parking at the Northwest Parking Lot at Minnetonka High School were opened on February 19, 2026, at 2:00 p.m. Seven bids were received as follows:

Northwest Asphalt, Inc.	\$ 699,400.00
New Look Contracting, Inc.	\$ 718,800.00
Park Construction Company	\$ 755,316.00
Minnesota Roadways Co.	\$ 760,357.00
Boulder Creek, Inc.	\$ 777,357.00
Kamish Excavating, Inc.	\$ 833,000.00
Urban Companies LLC	\$1,082,000.00

Mr. Bourgeois recommended that the School Board accept the low bid of Northwest Asphalt, Inc., in the amount of \$699,400.00 for construction of an addition to the Northwest Parking Lot at Minnetonka High School in summer 2026, contingent upon receiving the permit for the project from the City of Minnetonka.

Jordan moved, Remucal seconded, that the Board approve the following motion:

BE IT RESOLVED that the School Board of Minnetonka Independent School District 276 does hereby accept the low bid of Northwest Asphalt, Inc., in the amount of \$699,400.00 for construction of an addition to the Northwest Parking Lot at Minnetonka High School in summer 2026, contingent upon receiving the permit for the project from the City of Minnetonka.

Upon vote being taken thereon, the motion carried unanimously.

10. **DECISION ON RESOLUTION TO PERMIT BOARD MEMBER TO SERVE AS A SUBSTITUTE**

A resolution was presented for the Board to consider that would allow a current Board Member to serve as a substitute within the district. Such a measure requires Board majority approval at a meeting where all Board members are present. Board member Taunya Kolbinger has been a substitute for the district in the past and is seeking to do so in the future.

Browne moved, Olson seconded, that the Board approve the resolution as presented.

In the discussion that followed, Board member Jordan said that state law and the district's current policy allows this, so she questioned whether the Board could revisit this in the future if it was approved now. Superintendent Law said yes, it is allowed and yes it could be revisited. Board member Selinger said her understanding is that this is allowed when there is an identified need, so she wondered whether Ms. Kolbinger would sub at all buildings, or where the identified needs are. Superintendent Law answered that there is a true need across the district, particularly on Fridays and Mondays, and that anywhere we place a sub helps our system. Board member Selinger also said she feels this move has the ability to blur the lines between Board action and operational actions, and that she would expect Ms. Kolbinger would recuse herself from decisions that represent a conflict. Superintendent Law said yes, that could be done.

Board member Remucal then read the following statement regarding conflicts of interest:

Before we vote on this resolution, I think it's important to point out a couple of issues related to conflicts of interest, whether they be actual conflicts or potential conflicts. This is to make sure the public knows that we are actively thinking about such issues and not taking them for granted. As elected officials, we are custodians of the trust of our constituents, and we are obligated to take steps to avoid conflicts and provide transparency to ensure that no actions have been taken that could constitute, or be construed as, abuse.

The District's Policy 430 on Reserve Teachers stipulates that substitute teachers receiving an assignment of 5 days or less will be paid according to the predetermined

casual daily rate, a rate which we, the Board, set and update on a regular basis, the most recent update occurring this past December. For assignments lasting 6 days or longer, the substitute is paid on the first step of the salary schedule, which is determined by the negotiated teacher contract. In order to avoid a financial conflict of interest, I think the public would reasonably expect any board member who is subbing in the district to recuse themselves from discussion or voting on the casual daily rate. Additionally, it would also be reasonable to expect that any current or future board member, in such a position, be restricted to assignments less than 6 days in duration, OR recuse themselves from any and all discussions or voting on the biennial teacher contract renewal process.

There is also potential for influence of a board member in such a position, in the form of preferential treatment by co-workers or supervisors, and we should ensure steps are taken to guard against either that occurrence or claims that such activity has occurred. For example, while I don't think any of our building administrators would preferentially schedule a board member in order to gain favor, I would expect the public to be reassured if a report could rapidly be produced demonstrating reasonably equal distribution of assignments among the reserve teachers at any given building.

Lastly, I would expect that, for a board as relatively inexperienced as our current membership is, not only should a board member in such a position be on the lookout for potential conflicts as they arise and diligently avoid them, but the board leadership and superintendent should also monitor for such conflicts, and bring them to the attention of the full board once identified. With all of that in mind, I would be willing to support this resolution.

Board member Kolbinger thanked the Board for looking into the legal aspects of this and said she had subbed last year and it is her passion so she would like to continue doing it. Board Chair Foss thanked Ms. Kolbinger for her dedication and efforts in teaching.

Upon vote being taken thereon on the foregoing resolution, the motion carried unanimously, with Board member Kolbinger abstaining from the vote.

11. CONSENT AGENDA

Selinger moved, Jordan seconded, that the Board approve the recommendations included within the following Consent Agenda items:

- Minutes of February 5, 2026 regular meeting, February 19 closed session, and February 19 special meeting
- Study session summary of February 19, 2026
- Payment of Bills
- Recommended Personnel Items

- Gifts and Donations for February 2026: \$4,000.00 from the Kopp Family Foundation to be placed in the Minnetonka Preschool Scholarships Fund. \$5.60 from the Blackbaud Giving Fund to be placed in the MMW Principal Discretionary Fund. \$22.50 from the Benevity Giving Fund to be placed in the Scenic Heights Elementary School Principal Discretionary Fund. \$10.00 from the Blackbaud Giving Fund and \$30.00 from Charities Aid Foundation, both to be placed in the MHS Principal Discretionary Fund. \$250.00 from Marta & Brian Chu, and \$200.00 from Blake & Monica Sloan, both to be placed in the MHS Speech Team Fund. \$10,000.00 from Virginia Fogg to be placed in the MHS Theater Senior Scholarships Fund. \$200.00 from Mirna Ban Fitzloff to be placed in the Clear Springs Elementary School Principal Discretionary Fund. \$200.00 from Sachin Darji to be placed in the Minnetonka Robotics Team Fund. A coffee maker from the Excelsior Elementary School PTO to be given to Excelsior Elementary School. \$294.84 from the Excelsior Elementary School PTO to be placed in the Excelsior Elementary School Mural Supplies Fund. \$100.00 from Joseph Haugslund to be placed in the MHS St. Jude Club Fund. Total Gifts and Donations thus far for 2025-26: \$732,322.63.
- Electronic Fund Transfers
- Vendor for Group Life and Disability Insurance
- 2026-27 Calendar Change for Professional Learning

Upon vote being taken on the foregoing Consent Agenda items, the motion carried unanimously.

12. **BOARD REPORTS**

Board member Jordan reported on the Minnetonka Foundation's recent Dream Makers event, saying it had been a great success.

13. **SUPERINTENDENT'S REPORT**

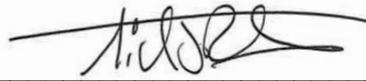
Superintendent Law said the end of the third quarter is rapidly approaching, spring break is a month away and winter activities are drawing to a conclusion. He mentioned hockey, basketball, and all of the students who had been honored during recognitions just prior to tonight's meeting. He also thanked our two student school board representatives in attendance this evening.

14. **ANNOUNCEMENTS**

There were no announcements this evening.

15. **ADJOURNMENT**

Olson moved, Kolbinger seconded, adjournment at 9:35 p.m. Upon vote being taken thereon, the motion carried unanimously.

A handwritten signature in black ink, appearing to read "Michael Remucal", is positioned above a horizontal line.

Michael Remucal, Clerk