

INDEPENDENT SCHOOL DISTRICT 659  
REGULAR SCHOOL BOARD MEETING  
Monday, April 23, 2018 7:00 PM  
Northfield High School, Media Center

**AGENDA**

- I. Call to Order
- II. Agenda Changes / Table File
- III. Public Comment  

This is an opportunity for residents of the Northfield School District to address the Board. You are requested to do so from the podium. After being recognized by the chair, each individual will identify themselves and the group they represent, if any. Please state your reason for addressing the Board. To ensure that all individuals have a chance to speak, speakers will be limited to one three-minute presentation. This is not a time to debate an issue, but for the Board to hear your comments. The Minnesota Government Data Practices Act prohibits comment about specific student matters, even without naming the student, in open session. This includes the public comment portion of our meeting. The Board respects and values input on student matters, but when it relates to a specific student or to a specific student matter, such input must be heard by the appropriate personnel - such as the building principal or superintendent - and not during an open meeting of the School Board.
- IV. Announcements and Recognitions
- V. Items for Discussion and Reports
  - A. Annual ThoughtExchange Report
  - B. Proposed 2018-2019 Non-Operating Fund Budgets
  - C. Proposed 2018-2019 Internal Service Fund Budget
- VI. Committee Reports
- VII. Consent Agenda
  - A. Approval of Minutes
  - B. Financial Report - February 2018
  - C. Gift Agreements
  - D. Personnel Items
- VIII. Superintendent's Report
  - A. Items for Individual Action
    1. Resolution for Termination and Non-Renewal of Probationary Licensed Staff
    2. Additional Licensed Special Education Staff for 2018-2019
- IX. Items for Information
  - A. Facilities Action Team Update
- X. Future Meetings
  - A. Monday, May 14, 2018, 7:00 PM, Regular Board Meeting, NHS Media Center
  - B. Tuesday, May 29, 2018, 7:00 PM, Regular Board Meeting, NHS Media Center
- XI. Adjournment

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- IV. Announcements and Recognitions
- V. Items for Discussion and Reports
  - A. Annual ThoughtExchange Report.  
Kailey Metcalf, Service Team Lead from ThoughtExchange, will join the Board via videoconference to share the “Discover” Step of the 2018 “Continue the Conversation” engagement process.
  - B. Proposed 2018-2019 Non-Operating Fund Budgets.  
The following proposed budgets for 2018-2019 will be presented by Val Mertesdorf, Director of Finance:
    - Debt Service Fund accounts for the School District’s outstanding bonded indebtedness for past building construction and major capital projects. Revenues represent property tax levies, state credits, and a minor amount of interest. Expenditures represent principal and interest payments on bonds previously sold.
    - Trust Fund (Scholarship Fund) is used to record revenues and expenditures for trust agreements where the school board has accepted responsibility to serve as trustee as well as annual gifts and donations for student scholarships.No action is required at this meeting.
  - C. Proposed 2018-2019 Internal Service Fund Budget.  
Director of Finance Val Mertesdorf will present the proposed 2018-2019 Internal Service Fund Budget.
    - The purpose of the Internal Service Fund is to record the financial transactions of the District’s self-insured health and dental plan.No action is required at this meeting.
- VI. Committee Reports

VII. Consent Agenda

A. Minutes

The Board is asked to approve the Minutes of the April 9, 2018 Regular School Board meeting.

B. Financial Report - February 2018

Director of Finance Val Mertesdorf requests that the board approve paid bills totaling \$1,590,676.92, payroll checks totaling \$3,150,120.07, and the financial reports for February 2018.

C. Gift Agreement

The School Board is asked to approve two gift agreements.

- A \$1,545 Redcat Access sound system with one microphone at Greenvale Park Elementary.
- A \$1,545 audio system to Hand In Hand Preschool.

D. Personnel Items

1. Appointments

- a) Correction: Sandra Fjelde, 1.0 FTE Technology Specialist with the district, beginning 04/25/2018. \$54,559 (prorated for 2017-18) + Step 4, \$2,000 (prorated for 2017-18).
- b) Correction: Marianne Moser, 1.0 FTE General Education EA at the High School, beginning 04/12/2018. Step 2-\$15.08/hr.
- c) Kristen Cade, Summer Bridges to Kindergarten Teacher for 4 hours/day, 4 days/wk at Bridgewater, beginning 07/23/2018-08/17/2018; Yr. 23-\$28.82/hr.
- d) Brenda Canning, Targeted Services PLUS Teacher for up to 4.75 hours/day Mon.-Thurs. at Greenvale Park, beginning 06/18/2018-08/02/2018; Yr. 1-\$27.11/hr.
- e) Molly Gainey, Targeted Services Summer BLAST Site Assistant for up to 5.5 hours/day at the Middle School, beginning 06/14/2018-07/26/2018; Step 2-\$12.89/hr.
- f) Stephanie Hagberg, Summer Bridges to Kindergarten Teacher for 4 hours/day, 4 days/wk at Greenvale Park, beginning 07/23/2018-08/17/2018; Yr. 8-\$28.22/hr.
- g) Gretchen Heil, Summer Bridges to Kindergarten Teacher for 4 hours/day, 4 days/wk at Greenvale Park, beginning 07/23/2018-08/17/2018; Yr. 11-\$28.22/hr.
- h) Madelyn Hessian, Soccer Supervisor for 1 hour/day for 4 days/wk with Community Services, beginning 04/23/2018-05/31/2018; \$10.50/hr.
- i) Kathleen Kopseng, 1.0 FTE Long Term Substitute Family and Consumer Science Teacher at the High School, beginning 04/18/2018-05/20/2018; BA +45, Step 15
- j) Kathy Lansing, Summer Bridges to Kindergarten Teacher for 4 hours/day, 4 days/wk at Sibley, beginning 07/23/2018-08/17/2018; Yr. 2-\$27.11/hr.
- k) Claudia Perez, Targeted Services Summer PLUS Site Assistant for up to 6 hours/day at Greenvale Park, beginning 06/14/2018-08/2/2018; Step 1-\$12.56/hr.
- l) LuAnn Raadt, General Ed Structured Study Center EA at the High School, beginning 04/19/2018-06/08/2018; Gen Ed, Step 4-\$15.87/hr.
- m) Patricia Rogne, Summer Bridges to Kindergarten Teacher for 4 hours/day, 4 days/wk at Sibley, beginning 07/23/2018-08/17/2018; Yr. 9-\$28.22/hr.
- n) Caitlin Robertson, Summer Bridges to Kindergarten Teacher for 4 hours/day, 4 days/wk at Bridgewater, beginning 07/23/2018-08/17/2018; Yr. 1-\$27.11/hr.
- o) Angela Schewe, Summer Bridges to Kindergarten Teacher for 4 hours/day, 4 days/wk at Bridgewater, beginning 07/23/2018-08/17/2018; Yr. 6-\$27.73/hr.

