

SCHOOL BOARD SPECIAL MEETING

Minnetonka I.S.D. #276
5621 County Road 101
Minnetonka, Minnesota

www.minnetonkaschools.org

July 2, 2026
8:00 a.m.

The mission of the Minnetonka School District, a community that transcends traditional definitions of excellence and where dreams set sail, is to ensure all students envision and pursue their highest aspirations while serving the greater good, through teaching and learning which

- *Value and nurture each individual,*
- *Inspire in everyone a passion to excel with confidence and hope, and*
- *Instill expectations that stimulate extraordinary achievement in the classroom and in life.*

- 8:00
- I. Call to Order
 - II. Pledge to the Flag
 - III. Adoption of the Agenda
 - IV. Consent Agenda
 - a. Minutes of June 18, 2026 Special Meeting
 - b. Study Session Summary of June 18, 2026
 - c. Personnel Changes
 - d. Approval of Legal Settlement
 - V. Adjournment

CONSENT

**SCHOOL BOARD
Minnetonka I.S.D. #276
5621 County Road 101
Minnetonka, Minnesota**

Board Agenda Item IV.

Title: Resolution Pertaining to Consent Agenda

Date: July 2, 2026

OVERVIEW:

The School Board formally adopted the Consent Agenda concept on March 1, 1979. For the Consent Agenda to work efficiently, Board members should call staff prior to the meeting regarding any questions they may have on the following items. If a member wishes to discuss any matter on the Consent Agenda, he/she should request, at the beginning of the meeting, that the item be placed on the regular agenda (during Agenda Item III: Adoption of the Agenda).

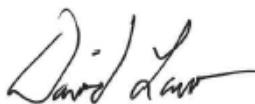
The following are the recommendations included within the Consent Agenda for July 2, 2026:

- a. Minutes of June 18, 2026 Special Meeting
 - b. Study Session Summary of June 18, 2026
 - c. Personnel Changes
 - d. Approval of Legal Settlement
-

RECOMMENDATION/FUTURE DIRECTION:

It is recommended that the School Board approve all recommendations included within the Consent Agenda items.

Submitted by: _____



David Law, Superintendent

CONSENT

**SCHOOL BOARD
Minnetonka I.S.D. #276
5621 County Road 101
Minnetonka, Minnesota**

Board Agenda Item IV. a

Title: Meeting Minutes

Date: July 2, 2026

OVERVIEW:

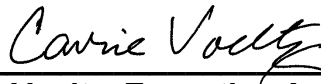
The minutes of the proceedings of the Minnetonka School Board's following meeting are attached:

- June 18, 2026 Special Meeting
-

RECOMMENDATION/FUTURE DIRECTION:

It is recommended that the School Board approve these minutes, as presented.

Submitted by:



**Carrie Voeltz, Executive Assistant
to the Superintendent and School Board**

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

Minutes of June 18, 2026 Special School Board Meeting

The School Board of Minnetonka Independent School District #276 met in special session at 7:00 p.m. on Thursday, June 18, 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, Mike Remucal and Superintendent David Law, ex officio. Absent: Meghan Selinger. The meeting was also livestreamed on the district's YouTube channel.

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

1. **AGENDA**

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

2. **APPROVAL OF COLLECTIVE BARGAINING AGREEMENT WITH PARAPROFESSIONALS**

General Counsel and Executive Director of Human Resources Anjie Flowers presented the next two items to the Board. She noted that district representatives and the Minnesota School Employees Association (paraprofessionals) had met and negotiated on the terms and conditions of employment for the 2026-2028 collective bargaining agreement. Paraprofessionals approved the parameters of the contract via vote.

Ms. Flowers explained that the financial settlement includes step movement each year and an additional 3.42% increase in year one and 3.00% increase in year two, added to the salary schedule. Additionally, the Class D1 Steps 1-3 were increased by \$1.19, \$0.55, and \$0.55 respectively. Insurance contributions will increase by 6% for single employees and 3% for family and plus one employees in year 1; insurance will not increase in year 2. Longevity payment amounts will increase by \$75 in year 1 and \$25 in year two. The total package is 8.00%.

We would like to acknowledge the work of both teams: Christine Breen, Executive Director of Student Support Services; Andrea Hoffmann, Assistant Principal; Anjie Flowers, General Counsel & Executive Director of Human Resources; Robyn Klinker, Director of Human Resources; Peyton Zivkovich, Coordinator of Accounting and Audit; and Lisa Holgate (administrative support); the members of the Paraprofessional negotiation team included Minnesota School Employees Association (MSEA) Field

Representative, Joe McMahon; Minnetonka Paraprofessionals, Molly Keogh, Maggie Parkhurst, Paula Meyer Vatsveen, and Kisa Sims.

Board member Olson noted that his spouse was a paraprofessional employee with Minnetonka Schools, and due to that fact, he would be abstaining from the vote.

Remucal moved, Kolbinger seconded, that the Board approve the collective bargaining agreement between the District and its paraprofessional employees as presented. Upon vote being taken thereon, the following voted in favor: Browne, Foss, Kolbinger, Jordan, and Remucal; the following abstained: Olson; whereupon the motion carried.

3. **APPROVAL OF COLLECTIVE BARGAINING AGREEMENT WITH OFFICE ASSISTANTS**

Ms. Flowers noted that district representatives and the Office Assistants bargaining unit had met and negotiated on the terms and conditions of employment for the 2026-2028 collective bargaining agreement. Office Assistants approved the parameters of the contract via vote.

