



## **Kaleidoscope Charter School (KCS) Board of Directors**

Regular Meeting  
Thursday, December 18, 2025 | 5:30 p.m.  
Kaleidoscope Charter School, Room 706  
Board Chair: Deby Ziesmer

### **Kaleidoscope Charter School Mission:**

At Kaleidoscope Charter School, we cultivate community while inspiring students to grow and develop a curiosity in life and learning.

### **Kaleidoscope Charter School Vision:**

At Kaleidoscope Charter School, we develop well-rounded individuals who achieve personal excellence through our inclusive community, family involvement, and service learning. Kaleidoscope empowers our students to be engaged learners and citizens.

## **2025-2026 KCS Board of Directors**

**Deby Ziesmer**  
Chair  
Community Member

**Stephen Moline**  
Director  
Parent

**Michelle Zachman**  
Director  
Parent

**Renee Suess**  
Director  
Teacher

**Josh Christenson**  
Vice Chair  
Parent

**Maggie Reis**  
Secretary  
Teacher

**Sharlet Mullen**  
Treasurer  
Teacher

**Brad Sellner**  
Ex-Officio  
Executive Director

**Wendi Foss**  
Ex-Officio  
Direct. of Bus. Operations



## Kaleidoscope Charter School Board Meeting Agenda - Thursday, December 18, 2025

Topic	Presenter	Time	Appendix		Action (I, D, A)
<b>I. Call to Order</b>	Ziesmer	5:30			
<b>II. Pledge of Allegiance</b>	Ziesmer	5:31			
<b>III. Roll Call to Establish Quorum</b>	Ziesmer	5:32			
<p>Deby Ziesmer _____ Stephen Moline _____ Michelle Zachman-Wolverton _____  Shar Mullen _____ Josh Christenson _____ Renee Suess _____ Maggie Reis _____</p> <p>The Board's role is to set the vision and goals of the school, create and adopt policies that achieve those goals, and to maintain fiscal responsibility.</p>					
<b>IV. Reading of the Vision and Mission Statements</b>	Sellner	5:33			
<b>V. Additions and/or Changes to the Agenda</b>	Ziesmer	5:34			D   A *if additions
<b>VI. Agenda Approval</b>	Ziesmer	5:35			A
<b>VII. Declaration of Conflicts</b>	Ziesmer	5:36			A *if conflicts
<b>VIII. School Spotlight</b>	Nordmann	5:37	<a href="#">Spotlight</a>		I
<b>IX. Communications</b> <ul style="list-style-type: none"> <li>- <a href="#">November Newsletter</a></li> <li>- Curriculum heads-up... our K-5 teachers have unanimously agreed to move forward with the request to look for a new reading/language arts curriculum one year sooner than the curriculum review process. Considering our budget, I would propose we agree to this plan and begin the process in the 2nd half of 2025-26, to purchase in the summer of 2026 for 6 years. READ Act is part of the equation driving this, but also many new staff since the adoption in 2021, and other needed intervention resources.</li> <li>- Calendar 2026-27 - Elk River has approved their 2026-27 calendar. We are seeking input from staff about a <a href="#">DRAFT</a> of our potential calendar.</li> </ul>	Sellner	5:39			I