- p) Anja Stromme, Targeted Services Summer PLUS Site Assistant for up to 6 hours/day as needed at the Middle School or Greenvale Park, beginning 06/18/2018-08/2/2018; Step 1-\$12.56/hr.
2. Increase/Decrease/Change in Assignment
- a) Carolyn Manderfeld, EA at the Middle School, add Targeted Services Club Leader for up to 1.75 hours/day Mon.-Thurs., effective 06/18/2018-08/02/2018. \$20.49/hr.
- b) Darell Sawyer, Teacher at the Middle School, add Targeted Services Summer PLUS Teacher for up to 4.75 hours/day Mon.-Thurs., beginning 06/18/2018-08/02/2018; Yr. 2-\$27.11/hr.
- c) Tania Will, Activities Director at the High School, change to Instructional Coach at Sibley, effective 08/27/2018. MA +45, Step 15.
3. Leave of Absence Requests
- a) Erin Bailey, Community Services Director, Family/ Medical Leave for Childcare, effective on or about 06/14/2018-10/03/2018.
- b) Taylor Rahman, EarlyVentures Teacher at Longfellow, Family/Medical Leave of Absence, effective 04/13/2018-05/11/2018.
- c) Kathy Roth, Early Venture Teacher with Community Services, Family/Medical Leave of Absence effective 07/27/2017- on an intermittent basis for up to 60 work days.
- d) Jenny Streefland, Guidance Counselor at the Middle School, Family/Medical Leave of Absence effective 04/02/2018-on an intermittent basis for up to 60 work days.
4. Retirements/Resignations/Terminations
- a) Patricia Baker, Office Specialist at Greenvale Park, retirement effective 06/30/2018.
- b) Laura Baltazar, Child Nutrition Associate I at the High School, resignation effective 04/26/2018.
- c) Derek Docken, Educational Assistant at Sibley, resignation effective 4/28/2018.
- d) Maggie Goldade, Early Intervention Teacher, resignation effective 06/30/2018.
- e) Elizabeth McColley, EA at the High School, termination effective 04/17/2018.
- f) Emily Morsching, EA with Community Services, resignation effective 4/18/2018.
5. Advancement of Probationary Licensed Staff
- Advancement of Licensed Staff to Tenure Status for 2018-19  
Allison, Jennifer; Balow, Tyler; Banks, Stacie; Campbell, Anne; Crase, Danielle; Driscoll, Leah; Farm, Taylor; Hetzel, Sheila; Korynta, Mary (.75 FTE); Kruse, Ann; McLaughlin, Elizabeth; Puppe, Susan; Rud, Jodie; Trotman, Ellen; Vind, Laura; Whitney, Jon (.60 FTE)
- Advancement of Licensed Staff to Third Year Probationary Status for 2018-19  
Foehrkolb, Kelley; Forbord, Jamie; Lorang, Rebecca; Roth, Kyle; Shepherd, Melissa; Soderlund, Amber; Stulken, Shelley
- Advancement of Licensed Staff to Second Year Probationary Status for 2018-19  
Amy, Natalie; Baker, Ashley; Bushey, Caitlin; Golla, Dylan; Howard, Christine; Jones, Jennifer; Kremin, Megan; Kurtz, Renae; Link, Jennifer; Malecha, Becky; Maney, Mark Kate; Moening, Pamela; Molloy, Shawna; Sannes, Whitney; Sawyer, Jamin; Serie-Amunrud, Joy; Sherry, Lynsi; Sjoberg, Caroline; Stellner, Brynne; Waters, Katherine

*\* Conditional offers of employment are subject to successful completion of a criminal background check and Prewrite screening (if applicable)*

## VIII. Superintendent's Report

### A. Items for Individual Action

1. Resolution for Termination and Non-Renewal of Probationary Licensed Staff. The Board is requested to adopt the enclosed Resolution related to the termination and non-renewal of the teaching contract of the following probationary licensed teacher effective at the end of the 2017-2018 school year.

<u>Name</u>	<u>FTE</u>	<u>Position</u>
Geissler, Kristen	1.0	Special Education

**Superintendent's Recommendation:** Motion to adopt the Resolution related to the termination and non-renewal of the teaching contract of the probationary licensed teacher listed above effective at the end of the 2017-2018 school year.

2. Additional Licensed Special Education Staff for 2018-2019. At the April 9, 2018 Board meeting, Director of Special Services Cheryl Hall presented a proposal to hire additional 2.45 FTE for Licensed Special Education staff for the school year 2018-2019 due to an increase in the number of Special Education students. The additional 2.45 Licensed Special Education FTE is required to meet the caseload limits set in MN Rule 3525.234, district policy, and is supported by the workload analysis completed for the 2018-2019 school year.

**Superintendent's Recommendation:** Motion to approve the addition of 2.45 FTE for Licensed Special Education staff for the 2018-2019 school year.

IX. Items for Information

A. Facilities Action Team Update.

Superintendent Hillmann will review the first Facilities Action Team meeting that took place on April 16, 2018.

X. Future Meetings

- A. Monday, May 14, 2018, 7:00 PM, Regular Board Meeting, NHS Media Center
- B. Tuesday, May 29, 2018, 7:00 PM, Regular Board Meeting, NHS Media Center

XI. Adjournment

## **Proposed Budget – Non-Operating Funds | 2018-19 • Narrative | April 23, 2018**

Val Mertesdorf, Director of Finance

### **Debt Service Fund**

State statute requires the District to ask the voters for authority to bond. This means that property taxes are the main source of revenue for the debt service fund. The majority of our bonds are voter approved and we are required by statute to levy 105% of our debt service payments annually. This is part of our levy certification process we do each fall. The expenditures of the debt service fund are restricted for principal and interest payments as well as any potential service fees we might incur from the debt.

Our revenue projection for 2018-19 is slightly higher than the current fiscal year. This is driven by bond payment schedules. Our debt payments in 2018-19 are roughly \$165,000 higher than the prior year and we are required to levy 105% of that amount. The other change you will notice is the increase in state aid compared to prior years. This is the aid portion of our alternative facilities bonds to help offset the cost to the taxpayers. This is an example of a very positive legislative decision!

Our expenditure projection has been very consistent. The 2018-19 expenditures are about \$45,000 more than the prior year. These amounts are tied directly to our payment schedules.