Ms. Flowers explained that the financial settlement includes step movement each year and an additional 3% increase in year one and 3% increase in year two, added to the salary schedule. Insurance contributions will increase by \$90 for single employees, \$195 for family, and \$125 for plus one employees in year 1; insurance will not increase in year 2. The total package is 8.00%.

We would like to acknowledge the work of both teams: Clinton Fenner, Assistant Principal; Anjie Flowers, General Counsel & Executive Director of Human Resources; Robyn Klinker, Director of Human Resources; Peyton Zivkovich, Coordinator of Accounting and Audit; and Lisa Holgate (administrative support); the members of the Office Assistants negotiation team included Minnetonka Office Assistants Jennifer Harrington, Monika Salden, and Tyler Barthelemy.

Jordan moved, Olson seconded, that the Board approve the collective bargaining agreement between the District and its office assistants as presented. Upon vote being taken thereon, the motion carried unanimously.

4. **CONSENT AGENDA**

Remucal moved, Browne seconded, that the Board approve the recommendations included within the following Consent Agenda items:

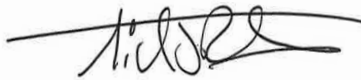
- Minutes of Regular Meeting of May 28, Closed Session of May 28, Closed Session of June 1, and Closed Session of June 11
- Study Session Summary of May 21, 2026
- Personnel Changes

- Resolution for Membership in the MSHSL
- MDE Format Long-Term Facilities Maintenance and Health and Safety Plan and Statement of Assurance
- Non Renewal

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

5. **ADJOURNMENT**

Jordan moved, Kolbinger seconded, adjournment at 7:03 p.m. Upon vote being taken thereon, the motion carried unanimously.

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

Michael Remucal, Clerk

CONSENT

**SCHOOL BOARD
Minnetonka I.S.D. #276
5621 County Road 101
Minnetonka, Minnesota**

Board Agenda Item IV. b

Title: Study Session Summary

Date: July 2, 2026

OVERVIEW:

The summary of the proceedings of the Minnetonka School Board's June 18 Study Session is attached.

RECOMMENDATION/FUTURE DIRECTION:

It is recommended that the School Board approve this summary as presented.

Submitted by: _____



**Carrie Voeltz, Executive Assistant
to the Superintendent and School Board**

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

Summary of June 18, 2026 Study Session

The School Board of Minnetonka Independent School District #276 met in study session at 6:00 p.m. on Thursday, June 18, 2026 in the Community Room at the District Service Center, 5621 County Road 101, Minnetonka, Minnesota. Board Chairperson Kemerie Foss presided. Board members present were Sally Browne, Karen Jordan, Taunya Kolbinger, Dan Olson, Mike Remucal and Superintendent David Law, ex officio. Absent: Meghan Selinger. The Study Session was livestreamed on the District's YouTube channel.

CITIZEN INPUT

Chairperson Foss extended an invitation to members of the audience who wished to address the Board on any topic. She also read the guidelines for Citizen Input, for those who wished to speak.

Minnetonka resident Robyn Jensen spoke regarding her concerns about the District's plan to expand the MHS East Parking Lot. She cited privacy/safety concerns and potential groundwater issues with the expansion.

REVIEW OF NEW AND UPDATED CURRICULAR RESOURCES

Associate Superintendent Amy LaDue provided the following information to the Board:

Pursuant to School Board Policies #603 and #606, Minnetonka Public Schools engages in a comprehensive curriculum review process to ensure instructional programming, resources, and assessments remain aligned with Minnesota standards, district priorities, and current research-based instructional practices.

Tonight's report provides an overview of several curricular resource actions currently underway across the district. First, it includes updated or revised editions of existing instructional resources currently utilized in grades 6–12. These updates provide students and staff with more current content, enhanced digital functionality, and improved instructional support while maintaining continuity of instruction within established courses.

Second, as part of the District's ongoing K–12 Immersion Language Arts curriculum review process, immersion teachers, instructional leaders, department chairs, expanded grade-level chairs, and district administrators have spent the past two years reviewing standards, instructional practices, assessment systems, and instructional resources connected to literacy development in Spanish immersion programming. This work has included

examination of evidence-based literacy practices, biliteracy development, structured literacy approaches, and alignment to the Minnesota READ Act and updated Minnesota English Language Arts standards.

During a March 2026 Study Session, the School Board was provided a comprehensive overview of the immersion review process, curriculum work, professional learning, instructional design, and implementation planning completed to date. This report summarized the instructional resource review process, shared the findings of the K–5 Spanish Immersion Language Arts Review Team, and provided an update on implementation planning for the 2026–27 school year.

Additionally, the District continues its annual review of curricular resources required for Advanced Placement (AP) and International Baccalaureate (IB) courses. Both the College Board and International Baccalaureate Organization periodically update course frameworks, assessments, and approved instructional materials. Throughout the summer, Minnetonka teachers will participate in professional learning and review newly approved resources to ensure continued alignment with program requirements and best instructional practices. Final recommendations related to AP and IB resource adoptions will be presented to the School Board for consideration as a part of the approval process in August.

As part of Minnetonka Public Schools' commitment to supporting the whole child, Minnetonka Public Schools regularly reviews instructional tools that support student belonging, social and emotional learning, character development, and positive school culture. As part of this process, district staff reviewed both the Social Thinking Methodology and PurposeFull People to ensure alignment with district priorities, Multi-Tiered System of Supports (MTSS) practices, and the social, emotional, and behavioral needs of students. These resources provide a common language and consistent framework to support relationship-building, self-awareness, responsible decision-making, and positive school communities across elementary schools.