<b>X. Open Forum</b>	Ziesmer	5:40			
This Open Forum portion of the agenda is allotted 30 minutes and each person speaking is given 5 minutes to speak. It is designed for members of the KCS Community to directly address the Board. The Board is not allowed to address (answer) questions/comments proposed to them. The Board Chair will decide after hearing the comment whom to forward it to for a response if necessary.					
<b>XI. Consent Agenda</b> A. Regular Meeting Minutes <a href="#">11.20.25</a> B. Second Reading Policies -  - <a href="#">508</a> - Extended School Year for Certain Students with Individualized Education Programs a. MSBA Policy <a href="#">508</a> - <a href="#">510</a> - School Activities a. MSBA Policy <a href="#">510</a> - <a href="#">517</a> - Telemedical Services a. No MSBA policy to reference - <a href="#">610</a> - Field Trips a. MSBA Policy <a href="#">610</a> - <a href="#">706</a> - Acceptance of Gifts a. MSBA Policy <a href="#">706</a> - <a href="#">735</a> & <a href="#">735.1</a> - Records Retention Policy and Schedule - No recommended changes  • <b><i>The Governance Committee recommends the changes proposed by MSBA policy be made to KCS policies.</i></b>	Ziesmer	5:41	<a href="#">Consent Agenda 12.18.25</a>	Motion to approve the Consent Agenda	A
<b>XII. HR Consent Agenda</b> - <i>In light of the nurse resignation, we have posted for the position but are also reaching out to a contracted service that was recommended to us.</i>	Foss	5:43	<a href="#">HR Consent 12.18.25</a>	Motion to approve the HR Consent Agenda	A
<b>XIII. Committee Reports</b> - <i>Reports will be given by Committee Chair or Committee Representative if the Committee Chair is not present</i>					
A. Board Chair Report	Ziesmer	5:45			I
B. Building Company Committee	Foss	5:47	<a href="#">KCS Building Company</a>	Motion to approve the Building	I   D   A



			<a href="#">Minutes - 12.8.25</a>  <a href="#">KCS Building Company Report/Packet 12.8.25</a>	Company Committee Report as presented.	
C. Budget and Finance Committee - <a href="#">Summary/Notes 12.15.25</a>	Mullen	5:49	<a href="#">Finance Minutes 12.15.25</a>  <a href="#">Finance Report/Packet 12.15.25</a>	Motion to approve the Finance Committee Report as presented.	I   D   A
D. Governance Committee  First Reading of Policies - <a href="#">520</a> - Student Surveys - MSBA <a href="#">520</a>  - <a href="#">524</a> - Internet Acceptable Use and Safety - MSBA <a href="#">524</a> - WE HAVE A SEPARATE CELL PHONE POLICY...SO REMOVE CELL PHONE LANGUAGE FROM 524 THAT IS APPLICABLE TO KCS POLICY  - <a href="#">708</a> - Internal Financial Controls - No MSBA model policy  - <a href="#">710</a> - Extracurricular Transportation - MSBA <a href="#">710</a>  - <a href="#">801</a> - Equal Access to School Facilities - MSBA <a href="#">801</a>	Zachman	5:52	<a href="#">Governance Minutes 12.11.25</a>  <a href="#">Governance Report/Packet 12.11.25</a>	Motion to approve the Governance Committee Report as presented.	I   D   A
E. District Advisory Committee - Next meeting - January 13, 2026; 4:00 p.m. via ZOOM	Zachman	5:54	NA		
<b>XIV. Old Business</b>					
A. Request for Additional Staff	Sellner	5:54	<a href="#">Staffing Request</a>	Motion to approve the positions as presented.	I   D   A



<b>XV. New Business</b>					
A. Board Deep Dive - FY25 Audit Presentation	Abdo  Alex Trippel	5:57	<a href="#">FY25 Audit Presentation</a>  <a href="#">FY25 Financial Report</a>  <a href="#">FY25 Executive Governance Summary</a>	Motion to approve the FY 25 audit as presented.	I   D   A
B. Dehler PR - Strategic Planning Presentation - will be hand-carried <a href="#">Brochure</a> & <a href="#">Proposal</a>	Dehler PR	6:17			I   D
C. Potential Service Agreement with Yale Mechanical to service roof top units/freezers/refridgerators/boiler/water heater	Sellner	6:37	<a href="#">1 Year Agreement</a>  <a href="#">3 Year Agreement</a>  <a href="#">Potential Savings Calculations</a>  <a href="#">References</a>		I   D
D. American Indian Parent Advisory Committee (AIPAC) - Formation of a Committee at KCS - would like a school board representative - committee would meet quarterly, in conjunction with the dates of the DAC.	Sellner	6:40			I   D
E. Updates to Employee Handbook 2025-26 - page 28-34 - PFMLA language update - page 10 - 15 min paid break for hourly	Foss	6:43	<a href="#">2025-26 Employee Handbook</a>	Motion to approve the updates to the KCS Employee Handbook as presented.	I   D   A
<b>XVI. Director's Report</b>					
A. Director's Report	Sellner	6:46	<a href="#">Director Report</a>		I   D
<b>XVII. Strategic Plan &amp; Board Goals Update</b>					