Our fund balance should stay relatively flat or grow slightly. For the 2018-19 school year we have five outstanding bonds with principal totaling \$4.915 million and interest totaling \$813,694. These five issues have a total debt of \$30,912,564 to be paid over the next nine years

### **Fiduciary Fund**

The Fiduciary Fund is also known as our Trust or Scholarship Fund. The fund accounts for each gift, donation, or trust that is awarded to the District. We track each account separately. The high school guidance office coordinates the gift and award process each year. We are able to provide more than 80 scholarships each year from more than 50 donors thanks to these gifts! The District is the fiscal host for about 50% of these scholarships.

On the summary you will see this fund is very consistent. Generally the gifts we receive are awarded as scholarships that year. For the 2018-19 school year we are anticipating \$72,030 in gifts and approximately \$1,000 in interest earnings. Expenditures are slightly higher due to a few scholarships that were funded in a lump sum and we are paying out over a specific period of time. Overall this fund balance is showing a small decline, which is what I would expect as we spend down the endowments we have received.



Non-Operating Funds  
Proposed Budgets  
2018-19

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# Debt Service Fund

2018-19 Proposed Budget

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# Debt Service Basics

## Debt Service Revenue:

- Levy - 105% of debt principal and interest payments
- State - LTFM Aid and state credits
- Offset of operating capital and LTFM

## Debt Service Expenditures:

- Outstanding principal and interest payments
  - Other debt costs, i.e. service fees
-

# Debt Service Revenue

	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
	<b>Actual</b>	<b>Actual</b>	<b>Budget</b>	<b>Proposed</b>
Local Property Tax Levy	\$ 5,357,436	\$ 4,705,003	\$ 4,962,475	\$ 5,337,839
Interest on Investments	16,027	23,921	18,000	24,000
State of Minnesota	73,649	318,562	521,707	387,475
Total	<u>\$ 5,447,112</u>	<u>\$ 5,047,486</u>	<u>\$ 5,502,182</u>	<u>\$ 5,749,314</u>

# Debt Service Expenditures

	<b>2015-16 Actual</b>	<b>2016-17 Actual</b>	<b>2017-18 Budget</b>	<b>2018-19 Proposed</b>
Bond Principal Payment	\$ 4,415,000	\$ 4,265,000	\$ 4,750,000	\$ 4,915,000
Bond Interest	1,109,094	1,003,819	932,854	813,694
Other Debt Service Fees	6,295	5,525	6,000	6,000
Total	<u>\$ 5,530,389</u>	<u>\$ 5,274,344</u>	<u>\$ 5,688,854</u>	<u>\$ 5,734,694</u>

# Debt Service Summary

	<b>2015-16 Actual</b>	<b>2016-17 Actual</b>	<b>2017-18 Budget</b>	<b>2018-19 Proposed</b>
Beginning Balance	\$ 1,710,277	\$ 1,627,000	\$ 1,400,142	\$ 1,213,470
Revenue	5,447,112	5,047,486	5,502,182	5,749,314
Total Sources	7,157,389	6,674,486	6,902,324	6,962,784
Expenditures	5,530,389	5,274,344	5,688,854	5,734,694
Ending Fund Balance	\$ 1,627,000	\$ 1,400,142	\$ 1,213,470	\$ 1,228,090

# Principal and Interest Schedule

Issue Date	Net Interest Rate	Original Issue	Purpose	Final Maturity	FY 2018-19 Payments		
					Principal	Interest	Total
2/16/2010	2.0 - 4.0%	22,615,000	Refund '01 MS/HS/MF	2/1/2022	3,265,000	437,400	3,702,400
12/7/2011	2.0 - 2.375%	9,750,000	Refund '03A MS/HS/MF	2/1/2024	560,000	176,594	736,594
12/19/2012	1.5 - 2.0%	9,825,000	Refund '04/'05 Indoor Air	2/1/2025	820,000	136,900	956,900
5/13/2014	2.0-3.0%	1,525,000	GVP/HS Roofs	2/1/2025	150,000	26,650	176,650
3/23/2017	1.93%	1,325,000	BW Roof	2/1/2027	120,000	36,150	156,150
					<u>\$ 4,915,000</u>	<u>\$ 813,694</u>	<u>\$ 5,728,694</u>

# Maturity Schedule

<b>Fiscal Year</b>	<b>Principal</b>	<b>Interest</b>	<b>Total</b>
2019	4,915,000	813,694	5,728,694
2020	5,105,000	652,994	5,757,994
2021	5,320,000	481,294	5,801,294
2022	3,405,000	302,144	3,707,144
2023	3,755,000	217,425	3,972,425
2024	3,890,000	133,363	4,023,363
2025	1,570,000	43,300	1,613,300
2026	145,000	8,850	153,850
2027	150,000	4,500	154,500
	<b>\$ 28,255,000</b>	<b>\$ 2,657,564</b>	<b>\$ 30,912,564</b>

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# Fiduciary Fund

(Scholarship Fund)

2018-19 Proposed Budget

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## Fiduciary Fund - Scholarships

- One active trust fund
- Individual accounts for each gift
- NHS Guidance Office coordinates gift and award process
- Accounts are monitored for appropriate use as designated by the donors
- More than 80 scholarships from 50+ donors!
- The District is the fiscal host for about 50% of the scholarships

# Financial Summary

	2015-16	2016-17	2017-18	2018-19
	Actual	Actual	Budget	Proposed
Beginning Balance	\$138,363	\$148,176	\$164,255	\$159,955
Gifts and Donations	72,667	70,988	72,300	72,030
Earnings on Investments	573	966	200	1,000
Total Sources	211,603	220,130	236,755	232,985
Expenditures	63,427	55,875	76,800	76,030
Ending Fund Balance	\$148,176	\$164,255	\$159,955	\$156,955

# Scholarship Listing

AAUW Scholarship	\$ 500	NFLD Alumni Scholarship	\$ 500
Al Berkvam Memorial Scholarship	\$ 500	Northfield Prairie Partners Scholarship	\$ 100
Apple Autos	\$ 5,000	Northfield Union of Youth (The Key)	\$ 18,000
Booster Club	\$ 1,000	PEO Recognition Scholarship	\$ 1,800
Cannon Valley Lions Club Scholarship	\$ 1,500	Rotary Scholarship	\$ 3,000
Cannon River Sportsmen Club	\$ 1,500	Schieck Orthodontics	\$ 500
Cardinal CG Scholarship	\$ 500	Skip Boyum Scholarship	\$ 750
Cinco de Mayo Scholarship	\$ 1,500	Steele-Waseca Electric	\$ 500
Dakota Electric Fund	\$ 3,000	Step Up Scholarship	\$ 1,200
Darrin Erickson Memorial Scholarship	\$ 430	Stratmoen Family Scholarship	\$ 750
David Rodgers Memorial Scholarship	\$ 3,000	Tom Blaisdell Memorial	\$ 2,000
Kliver Family Scholarship	\$ 500	TORCH Scholarship	\$ 7,500
Lucille Duesterhoeft Memorial	\$ 11,000	VFW	\$ 1,500
Myrtle Houston Trust	\$ 4,000	W Stickley Memorial	\$ 4,000
		<b>Total</b>	<b>\$ 76,030</b>

# Questions?

Thank you!