Review and Improvement Process

Minnetonka Public Schools is committed to continuous improvement. As described in School Board Policy #603, “the goal of the curriculum review process is to advance the quality of curriculum and instruction and to promote excellence in student performance using the best possible instructional practices and resources.” This multi-phase process also ensures District goals and state mandates are met.

Curricular Resource Tools: Updated or Revised Editions

During the curriculum review process there are instances when currently used resources are updated or revised. In addition to updated print materials, the revised digital platforms offer expanded accessibility and interactive learning features, including text-to-audio

supports, embedded vocabulary tools, and improved integration within the District's learning management system, Schoology. These enhancements support increased student engagement, accessibility, and differentiated learning opportunities across classrooms.

The following instructional resources are currently in use within Minnetonka Public Schools and have been updated to newer editions by the publisher. These revisions provide teachers and students with more current content, enhanced instructional supports, and improved digital learning tools while maintaining continuity within existing courses and programs.

- MN Historical Society: Northern Lights - Grade 6 Social Studies (*shifting from the 2011 version to the 2021 version*)
- Teacher's Curriculum Institute (TCI): History Alive! US Through Modern Times - Grade 7 Social Studies (*shifting from the 2014 version to the 2021 version*)
- Pearson: Contemporary Human Geography (*shifting from the 2014 version to the 2024 version*)

Immersion Language Arts Resource Review

As part of the elementary Spanish immersion language arts review process, the curriculum review committee evaluated multiple Spanish literacy instructional resources. Prior to piloting, the review team looked closely at a variety of curricular resource reports: Minnesota READ Act Review Series by CAREI and MDE, EdReports and the Reading League's Curriculum Navigation Reports to identify materials with Spanish language options that received high ratings for their English resources. After more closely reviewing three highly rated resources, the review team identified Benchmark Adelante as the best fit resource to pilot. Following an extensive review and pilot process, the committee is recommending adoption of the following resources:

Adelante (Publisher: Benchmark)

Adelante is a comprehensive Spanish literacy instructional resource designed to support evidence-based literacy instruction and biliteracy development for elementary immersion learners. This curricular resource includes:

- Explicit foundational literacy instruction
- Reading comprehension and vocabulary development
- Writing instruction
- Opportunities for oral language development and discourse
- Instructional supports for differentiated learning
- Alignment to structured literacy practices and the Science of Reading

Pilot teachers reported strong alignment between Adelante and Minnetonka’s immersion programming goals, particularly in supporting systematic literacy development in Spanish while maintaining rigorous and engaging learning experiences for students. The resource also supports consistency across immersion sites and strengthens alignment to updated Minnesota standards and district literacy priorities.

Implementation of this new resource will begin during the 2026–27 school year as part of the broader immersion language arts curriculum implementation process.

AP and IB

Teachers that facilitate AP or IB courses will participate in summer professional learning to review updates to their courses and required resource materials. Where one resource is listed, that is the required text; where several resources are listed, teachers will determine the best fit and make a recommendation from the list based on their training. These selections will be made over the summer with final recommendations being shared for the August approval.

Course	Title	ISBN/Author
IB Visual Arts	Oxford Resources for IB: DP Visual Arts Course Book	978-1382060660; Katz, Paterson, Popply
AP African American History	From Slavery to Freedom: A History of African Americans. 10th ed. McGraw-Hill, 2022	Brooks-Higginbotham, Evelyn, and John Hope Franklin
	The African-American Odyssey, Combined Volume. 7th ed. Pearson, 2019.	Hine, Darlene Clark, William C. Hine, and Stanley C. Harrold
	Creating Black Americans: African-American History and Its Meanings, 1619 to the Present	Painter, Nell Irvin. Oxford University Press, 2006.
	Freedom on My Mind, A History of African Americans, with Documents. 3rd ed. Macmillan Learning, 2021.	White, Deborah Gray, Mia Bay, and Waldo E. Martin Jr.
IB History	The French Revolution and Napoleon	Philip Dwyer

	The French Revolution and Napoleon: Crucible of the Modern World	Lynn Hunt
	Access to History for the IB Diploma: Independence and identity: The Haitian revolution (1780-1811) and Kenyan independence (1945-1978)	9781036014711/Hachette
	Pearson History for the IB Diploma Programme Paper 1 Independence and Identity	9781292758466/Pearson Baccalaureate
	IB DP History: Conflict Course Companion	9781382070553/Oxford University Press
	Pearson History for the IB Diploma Programme Paper 2 Conflict from 750 CE	9781292490687/Pearson Baccalaureate
	Pearson History for the IB Diploma Programme Higher Level Paper 3 Europe 20th Century bundle (Book + eBook) (NYP Due June 2026)	9781292758480/Pearson
	The Age of Dictators	582505801/David G Williamson
AP Business	Business with Personal Finance for the AP Course	9781319608903/BFW

SEL Curriculum

Social Thinking Methodology

Supporting students' social, emotional, and behavioral development is an important component of creating conditions for learning. The following resources provide universal Tier 1, Tier 2 and Tier 3 supports within Minnetonka's Multi-Tiered System of Supports (MTSS), helping students develop self-awareness, relationship skills, emotional regulation, and a sense of belonging while establishing consistent practices and expectations across schools.