A. School Board goal progress - Next check in will be in January	Ziesmer	6:49	NA <a href="#">Board Goal Tracker</a>		
<b>XVIII. Board Training/Development</b>					
A. Board Training - Governance - <a href="#">Part 1</a> & <a href="#">Part 2</a>	Ziesmer	6:49			I   D
B. Book Study - The Advantage - Pages 19-47 <a href="#">Plan 2025-26</a>  • <b><i>DUE January 22, 2026 - pages 48-71</i></b>	Ziesmer	7:05			I   D
<b>XIX. School Board Items</b>					
A. Blast/Meeting Round-Up	Ziesmer	7:15			D
<b>XX. Executive/Closed Session</b>				NA	
<b>XXI. Adjournment</b>	Ziesmer	7:20			
<b>Announcements</b>					
Next Governance Committee Meeting: January 8, 2026, 5:30 p.m., on Zoom Next Finance Committee Meeting: January 15, 2026, 4:00 p.m., on Zoom MOVED UP DUE TO BOARD MEETING DATE Next Regular Board Meeting: January 22, 2026, 5:30 p.m., Room 705 Next Personnel Committee Meeting: AS NEEDED/TBD Next District Advisory Committee Meeting: January 13, 2026, 4:00 p.m. TBD Next Building Company Meeting: March 16, 2026; 3:00 p.m. Next Work Session: <b>TBD</b>					

Key: (I) = Information | (D) = Discussion | (A) = Action

## 2025 -2026 KCS SCHOOL BOARD GOALS

### GOAL #1: MAINTAIN FISCAL INTEGRITY & ACCOUNTABILITY OF SCHOOL

1. Maintain a steady and diverse population by stabilizing and growing the enrollment to accommodate a broader cross section of our community. (Evidence: ADM report)
2. Develop an appropriate budget using sound budget standards and board policy that includes criteria for working with bond holders to spend down fund balance. (Evidence: Finance report)
3. Hire and retain a diverse and highly qualified workforce, offer a competitive compensation package, strengthen their skills through ongoing professional development and collaboration, and evaluate their performance on a regular basis. (Evidence: HR report)

4. Explore and implement strategies to control costs in all areas, i.e., special education, food service, transportation, and utilities, including changing methods of program delivery and operations. (Evidence: Audit report, monthly finance committee report, budget revisions as needed)

**GOAL #2: STUDENT ACHIEVEMENT – MAXIMIZE THE PERFORMANCE OF EACH STUDENT IN ALL ACADEMIC AND CHARACTER DEVELOPMENT AREAS**

1. Focus on achievement at the highest levels for each student. (Evidence: Data report)
2. Maintain a research-based professional development program that cultivates ongoing learning and dialogue, to ensure a highly skilled teaching staff and rewarding professional environment. (Evidence: PLC report, MRA survey)
3. Provide an environment that maximizes learning for all students via 1) clean, safe, and well-maintained facilities; 2) appropriate class sizes to foster a strong school community 3) access to modern technology to enhance teaching and learning. (Evidence: Marketing report, MRA survey)
4. Emphasize the development of character and leadership traits in students, including students ability to support each other and offer help as needed, to help them grow into engaged learners, leaders and citizens. (Evidence: Leader in Me, MRA survey)

**GOAL #3: ELEVATE THE VISION AND MISSION OF KCS AMONG ALL STAKEHOLDERS IN OUR COMMUNITY**

1. Promote the KCS “choice” through positive/accurate reporting in all forms of media to foster inclusive, community-wide relationships and support for the School and its goals. The School will establish a practice of periodically communicating through a School newsletter to the community. (Evidence: Newsletter, FB, Matrix)
2. Develop and maintain a comprehensive marketing plan that builds community relations and an awareness of KCS’s commitment to inclusivity, family involvement, and service learning. (Evidence: Marketing report)
3. Continue positive connections with parents through parent involvement, volunteering, and participation in KPTO/Boosters (Evidence: Family engagement events)
4. Embrace and embody the KCS vision and mission throughout our decision making and interactions with all stakeholders.