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## **Internal Service Fund | Proposed Budget | April 23, 2018**

**Val Mertesdorf, Director of Finance**

The Internal Service Fund is used to account for the District's self insured health and dental plans. The dental plan was established in FY06 and the health plan was established in FY12. The revenue is generated by the premiums that the district, our employees and our retirees pay. Our Benefits Advisory Committee sets the premiums that we charge. Expenditures are actual claims expense and the cost to administer the plan. Currently we use Delta Dental and Blue Cross Blue Shield as our plan administrators. The Internal Service Fund is a proprietary fund that is presented separately in the financial statements.

### **GENERAL INFORMATION:**

Overall our self insurance plans have performed very well. The Benefits Advisory Committee has set a minimum fund balance goal of \$200,000 for dental and \$2,000,000 for health. You will see on the following slides that we surpassed our fund balance goals, eliminated the liability in the general fund and reduced our rates flat in a time when many organizations are seeing double digit rate increases!

### **DENTAL:**

Our dental participation has consistently been increasing. Participation is up 9% since 2015-16. The influx in 2016-17 and decline in 2017-18 is the impact of our one year fiscal host arrangement with the Cannon Valley Special Education Cooperative. The dental program had built a significant fund balance. In FY14 we utilized the fund balance to reduce premiums by 50% to partially offset an 8% increase in health premiums. As of the January 1, 2016, the rates have been restored back. The benefits advisory committee recommended holding rates flat. It is important to note, that these are the same rates that were set in 2005 when we started our self insured dental plan! Our dental rates have not increased in 12 years.

On the financial summary you will see the charges for services and claims are projected to increase, this is related to the increase participation we are projecting. We anticipate ending 2018-19 with \$302,897 which is above our minimum fund balance goal.

### **HEALTH:**

The health plan continues to see increases in enrollment. The impact of the Cannon Valley Special Education staffing can be seen in our participation numbers for health similar to the impact for dental. During contract negotiations with the Northfield Education Association, the District negotiated a \$50 per month decrease in the district contribution towards health insurance for both single and family plans. This fall the benefits advisory committee recommended \$100 per month reduction to all of our health premiums effective January 1, 2018. The result of this means the District will pay less in health insurance out of our general fund, child nutrition fund and community services fund. Our employees have seen a \$50 reduction in the amount they contribute from their paycheck. This is the definition of a win-win scenario!

The health financial summary shows an increase in charges for services revenue. This is due to the projected increase in participation. Our projected claims and administrative fee are based on data from our renewal with Blue Cross Blue Shield as well as a projected increase due to more participation. We anticipate ending 2018-19 with \$6,992,742 which is above our minimum fund balance goal.

**SUMMARY:**

Overall, our self insurance has been incredibly successful. This is one of the best stories in terms of stewardship of our resources. The benefits advisory committee under Molly Viesselman's leadership has laid the groundwork for a successful, sustainable and cost effective program, while at the same time maintaining or increasing benefits for employees! All the money shown in our ending fund balance is money we were leaving on the table when we were insured through the Cooperative.



# 2018-19 Proposed Budget

## **INTERNAL SERVICE FUND**

# Internal Service Fund Basics



- Fund that accounts for our self insured health and dental plans
- Dental was established in FY06 and Health was added in FY12
- Revenue is from the premiums paid by the District, Employees and Retirees
- Expenditures reflect actual claims paid and the administration of the plan
- Currently using Delta Dental and Blue Cross Blue Shield
- Stand alone fund that is presented separately on our financial statements

# DENTAL



PARTICIPATION							
	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14	2012-13
Single	198	192	214	186	174	175	175
Family	397	385	380	342	329	313	289
Total	595	577	594	528	503	488	464
Change	3.1%	-2.9%	12.5%	5.0%	3.1%	5.2%	2.0%

MONTHLY PREMIUM							
	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14	2012-13
Single	38.07	38.07	38.07	38.07	28.55	19.04	38.07
Family	112.21	112.21	112.21	112.21	84.16	56.11	112.21

# Dental Financial Summary



	<b>2015-16 AUDIT RESULTS</b>	<b>2016-17 AUDIT RESULTS</b>	<b>2017-18 CURRENT BUDGET</b>	<b>2018-19 PROPOSED BUDGET</b>
Beginning Balance	\$242,152	\$225,234	\$279,428	\$301,865
Charges for Services	474,805	591,107	543,587	570,138
Interest Earnings	1,076	1,886	1,800	2,000
<b>Total Sources</b>	<b>718,033</b>	<b>818,227</b>	<b>824,815</b>	<b>874,003</b>
Insurance Claims	456,279	502,065	483,019	527,498
Administrative Fees	36,520	36,734	39,931	43,608
<b>Total Expenditures</b>	<b>492,799</b>	<b>538,799</b>	<b>522,950</b>	<b>571,106</b>
<b>Ending Fund Balance</b>	<b>\$225,234</b>	<b>\$279,428</b>	<b>\$301,865</b>	<b>\$302,897</b>



# Health Financial Summary



	2015-16	2016-17	2017-18	2018-19
	AUDIT RESULTS	AUDIT RESULTS	CURRENT BUDGET	PROPOSED BUDGET
Beginning Balance	\$3,424,537	\$4,246,259	\$5,637,018	\$6,550,907
Charges for Services	6,241,210	6,969,825	6,633,720	6,941,460
Interest Earnings	18,797	38,597	40,000	45,000
Total Sources	9,684,544	11,254,681	12,310,738	13,537,367
Insurance Claims	4,524,875	4,725,278	4,792,414	5,445,395
Administrative Fees	913,410	892,385	967,417	1,099,230
Total Expenditures	5,438,285	5,617,663	5,759,831	6,544,625
<b>Ending Fund Balance</b>	<b>\$4,246,259</b>	<b>\$5,637,018</b>	<b>\$6,550,907</b>	<b>\$6,992,742</b>

# Questions?



- Thanks for your time!!