Social Thinking® (Publisher: Think Social Publishing, Inc.)

Social Thinking is a foundational, metacognitive social-emotional learning framework designed to build core social competencies and common language for elementary learners during the first six weeks of the school year. Rather than focusing solely on surface-level behaviors, this curriculum teaches assumption-free social observation, interpretation, and situational problem-solving. The framework includes:

- **Metacognitive Skill Foundations:** Explicit instruction that helps students think about their own thinking and understand the perspectives of others.
- **Concrete Visual Supports:** Frameworks and structural tools designed to turn abstract social concepts into predictable, actionable student strategies.
- **Common Social Vocabulary:** Universal terminology used across classrooms to create systematic clarity and predictability for students.

Staff feedback highlights that launching the school year with Social Thinking sets a cohesive foundation for social observation, giving all educators a shared language to foster an immediate sense of belonging. The curriculum serves as the initial diagnostic baseline within our Multi-Tiered System of Supports (MTSS), proactively establishing behavioral predictability before secondary interventions are considered.

PurposeFull People (Publisher: CharacterStrong)

PurposeFull People is a comprehensive Tier 1 social-emotional learning and character development curriculum designed to foster student well-being, connection, and academic readiness. Centered around monthly character traits, the program integrates research-backed relationship building with actionable life skills. The program includes:

- **Three Core Identity Outcomes:** Focused weekly instruction targeting *Be Kind* (social skills), *Be Strong* (executive functioning), and *Be Well* (emotion regulation).
- **Embedded Bullying Prevention:** A proactive, two-pronged prevention framework that explicitly teaches students the common language and behavioral actions of "Stop, Support, Report".
- **Instructional Flexibility Pathways:** Modular lesson design allowing staff to deliver content as a comprehensive weekly block or chunked into daily 10-to-20-minute components (*Start, Connect, Grow, Respond, Exit*).
- **Dual-Language Immersion Integration:** Fully translated tracks in Spanish and Chinese, structurally tailored to support grade-level immersion language acquisition targets.
- **Home-School Connection Tools:** "Family Focus" frameworks and monthly newsletters to align school-wide character values with home cultures.

Implementation data and teacher feedback emphasize that PurposeFull People provides high operational clarity, making it easy for educators to weave character development into

tight master schedules. By providing a predictable, preventative environment, this curriculum ensures that Tier 1 core practices are universally accessible to all students across all sites.

Continued implementation of PurposeFull People will extend through the 2026–27 school year, paired alongside the introduction of standardized district behavior response protocols to align classroom character benchmarks with objective, predictable staff accountability systems.

The resources highlighted in this report represent the district's continued commitment to creating exceptional learning experiences for all students. Through ongoing curriculum review, resource evaluation, and implementation support, Minnetonka Public Schools strives to provide students with engaging, relevant, and research-based learning opportunities that support academic growth, social-emotional development, and future readiness. This work reflects our dedication to continuous improvement and ensuring that every student has access to the tools and experiences needed to thrive.

In the discussion that followed, Board member Kolbinger asked how many people usually come into the DSC to review the materials on display. Dr. LaDue responded that few people, if any, have utilized this option in the past.

Chairperson Foss noted that this item would be brought back to the August 6 regular meeting for approval.

RECRUITMENT AND RETENTION ANNUAL UPDATE

General Counsel and Executive Director of Human Resources Anjie Flowers presented a report on the District's recruitment and retention efforts including a summary of staffing related to teaching and operational positions. She noted that these efforts directly related to the Board's goal of Excellence in Leadership and Organizational Support. The Board goal states the following:

Continue to focus on recruitment and retention of exceptional teachers and staff. Identify strategies to create a representative workforce of staff capable of meeting the cultural and academic needs of our diverse student body and who will create a learning environment for all students to be successful.

Highlights of her presentation included the following:

HR Initiatives

- Partnership with Augsburg University – student teaching partnership, employer career day, presentations about school careers, SPED presentations

- CareerForce – division of DEED – job postings, job fairs, networking events targeting veterans, those with disabilities, those over 55, youth workers, seasonal workers and new Americans
- Ahoy, Minnetonka! Podcast – members of the HR Department appeared on the podcast to discuss staffing priorities, recruitment and retention, professional development, etc.
- Guest presenters at MHS and VANTAGE – shared advice on job searches, interviewing, resumes, cover letters and career paths
- Facebook/Instagram marketing – series of ads on social media spotlighting hard to fill positions
- Dedicated Google Search marketing campaign
- Operational and Student Support Job Fair – highly successful
- LinkedIn marketing campaign
- Teacher Job Fairs – in-person, virtual

Staffing

- Continuous recruitment of reserve teachers and para substitutes – 61 reserve teachers, 36 para substitutes, 4 proctors
- 97.96% of our budgeted para positions were filled during the 2025-26 school year
- 64 new para hires in the 2025-26 school year
- Teacher staffing – 161 positions posted as of today – 138 positions filled – 23 unfilled
- Upcoming Job Fair – July 23, 2026 – 3:00 – 6:00 p.m. – Mtka Education Ctr