# NORTHFIELD PUBLIC SCHOOLS

## School Board Minutes

April 9, 2018

Northfield High School Media Center

- I. Call to Order  
Board Chair Pritchard called the Regular meeting of the Northfield Board of Education of Independent School District 659 to order at 7:00 p.m. Present: Colangelo, Goerwitz, Hardy, Iverson, Pritchard, Quinnell and Stratmoen.
- II. Agenda Changes / Table File  
Table file was added.
- III. Public Comment  
No public comment.
- IV. Approval of Minutes  
On a motion by Colangelo, seconded by Quinnell, minutes of the Regular School Board meeting held on March 12, 2018, and minutes of the Special School Board meeting held on March 27, 2018 were unanimously approved.
- V. Announcements and Recognitions
  - Northfield Public Schools is a 2018 School Finance Award Recipient for 2017 Financial Reporting. The School Finance Award is awarded annually by the Minnesota Department of Education (MDE), Division of School Finance, to recognize schools for meeting statutory deadlines for submission of audited fiscal financial data and reporting criteria.
  - “Mayor for a Day Essay Contest” winners included three Northfield Public School students: Madysen Sevcik, 5th grader at Bridgewater, Lola McCarty, 5th grader at Sibley, and Ben Flory, 4th grader at Sibley. These students received their awards at the State of the City Address given by Mayor Pownell on March 19.
  - The 2018 Ethics Award was developed to recognize a junior or senior high school student who exhibits high ethical standards. This award was presented to Northfield senior Siri Hoff by Principal Joel Leer at the State of the City Address.
- VI. Items for Discussion and Reports
  - A. Peer Helper Update. Northfield High School School Psychologist Carrie Duba presented an update about the Northfield High School “Students Supporting Students” program. Twenty-six students have been trained by the Hazelden Betty Ford Clinic to provide emotional support for their peers. These students have logged over 100 connections since their training in October.
  - B. Additional Licensed Special Education Staff for 2018-2019. Director of Special Services Cheryl Hall presented a proposal to hire additional licensed special education staff for school year 2018-2019 due to an increase in the number of Special Education students.
- VII. Superintendent's Report
  - A. Items for Individual Action
    1. Summary of Board Minutes for Publication.  
On a motion by Iverson, seconded by Colangelo, the Board unanimously directed that a summary of the Board proceedings be published in the official newspaper of the District, conforming to the requirements of M.S. 331A.01, subdivision 10.
    2. Resolution for Termination and Non-Renewal of Probationary Licensed Staff.  
On a motion by Stratmoen, seconded by Hardy, the Board unanimously adopted the Resolution related to the termination and non-renewal of the teaching contract of the probationary licensed teachers listed, effective at the end of the 2017-2018 school year. Voting “yes” was Goerwitz, Hardy, Stratmoen, Quinnell, Colangelo, Iverson, and Pritchard. No one voted “no”.

3. Additional English Learners Educational Assistant at the Middle School Through June 10, 2018.

On a motion by Iverson, seconded by Colangelo, the Board unanimously approved the addition of an Educational Assistant for the English Learners program at the Middle School until the end of the 2017-2018 school year.

B. Items for Consent Grouping

On a motion by Colangelo, seconded by Iverson, the Board unanimously approved the following items listed under the Consent Grouping.

1. Gift Agreement.

The Board approved one gift agreement:

- A \$2,620.11 donation for the Greenvale Park Elementary S.T.E.A.M. carts and contents.

2. Personnel Items

a) Appointments

- (1) Flavia Berg, Long Term Substitute Early Childhood Teacher for 30 hours/week at the NCRC, beginning 04/09/2018-05/25/2018; \$27.49/hr.
- (2) Lesley Bush, 1.0 FTE Long Term Substitute 5<sup>th</sup> Grade Teacher at Bridgewater, beginning on or about 04/09/2018-06/11/2018; BA, Step 6
- (3) Margaret Christensen, Long Term Substitute CNA I for 3.75 hours/day at Greenvale Park, beginning 04/04/2018-05/23/2018; Sub Rate \$13.06/hr.
- (4) Meckenzie Dahle, 1.0 FTE Long Term Substitute EL Teacher at the Middle School, beginning on or about 04/18/2018-06/11/2018; BA, Step 1
- (5) Fernando Dominguez, Spring Recreation for 3 hours/day on Saturday's with Community Services, beginning 04/07/2018-05/31/2018; \$9.65/hr.
- (6) Nils Haugen, Assistant Boys Lacrosse Coach for 2.5 hours/day at the High School, effective 04/02/2018-06/16/2018; Level H, Step 4-50% Stipend.
- (7) Danielle Johnson, Long Term Substitute EL EA for 6.5 hours/day at the High School, beginning 04/03/2018-05/18/2018; Gen Ed Step 2-\$15.08/hr.
- (8) Taylor Phillips, 1.0 FTE Long Term Substitute English Teacher at the High School, beginning 03/21/2018-06/11/2018; BA, Step 3
- (9) Brynn Puppe, Targeted Services Summer PLUS Site Assistant for up to 6 hours/day at Greenvale Park, beginning 06/18/2018-08/02/2018; Step 1-\$12.56/hr.
- (10) \*Daniel Loesch, Event Worker with the District, beginning 04/09/2018.
- (11) Patrick Mullins, Spring Recreation for 3 hours/day on Saturday's with Community Services, beginning 04/07/2018-05/31/2018; \$9.65/hr.
- (12) Janet Smith, 1.0 FTE Mathematics Teacher at the High School, beginning 08/27/2018; MA, Step 15
- (13) Brynne Stellner, Building Supervisor with Community Services, beginning 04/04/2018; \$15.50/hr.
- (14) Ella Stromme, Targeted Services Summer PLUS Site Assistant for up to 6 hours/day at Greenvale Park, beginning 06/14/2018-08/02/2018; Step 1-\$12.56/hr.
- (15) Correction: Katrina Warner, Targeted Services Summer PLUS Site Assistant for up to 6 hours/day at Greenvale Park, beginning 06/14/2018-08/02/2018; Step 3-\$13.22/hr.
- (16) Jeffrey Wright, Assistant Boys Lacrosse Coach for 2.5 hours/day at the High School, effective 04/02/2018-06/16/2018; Level H, Step 4-50% Stipend.
- (17) Tony Daza, Targeted Services Summer BLAST Teacher for up to 5.5 hours/day at the Middle School, beginning 06/14/2018-07/26/2018. Yr. 1-\$27.11/hr.
- (18) Sandra Fjelde, 1.0 FTE Technology Specialist District Wide, beginning 4/11/2018; \$54,559 - prorated for 2017-18 + Step 4; \$2,000-prorated for 2017-18.
- (19) Marianne Moser, 1.0 FTE General Education EA at the High School, beginning 04/12/2018; Gen Ed-Step 1-\$14.74/hr.
- (20) Kayla Tietz, CNA I for 3.75 hours/day at the Middle School, beginning 4/13/2018; \$16.83/hr.

b) Increase/Decrease/Change in Assignment

- (1) Charlie Alvarez, Teacher at Greenvale Park, add Community School Club Leader for 3.5 hours/day at Greenvale Park, effective 03/27/2018-06/08/2018; \$20.49/hr.