Retention Through Recognition, Opportunities, and Technology-Driven Efficiencies

- Migration from Skyward SMS to Skyward Q – huge undertaking
- Created “Leave of Absence Resource Hub”
- LinkedIn features and recognition
- Professional development, support and licensure guidance for transition into teaching from para roles
- Night custodial shift leaders – new positions that oversee weekday second shift custodial staff – restructuring so no new FTE
- Explorers staff engagement survey
- Partnership with U of MN – All Employee Engagement Survey – will happen this fall – will offer valuable insight into school-level engagement and retention risk profiles across our sites, patterns across role types, belonging and connection levels, etc.
- New Hire survey results – strong numbers regarding our online application process, our interview process and orientation procedures, support from principal and/or supervisor, sense of belonging
- Exit Survey results – strong numbers regarding the quality of a Minnetonka education, staff development opportunities, treatment of employees, pay and

benefits, performance reviews/evaluations, input on decisions, the District's mission and vision, and its fulfillment of Board goals

In the discussion that followed, Board members thanked Ms. Flowers for the great report and the depth of detail it contained. Board member Remucal asked Ms. Flowers if those who complete the exit and new hire surveys are given the opportunity to submit comments as part of that process. Ms. Flowers replied yes, comments are collected and the HR Team reads them all. "They're very insightful," she said. Board member Browne wondered how many people who leave the District actually fill out the exit survey. Ms. Flowers said she would follow up and provide that information. Ms. Browne also asked how soon the U of MN partnership survey data would be available. Ms. Flowers said the surveys would be deployed this fall, and at this time next year, she would have data to share with the Board.

ADJOURNMENT

The Board adjourned the study session at 6:58 p.m.

**SCHOOL BOARD
MINNETONKA I.S.D. #276
5621 County Rd. 101
Minnetonka, MN
Community Room**

Board Agenda Item IV. c

TITLE: Recommended Personnel Items

DATE: July 2, 2026

BACKGROUND: Under the authorization of district policy, the General Counsel and Executive Director of Human Resources makes recommendations for employment, leaves, employee status changes, and resignations and/or release from contracts.

These recommendations are attached. This section includes routine changes affecting an employee's terms and conditions and new hires.

FUTURE ACTION/RECOMMENDATION:

The administration recommends approval of all attached personnel changes.

Submitted by:



Anjie Flowers
General Counsel
and

Executive Director of Human Resources

Concurrence by:



David Law
Superintendent

Human Resources Personnel Recommendations

Licensed Employment

Last Name	First Name	Position	Building	Salary	FTE	Start Date	End Date (if applicable)
DUTY	TIFFANY	PSYCHOLOGIST	MME	\$91,323.00	1.00	08/17/2026	
GRAHAM	ISABEL	GRADE 6 LANGUAGE ARTS LTS TEACHER	MMW	\$65,129.00	1.00	08/17/2026	06/09/2027
LEARY	KELLY	LICENSED SCHOOL NURSE	DEEPHAVEN	\$49,120.40	0.70	08/17/2026	
MAGER	KARLEY	SOCIAL STUDIES LTS TEACHER	MHS	\$45,590.30	0.70	08/17/2026	06/09/2027
NORRIS FORCIER	BRANDON	COUNSELOR	MHS	\$80,136.00	1.00	08/17/2026	
OPATZ	SCOTT	PHYSICAL EDUCATION	EXCELSIOR	\$90,858.00	1.00	08/17/2026	
SMITH	ERIN	ESY SPECIAL ED TEACHER	CLEAR SPRINGS	\$45.10	0.4375	07/07/2026	07/30/2026
SWENSON	AMBER	MUSIC TEACHER	GROVELAND	\$84,425.00	1.00	08/17/2026	
TALIC	MARTINA	SPANISH IMMERSION LTS TEACHER	MME	\$101,578.00	1.00	08/17/2026	06/09/2027
WILSON	PAUL	HEALTH SCIENCE TEACHER	MHS/VANTAGE	\$91,991.00	1.00	08/17/2026	

Non-Licensed Employment

Last Name	First Name	Position	Building	Salary	FTE	Start Date	End Date (if applicable)
ARMEL	NATALIE	ESY SPECIAL EDUCATION PARA	MHS	\$23.51	1.00	06/17/2026	07/30/2026
BEAL	HEIDI	TUTOR	MCEC	\$26.00	0.10	06/12/2026	
BEYERSDORF	MILLIE	QUEST COUNSELOR	MCEC	\$21.00	0.90	06/16/2026	08/21/2026
BLOCK	MEGAN	ESY SPECIAL EDUCATION PARA	CLEAR SPRINGS	\$25.12	1.00	06/17/2026	07/30/2026
BLUMENTHAL	OLIVIA	QUEST COUNSELOR	MCEC	\$22.00	0.90	06/16/2026	08/21/2026
BRATANOV	RAYA	EXPLORERS STUDENT ASSISTANT	SCENIC HEIGHTS	\$12.40	0.6875	06/10/2026	08/21/2026
CHAKRABORTY	TAVISHI	EXPLORERS BEHAVIOR ASSISTANT	EXCELSIOR	\$21.94	1.00	06/10/2026	08/21/2026
CHAMBARGE	MANJUSHRI	EXPLORERS PROGRAM ASSISTANT	MCEC	\$19.08	0.6875	06/10/2026	08/21/2026
CURRY	TONJA	LUNCH BUNCH SUPERVISOR	MCEC	\$20.00	0.175	06/15/2026	08/13/2026
DIETZLER	KELLY	BUILDING SUPERVISOR EXPLORERS	SCENIC HEIGHTS	\$19.50	0.625	06/11/2026	08/21/2026
EDWARDS	NOVA	EXPLORERS BEHAVIOR ASSISTANT	SCENIC HEIGHTS	\$21.94	1.00	06/10/2026	08/21/2026
FARAH	FADUMO	EXPLORERS BEHAVIOR ASSISTANT	SCENIC HEIGHTS	\$21.94	0.80	06/10/2026	08/21/2026
GILSON	MADISON	EXPLORERS STUDENT ASSISTANT	EXCELSIOR	\$14.63	0.50	06/10/2026	08/21/2026

GULLICKSON	ELEANOR	EXPLORERS STUDENT ASSISTANT	EXCELSIOR	\$12.40	0.4125	06/10/2026	08/21/2026
HENDERLEITER	MAEVE	EXPLORERS STUDENT ASSISTANT	EXCELSIOR	\$14.63	0.6875	06/10/2026	08/21/2026
HEYMAN	JULIAN	TUTOR	MCEC	\$28.00	0.10	06/12/2026	
HILBRANDS	CABOT	ESY SPECIAL EDUCATION PARA	MHS	\$23.51	1.00	06/17/2026	07/30/2026
HISLOP	LILY	EXPLORERS BEHAVIOR ASSISTANT	MCEC	\$21.94	1.00	06/10/2026	08/21/2026
KINSELLA	MEGAN	SUMMER RECREATION LEAD	MCEC	\$20.60	0.25	06/16/2026	08/13/2026
KNOOIHUIZEN	GABRIELLE	EXPLORERS BEHAVIOR ASSISTANT	SCENIC HEIGHTS	\$21.94	1.00	06/10/2026	08/21/2026
LEE	RYAN	ESY SPECIAL EDUCATION PARA	CLEAR SPRINGS	\$22.36	1.00	06/17/2026	07/30/2026
MANCINO	SAMUEL	QUEST COUNSELOR	MCEC	\$21.00	0.80	06/11/2026	08/21/2026
MATHIEU	LUCILLE	ESY SPECIAL EDUCATION PARA	SAIL	\$22.36	1.00	06/17/2026	07/30/2026
OSGOOD	REAGAN	ESY SPECIAL EDUCATION PARA	SAIL	\$23.51	1.00	06/17/2026	07/30/2026
SABENS	STELLA	EXPLORERS STUDENT ASSISTANT	SCENIC HEIGHTS	\$12.40	0.45	06/10/2026	08/21/2026
SADHALE	ANUSHA	TENNIS COACHING ASSISTANT	MCEC	\$14.42	0.40	06/15/2026	08/28/2026
SKARDA	ALLISON	EXPLORERS BEHAVIOR ASSISTANT	SCENIC HEIGHTS	\$21.94	1.00	06/10/2026	08/21/2026
SMITH	ASHLEY	EXPLORERS PROGRAM ASSISTANT	EXCELSIOR	\$19.08	0.45	06/10/2026	08/21/2026
SMITH	LAUREN	EXPLORERS PROGRAM ASSISTANT	SCENIC HEIGHTS	\$19.08	0.6875	06/10/2026	08/21/2026
STONE	LINDA	ESY SPECIAL EDUCATION PARA	SAIL	\$25.12	1.00	06/17/2026	07/30/2026
STREET	KAREN	EXPLORERS BEHAVIOR ASSISTANT	EXCELSIOR	\$21.94	1.00	06/10/2026	08/21/2026
WIENEKE	MEGAN	EXPLORERS PROGRAM ASSISTANT	SCENIC HEIGHTS	\$19.08	0.75	06/10/2026	08/21/2026
WINTER	ADELINE	EXPLORERS STUDENT ASSISTANT	MCEC	\$14.63	0.50	06/11/2026	
WOLFE	KELLY	ESY SPECIAL EDUCATION PARA	MHS	\$23.51	1.00	06/17/2026	07/30/2026
WOODBURN	KRISTINA	ESY SPECIAL EDUCATION PARA	MHS	\$22.36	1.00	06/25/2026	07/30/2026
WRAY	MIA	EXPLORERS STUDENT ASSISTANT	MCEC	\$14.63	0.55	06/10/2026	08/21/2026

Assignment Changes

Last Name	First Name	Modification	Building	FTE	Effective Date	End Date (if applicable)
ANTILLA	AMY	ESY NURSE	MHS	0.4375	07/07/2026	07/30/2026
BACHMANN	MAKENZIE	LANGUAGE ARTS TEACHER	MHS	1.00	08/24/2026	
BERGER	JULIANNA	ESY SPECIAL ED TEACHER	MINNETONKA MIDDLE SCHOOL WEST	0.4375	07/07/2026	07/30/2026
BEYER	ERIN	ESY SPECIAL ED TEACHER	CLEAR SPRINGS	0.4375	07/07/2026	07/30/2026
BILLINGS	REBEKAH	ADD: EXPLORERS BEHAVIOR ASSISTANT	EXCELSIOR	1.00	06/10/2026	08/21/2026
CARLSON	JULIE	GRADE 3 LTS TEACHER	GROVELAND	1.00	08/24/2026	06/09/2027