- (2) Mark Auge, Teacher at the High School, add Summer School Teacher for up to 4.5 hours/day M-Thur. at the ALC, effective 06/12/2018-07/26/2018; Lane/Step pay
- (3) Ashley Baker, Teacher at Sibley, add Target Services Summer PLUS Teacher for up to 4.75 hours/day M-Thur. at Greenvale Park, effective 06/14/2018-08/02/2018; Yr. 1-\$27.11/hr.
- (4) Ashley Baker, Teacher at Sibley, add Event Worker with the District, effective 03/26/2018.
- (5) Nives Bakic, EA at the Middle School, add Target Services Summer PLUS Site Assistant for up to 6 hours/day M-Thur. at Greenvale Park, effective 06/18/2018-08/02/2018; Step 1-\$12.56/hr.
- (6) Stephanie Balma, Teacher at Longfellow, add Target Services Summer PLUS Teacher for up to 4.75 hours/day M-Thur. at Greenvale Park, effective 06/14/2018-08/02/2018; Yr. 1-\$27.11/hr.
- (7) Renee Burnham, Teacher at the ALC, add Summer School Teacher for up to 4.5 hours/day M-Thur. at the ALC, effective 06/12/2018-07/26/2018; Lane/Step pay
- (8) Anne Campbell Teacher at the High School, add Summer School Teacher for up to 4.5 hours/day M-Thur. at the ALC, effective 06/12/2018-07/26/2018; Lane/Step pay
- (9) Sonya Ehmer, Site Lead at Sibley, add Target Services Summer PLUS Site Assistant for up to 6 hours/day M-Thur. at Greenvale Park, effective 06/14/2018-08/02/2018; Step 3-\$13.22/hr.
- (10) Stephanie Ennis, Teacher at Greenvale Park, add Summer PLUS Teacher for up to 4.75 hours/day Mon.-Thur. at Greenvale Park, effective 06/14/2018-08/2/2018; Yr. 2.-\$27.11/hr.
- (11) Dylan Golla, 1.0 FTE Long Term Substitute Sped SLD Teacher at the High School, extending contract for the 2018-2019 school year.
- (12) Robbin Hedberg, EA at the Middle School, add Targeted Services Summer Journey Site Assistant for up to 6 hours/day at Greenvale Park, effective 06/14/2018-08/02/2018; Step 1-\$12.56/hr.
- (13) Kristin G Johnson, District Substitute, add Targeted Services Summer Journey Teacher for up to 3 hours/day Mon.-Thur. at Greenvale Park, effective 06/14/2018-08/02/2018; Yr. 1-\$27.11/hr.
- (14) Jill Kohel, Teacher at the High School, add ALC Summer School Teacher for up to 4.5 hours/day M-Thur. at the ALC, effective 06/12/2018-07/26/2018; Lane/Step
- (15) Marcy Korynta, 1.0 FTE School Psychologist at the High School and ALC, change to .75 FTE School Psychologist at the High School, effective 08/27/2018.
- (16) Jennifer Link, Teacher at the Middle School, add Summer BLAST Teacher for up to 5.5 hours/day Mon.-Thur. at the Middle School, effective 06/14/2018-08/2/2018; Yr. 1.-\$27.11/hr.
- (17) Carolyn Manderfeld, Targeted Services Teacher at Greenvale Park, add Community School Site Assistant for 3 hours/day Tues. and Thurs. at Greenvale Park, effective 04/03/2018-06/08/2018; Step 1-\$12.56/hr.
- (18) Cheryl Mathison, Teacher at the ALC, add Summer School Teacher for up to 4.5 hours/day M-Thur. at the ALC, effective 06/12/2018-07/26/2018; Lane/Step pay
- (19) Betsy McLaughlin, .50 FTE Grade 2 Long Term Substitute Teacher at Greenvale Park, change to 1.0 FTE Elementary Teacher-grade level TBD at Greenvale Park, effective 08/27/2018.
- (20) Danice Mendez Ascencio, Targeted Services Student Site Assistant at Greenvale Park, add Community School Student Site Assistant for up to 8 hours/day at Greenvale Park, effective 03/27/2018-06/08/2018; \$9.65/hr.
- (21) Curt Mikkelson, Teacher at the Middle School, add Summer School Teacher for up to 4.5 hours/day M-Thur. at the ALC, effective 06/12/2018-07/26/2018; Lane/Step pay
- (22) Chelsea Mukina, SpEd for 6.80 FTE and Supervisory .25 FTE at Sibley, change to SpEd for 6.80 FTE at Sibley, effective 03/19/2018-06/11/2018.
- (23) Anna Ochs, EA at the High School, add Targeted Services Summer Journey Site Assistant for up to 6 hours/day at Greenvale Park, effective 06/14/2018-08/02/2018; Step 1-\$12.56/hr.
- (24) Brynne Stellner, Teacher at the High School, add Assistant Boys & Girls Track Coach at the High School, effective 03/21/2018-06/09/2018; Level F, Step 1
- (25) Eric Swan McDonald, Teacher at the ALC, add Summer School Teacher for up to 4.5 hours/day M-Thur. at the ALC, effective 06/12/2018-07/26/2018; Lane/Step pay