CLARKE	KATIE	ESY SPECIAL ED TEACHER	CLEAR SPRINGS	0.4375	07/07/2026	07/30/2026
CLINE	BRITTNEY	ESY SPECIAL ED TEACHER	MINNETONKA MIDDLE SCHOOL WEST	0.4375	07/07/2026	07/30/2026
DAVEN	MADALYN	ESY ECSE TEACHER	MCEC	0.4375	07/07/2026	07/30/2026
DEVANIE	MAURA	SUMMER EL/ESL PROGRAM TEACHER	DISTRICT	0.75	07/07/2026	07/30/2026
DRAAYER	AMANDA	ESY NURSE	SAIL	0.7375	07/07/2026	07/30/2026
EICHTE AMLEE	KATHERINE	ENGLISH LITERACY TEACHER (ELT)	SCENIC HEIGHTS	0.651	08/24/2026	
ELLIOTT	ANGELA	ESY SPECIAL ED TEACHER	CLEAR SPRINGS	0.4375	07/07/2026	07/30/2026
FOSTER	GUENEVERE	ELEM GR 4-5 MATH TEACHER	DEEPHAVEN	0.50	08/17/2026	
GENS	MATTHEW	ESY SPECIAL ED TEACHER	MINNETONKA MIDDLE SCHOOL WEST	0.4375	07/07/2026	07/30/2026
HANSON	GABRIELLA	ESY SPECIAL ED TEACHER	MINNETONKA MIDDLE SCHOOL WEST	0.4375	07/07/2026	07/30/2026
HILBRANDS	PEGGY	ESY SPECIAL ED TEACHER	MHS	0.4375	07/07/2026	07/30/2026
JOHNSEN	LAUREN	ESY COORDINATOR	DISTRICT	0.5312	07/07/2026	07/30/2026
JONES-PARNHAM	GWYNNETH	ESY SPECIAL ED TEACHER	MHS	0.4375	07/07/2026	07/30/2026
KAUFMAN	ELIZABETH	GRADE 3 TEACHER	MINNEWASHTA	1.00	08/24/2026	
KOMIS	MICHELE	MTKA PRESCHOOL TEACHER	MCEC	0.6372	08/24/2026	
KOOPMAN	SARAH	ESY SPECIAL ED TEACHER	SAIL	0.4375	07/07/2026	07/30/2026
KOPISCHKE	ERIN	READING (SPANISH/ENGLISH) TEACHER	GROVELAND	0.60	08/24/2026	
LEVINE	ANNE	ECFE PARENT EDUCATOR	MCEC	0.6309	08/24/2026	
LIMA	KRISTA	ESY SPECIAL ED TEACHER	CLEAR SPRINGS	0.4375	07/07/2026	07/30/2026
MCDEVITT	TONI	SOCIAL STUDIES TEACHER	MMW	1.00	08/24/2026	
MCHUGH	LISA	ENGLISH LITERACY TEACHER (ELT)	MINNEWASHTA	0.615	08/24/2026	
MEYER	MOLLY	ESY SPECIAL ED TEACHER/PSYCHOLOGIST	CLEAR SPRINGS	0.4375	07/07/2026	07/30/2026
MOREEN	KRISTEN	ESY SPECIAL ED TEACHER	SAIL	0.4375	07/07/2026	07/30/2026
NEVE	JESSICA	REHIRE: ELEMENTARY BILINGUAL SPANISH/ENGLISH FLOAT TEMP TEACHER	CLEAR SPRINGS	1.00	08/27/2026	06/08/2027
OSGOOD	ERIN	ESY SPECIAL ED TEACHER	SAIL	0.4375	07/07/2026	07/30/2026
PEARCE	JENNIFER	ESY SPECIAL ED TEACHER	MHS	0.4375	07/07/2026	07/30/2026
PETERSON	ELIZABETH	LANGUAGE ARTS TEACHER	MHS	0.60	11/06/2026	06/09/2027
PIECZYNSKI	PATRICE	ESY NURSE	MINNETONKA MIDDLE SCHOOL WEST	0.4375	07/07/2026	07/30/2026
PLUEMER	CARRIE	ESY SPEECH LANGUAGE PATHOLOGIST	MCEC	0.5625	07/07/2026	07/30/2026
ROBINSON	RACHEL	ECFE CHILDREN'S TEACHER	MCEC	0.7663	08/24/2026	
ROCKERS	SUSAN	ESY NURSE	CLEAR SPRINGS	0.4375	07/07/2026	07/30/2026
STELTON	TEAGAN	ADD: EXPLORERS BEHAVIOR ASSISTANT	EXCELSIOR	1.00	06/10/2026	08/21/2026

STERLING	JULIET	ESY SPECIAL ED TEACHER	CLEAR SPRINGS	0.4375	07/07/2026	07/30/2026
SWEDLUND	SARAH	ADVANCED LEARNING TEACHER	MME	1.00	08/24/2026	
SYVERSON	JENNIFER	PHYSICAL EDUCATION TEACHER	MMW	0.78	08/24/2026	
TETZLOFF	LACY	READING (SPANISH/ENGLISH) TEACHER	CLEAR SPRINGS	0.80	08/24/2026	
TOWNSEND	REBECCA	ESY SPECIAL ED TEACHER	CLEAR SPRINGS	0.4375	07/07/2026	07/30/2026
WACKER	JOEY	TEMPORARY PRINCIPAL	DISTRICT	0.00	07/01/2026	06/28/2027
WHITNAH	KATHERINE	INTERIM CONTENT SPECIALIST	DSC	0.60	07/27/2026	10/30/2026
WINGER	KATHERINE	MTKA PRESCHOOL TEACHER	MCEC	0.5832	08/24/2026	
WISTROM	MATHEW	ESY SPECIAL ED TEACHER	MHS	0.4375	07/07/2026	07/30/2026
WITTMAN-BELTZ	NANCY	TEMPORARY PRINCIPAL	DISTRICT	0.00	07/01/2026	06/15/2027

Leave of Absence

Last Name	First Name	Position	Building	FTE	Leave Start	Leave End
CRANDELL	MABEL	READING TEACHER-SPANISH IMMERS	MINNEWASHTA	0.40000	08/24/2026	06/09/2027
DRYKE	JONATHAN	PHYSICAL EDUCATION TEACHER, PHYSICAL EDUCATION TEACHER	MHS, MMW	0.80000	10/01/2026	11/05/2026
IRVIN	TRISHA	SOCIAL STUDIES TEACHER	MHS	0.40000	08/24/2026	06/09/2027
KOPISCHKE	ERIN	READING TEACHER-SPANISH IMMERS, READING TEACHER	GROVELAND	0.40000	08/24/2026	06/09/2027
KROLL	CARRIE	GRADE 6 TEACHER	MME	1.00000	08/24/2026	06/09/2027
MCHUGH	LISA	ELT (ENGLISH LANGUAGE TEACHER)	MINNEWASHTA	0.38500	08/24/2026	06/09/2027
PETERSON	ELIZABETH	LANGUAGE ARTS TEACHER	MHS	0.40000	11/06/2026	06/09/2027
PICHA	TAMMY	FAMILY CONSUMER SCI TEACHER	MHS	0.20000	08/24/2026	06/09/2027
RAHN	SARAH	ELEM INTERVENTIONIST, ADVANCED LEARNING TEACHER	CLEAR SPRINGS, GROVELAND	0.40000	08/24/2026	06/09/2027

Resignations, Retirements, Terminations, Non-Renewals

Last Name	First Name	Position	Building	Effective Date
ADAM	BADRIYA	EXPLORERS BEHAVIOR ASSISTANT	MINNEWASHTA	06/18/2026
ARNTZ	PATRICIA	ELEM CHOIR-ANCHOR CHOIR DIRECT	SCENIC HEIGHTS	06/15/2026
BREEGGEMANN	KIANA	EXPLORERS PROGRAM LEADER	MCEC	06/12/2026
BURNETT	HEATHER	SCHOOL OFFICE ASSISTANT	EXCELSIOR	06/18/2026
CAMPBELL	JACK	EXPLORERS PROGRAM AIDE	DEEPHAVEN	06/26/2026
DUTTON	JULEE	NIGHT CUSTODIAL SHIFT LEADER	MINNEWASHTA	06/16/2026
HARRINGTON	JENNIFER	ELEM CHOIR-CORE ASST DIRECT, ELEM CHOIR-SELECT ASST DIRECT	CLEAR SPRINGS	06/17/2026

JACKSON	FAITH	SUPERVISORY PARA	MME	06/10/2026
SCHEIB	WILL	EXPLORERS BEHAVIOR ASSISTANT	CLEAR SPRINGS	07/06/2026

In-District Appointments

Last Name	First Name	Position	Building	Start Date	End Date (if applicable)
BACHMANN	MAKENZIE	FIRST MATES ADVISOR	MHS	08/25/2025	05/29/2026
BROWN	ADRIANE	ROBOTICS ASSISTANT ADVISOR	MHS	09/23/2025	05/01/2026
CHARTRAND	SOFIA	ULTIMATE FRISBEE COACH	MCEC	04/13/2026	06/02/2026
CHELMINIAK	MASON	ARTSCENTER WORKSHOP LEADER	MHS	05/15/2026	05/17/2026
ESCH	MARK	SUMMER STRENGTH & WEIGHT TRAINING SUPERVISOR	MHS	06/11/2026	08/14/2026
GEISLER	JEFFERY	ARTSCENTER STUDENT MENTOR	MHS	09/10/2025	06/03/2026
GRIMSBO	MADISON	ARTSCENTER WORKSHOP LEADER	MHS	05/01/2026	05/30/2026
HERBST	LAURA	AP/IB TEST COORDINATOR	MHS	07/01/2026	06/30/2027
HOOPS	ROBERT	FIRST MATES ADVISOR	MHS	08/25/2025	05/29/2026
KERN	SEAN	FIRST MATES ADVISOR	MHS	08/25/2025	05/29/2026
LOMBARDI	MATTHEW	SUMMER STRENGTH & WEIGHT TRAINING SUPERVISOR	MHS	06/12/2026	08/14/2026
MELZ	BAILEY	FIRST MATES ADVISOR	MHS	08/25/2025	05/29/2026
MOON	TAYLOR	SUMMER STRENGTH & WEIGHT TRAINING HEAD SUPERVISOR	MHS	06/15/2026	08/28/2026
MURPHY	DANIEL	BOYS TRACK & FIELD ASSISTANT COACH	MHS	03/09/2026	06/08/2026
TESDAHL	BRYCE	SUMMER STRENGTH TRAINING/WEIGHT ROOM SUPERVISOR	MHS	06/12/2026	08/08/2026
WARD	RYAN	GIRLS LACROSSE ASST COACH	MHS	03/30/2026	06/15/2026

Human Resources Personnel Recommendations - End of document

CONSENT

**School Board
Minnetonka I.S.D. # 276
5621 County Road 101
Minnetonka, Minnesota**

Board Agenda Item IV.d

Title: Approval of Legal Settlement

DATE: July 2, 2026

OVERVIEW:

The District reached a legal settlement regarding a student's education.

RECOMMENDATION:

That the Board approves this legal settlement.

Submitted by:



Anjie Flowers, General Counsel & Exec. Dir. of Human Resources

Concurrence:



David Law, Superintendent