- (26) Erik Swenson, Teacher at Bridgewater, add Target Services Summer PLUS Teacher for up to 4.75 hours/day M-Thur. at Greenvale Park, effective 06/18/2018-08/02/2018; Yr. 4-\$27.73/hr.
  - (27) Jaelyn Swenson, Student Site Assistant with Community Services, add Summer PLUS Student Site Assistant for up to 6 hours/day M-Thur. at Greenvale Park, effective 06/14/2018-08/02/2018; Student \$9.65/hr.
  - (28) Diane Torbenson, Teacher at Greenvale Park, add Target Services Summer PLUS Teacher for up to 4.75 hours/day M-Thur. at Greenvale Park, effective 06/18/2018-08/02/2018; Yr. 5-\$27.73/hr.
  - (29) Matt Walsh, Site Assistant at the Middle School, add Targeted Services Summer BLAST Site Assistant for up to 5.5 hours/day Mon.-Thurs. at the Middle School and Carleton, effective 06/14/2018-07/27/2018; Step 2-\$12.89/hr.
  - (30) Jon Whitney, 1.0 FTE Long Term Substitute Social Studies Teacher at the High School, change to .60 FTE Social Studies Teacher, ongoing and .40 FTE Long Term Substitute Teacher for the 2018-19 school year, effective 8/27/2018-06/07/2019 LTS.
- c) Leave of Absence Requests
- (1) Charlie Alvarez, Teacher at Greenvale Park, Family/Medical Leave Childcare effective on or about 05/11/2018 for 12 work days.
  - (2) Amy Dorey, Teacher at Longfellow, Family/Medical Leave Childcare, effective on or about 07/28/2018-11/23/2018.
  - (3) Mary Huberg, Office Specialist at Longfellow, Family/Medical Leave of Absence effective 02/08/2018-on intermittent basis for up to 60 work days.
  - (4) Shari Karlsrud, Teacher at the High School, Family/Medical Leave of Absence, effective 04/19/2018-05/18/2018.
  - (5) Nicole Papke, Title 1 Teacher at Greenvale Park, Family/Medical Leave of Absence, effective 04/06/2018-04/26/2018.
  - (6) Lori Warner, OT with the district, Family/Medical Leave of Absence, effective 03/22/2018-on an intermittent basis for up to 60 work days.
- d) Retirements/Resignations/Terminations
- (1) Ken Drivdahl, Nordic Ski Coach at the High School, resignation effective 03/21/2018.
  - (2) Annette Hakala, Technology Specialist, termination of employment effective 4/3/18.
  - (3) Len Kallsen, Educational Assistant at the High School, resignation effective 04/09/2018.
  - (4) Brenda Kragseth, Media EA at the High School, resignation effective 04/16/2018.
  - (5) Jacqueline Magnuson, Teacher at the Middle School, retirement effective 06/12/2018.
  - (6) Julie Omalza, Child Nutrition Associate at the Middle School, resignation effective 04/09/2018.
  - (7) Catherine Penning, Choir Teacher at the Middle School, retirement effective 06/12/2018.
  - (8) Cheryl Strike, Mentoring Specialist with Community Services, resignation effective 05/28/2018.
  - (9) Mary Wojick, Physical Education Teacher at Greenvale Park, retirement effective 06/12/2018.
  - (10) Katlyn Clark, KidVentures Site Assistant, resignation effective 03/02/2018.

\* *Conditional offers of employment are subject to successful completion of a criminal background check and Prework screening (if applicable)*

3. Grant Application Approval

The Board approved a \$25,000 grant request from Northfield Healthy Community Initiative. This grant is through HCI (Strive Funds) to support the District's continuous improvement framework and will help fund a substantial portion of the contract with Studer Group.

VIII. Items for Information

- A. Enrollment Report: April 2018.
- B. Facilities Action Team Update: Superintendent Hillmann gave an update on the Facilities Action Team. A team of more than 30 community members has been invited to participate in three sessions to review the adopted Master Facilities Plan and its future direction. The discussions will include currently identified projects and potential timelines. Meetings are scheduled on April 16 at the Greenvale Park Media Center, April 24 at the Northfield High School Media Center, and on April 30 at the Greenvale Park Media Center. All sessions will be held from 7 pm - 9 pm. The Facilities Action Team will conclude with a recommendation to the Board for next steps in the Master Facilities Plan.

- C. School Cancellations Update: Superintendent Hillmann gave an update on school cancellations. Previous closures necessitates a student makeup day on June 8, 2018. The full-day closure on April 3, 2018, results in adding a teacher-only makeup day on June 11, 2018. We will begin research on e-Learning strategies which are online learning management systems used in lieu of calling a snow day.

IX. Future Meetings

- A. Monday, April 23, 2018, 7:00 PM, Regular Board Meeting, NHS Media Center
- B. Monday, May 14, 2018, 7:00 PM, Regular Board Meeting, NHS Media Center
- C. Tuesday May 29, 2018, 7:00 PM, Regular Board Meeting, NHS Media Center

X. Adjournment

On a motion by Stratmoen, seconded by Hardy, the Board adjourned at 8:41 p.m.

Noel Stratmoen  
School Board Clerk

TO: Dr. Matt Hillmann, Superintendent  
FROM: Val Mertesdorf, Director of Finance   
DATE: April 23, 2018  
RE: Board Approval of Financial Reports – February 2018

We request that the Board of Education approve paid bills, payroll, bond payments, electronic funds transfers, investments and financial reports for the month of February 2018.

Bills totaling \$1,590,676.92 were paid in February 2018.

Payroll checks totaling \$3,150,120.07 were issued in February 2018.

No bond payments were paid in February 2018.

At the end of February 2018 Total Cash and Investments amounted to \$23,261,444.96.

No wire transfers were initiated by the district during February 2018.

The following financial reports for February 2018 are included to show the current cash and investment balances, details of disbursements and electronic funds transfers.

1. Treasurer's Report
2. Disbursement Report

February 2018 Treasurer's Report

FUNDS	BALANCE BEGINNING OF MONTH	RECEIPTS	DISBURSEMENTS	JOURNAL ENTRIES	BALANCE END OF MONTH
GENERAL FUND	(1,073,081.21)	4,189,352.15	3,733,598.72	(596,669.78)	(1,213,997.56) *
FOOD SERVICE	862,744.20	198,933.23	200,441.94	2,257.11	863,492.60
COMMUNITY ED	784,981.24	127,717.73	259,408.13	(933.34)	652,357.50
CONSTRUCTION ACCOUNT	1,389.26	-	-	-	1,389.26
DEBT SERVICE	1,033,393.20	-	4,080.00	-	1,029,313.20
TRUST	131,541.19	1,200.00	1,000.00	-	131,741.19
SELF INSURANCE	5,726,145.67	-	542,268.20	613,271.30	5,797,148.77
<b>TOTALS</b>	<b>7,467,113.55</b>	<b>4,517,203.11</b>	<b>4,740,796.99</b>	<b>17,925.29</b>	<b>7,261,444.96</b>
CERTIFICATE OF DEPOSIT	16,000,000.00	-	-	-	16,000,000.00
<b>GRAND TOTALS</b>	<b>23,467,113.55</b>	<b>4,517,203.11</b>	<b>4,740,796.99</b>	<b>17,925.29</b>	<b>23,261,444.96</b>

\*General Fund includes Certificate of Deposit amount

Disbursement Report

ISD 659 - Northfield

February 2018

Disbursements:

Bills Paid:

General Fund	\$ 904,035.94	
Food Service Fund	92,100.73	
Community Services Fund	47,192.05	
Construction Fund	-	
Trust & Agency Fund	5,080.00	
Self Insurance Fund	<u>542,268.20</u>	
Total Bills Paid		1,590,676.92

Payroll:

General Fund	2,829,562.78	
Food Service Fund	108,341.21	
Community Services Fund	212,216.08	
Trust Fund	-	
Self Insurance Fund	<u>-</u>	
Total Payroll		3,150,120.07

Bond Payments:

Debt Redemption Fund	<u>-</u>	
Total Bond Payments		<u>-</u>
Total Disbursements		<u><u>\$4,740,796.99</u></u>

**NORTHFIELD SCHOOL DISTRICT GIFT AGREEMENT**

This agreement made this 16<sup>th</sup> day of April, 2018, by and between Ken Engstrom - Light speed Technologies Classroom Audio hereinafter the "Donor", and Independent School District No. 659, Northfield, Minnesota, pursuant to the District's policy for receiving gifts and donations, as follows:

**TERMS**

*Redcat Access sound system with one microphone on behalf of granddaughters, Nora Otte's classroom. Value of system is approximately \$1,545.*

Ken Engstrom  
Donor

By: Greenvale Park Office

Approved by resolution of the School Board on the \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

INDEPENDENT SCHOOL DISTRICT No. 659

By: \_\_\_\_\_

Clerk

**NORTHFIELD SCHOOL DISTRICT GIFT AGREEMENT**

This agreement made this 13<sup>th</sup> day of April, 2018, by and between Lightspeed, A Learning Company, - Ken Engstrom hereinafter the "Donor", and Independent School District No. 659, Northfield, Minnesota, pursuant to the District's policy for receiving gifts and donations, as follows:

**TERMS**

donating one classroom audio system (\$1,545.00 value) to Hand in Hand Preschool

Ken Engstrom

Donor

By: Hand in Hand Preschool

Approved by resolution of the School Board on the \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

INDEPENDENT SCHOOL DISTRICT No. 659

By: \_\_\_\_\_

Clerk

**RESOLUTION RELATING TO THE TERMINATION AND NON-RENEWAL  
OF THE TEACHING CONTRACT OF A PROBATIONARY TEACHER**

WHEREAS, {NAME}, is a probationary teacher in Independent School District No. 659,

BE IT RESOLVED by the School Board of Independent School District No. 659, that pursuant to M.S. 122A.40, Subdivision 5, that the teaching contract of {NAME}, a probationary teacher in Independent School District No. 659, is hereby terminated at the close of the current 2017-18 school year.

BE IT FURTHER RESOLVED that written notice be sent to said teacher regarding termination and non-renewal of his/her contract as provided by law, and that said notice shall be in substantially the following form:

**NOTICE OF TERMINATION AND NON-RENEWAL**

Dear {NAME}:

You are hereby notified that at the regular meeting of the School Board of Independent School District No. 659 held on April 9, 2018, a resolution was adopted by majority vote to terminate your contract effective at the end of the current school year and not to renew your contract for the 2018-19 school year. Said action of the Board is taken pursuant to Minnesota Statutes 122A.40, Subdivision 5.

You may officially request that the School Board give its reasons for the non-renewal of your teaching contract. However, such written request should be received within ten (10) calendar days after the receipt of this notice.

Yours very truly,

SCHOOL BOARD OF INDEPENDENT  
SCHOOL DISTRICT NO. 659

Dated this 23rd day of April, 2018.

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Julie Pritchard, Chairperson

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Valori Mertesdorf, Deputy Clerk

**MEMORANDUM****TO:** School Board Members**FROM:** Cheryl Hall**DATE:** April 4, 2018**RE: Request to hire additional licensed Special Education Staff for SY 2018-19**

Consider approval of the following FTE increase for licensed special staff required to provide services for students in special education programs. The additional 2.45 Licensed Special Education FTE is required to meet the caseload limits set in MN Rule 3525.234, district policy and is supported by the workload analysis completed for the 2018-19 school year. The district's special education December 1, 2017 child count has increased over the last year from 575 to 623 students Birth- age21.

The total projected cost of salary and benefits of the additional positions is \$213,454. with approximately 55% of the expenditures reimbursed through special education revenue for a net cost of \$117,400.

<b>Building</b>	<b>Position</b>	<b>FTE</b>	<b>Rationale</b>
Bridgewater	Special Education Resource Teacher	1.0	Meet required caseload/Workload limits
Middle School	Special Education ASD/NB Teacher	1.0	Meet Required caseload/Workload limits
High School	Special Education Resource Teacher	0.2	Meet required caseload/Workload Limits
Longfellow	School Social Work- ECSE	0.25	Meet the required related services for increased ECSE student numbers.



Facilities Action Team Mtg  
Monday, April 16, 2018

MISUNDERSTOOD

Usable life of the building. What does this mean? How long should a high school last?	The cost of doing nothing	The level of study leading to recommendations	Context - was there wide-ranging community input to optimize how to utilize the new building	What was really <u>needed</u> at high school	Why just one package to choose	Environmental impact	That there was a lack of communication	What goes away on taxes and when	Energy efficiencies	More options for trades type classrooms. Vocational/technical
Define terms better - deferred maintenance, renewal, capital improvement	If we don't pass it we don't have to spend any money	The process that was used to create the master facility plan	Could the new building have more purposes for community needs (community center, medical, etc). Why build a single-purpose building.	The need for a new high school	If you didn't believe one thing or thought a lie it colored the rest for belief		Finding the information, navigating the website. People don't like to dig for information.	Tax impact		Better STEM spaces
How were all the pieces related. Were they inter-related. Components of bond	If we don't build it what happens ... Meet mission, tax impact			"This high school still has life". People do not know that the high school is not very functional.	Net gain in square feet for early childhood/community services by moving to GVP			The tax increase/impact - referendum, yearly tax increase (potential), city tax increase		Modern, open spaces. Room to work together.
Sentiment that the existing high school had more useful life that could be extended more economically than a tear down and build new project.	Cost trade-offs - if we don't pass then what costs			Condition of high school building				Taxes		The need to incorporate new technology and new types of spaces for education (younger people get this while older people often didn't)
	A misunderstanding of the difference between the cost of new buildings compared to the cost of maintaining/renovating existing building			Why couldn't theater and cafeterias be re-purposed into a community resource?				Tax impact (especially on rural property)		Improved spaces and equipment for the CTE (Career & Technical Education) students
	The cost of new buildings vs. the cost of upgrading			Argument for remodeling vs. demolition				Combined tax impact on all taxing entities		Making new, updated facilities would increase the quality of education and the ability to accommodate different learning styles
				Knocking down the high school made/created distrust for the other building projects				Percentage tax rate increases vs. dollar tax increases		
								Property tax impact to ag and commercial		
								Voters had difficulty understanding how all the different tax increases affected their bottom line		

Facilities Action Team Mtg

Monday, April 16, 2018

DEAL BREAKERS

All or nothing question	Lack of vision statements as relating to sustainability	Lack of promotion for career technology	Monopolize early childhood options?	Supporting demographic analysis not convinceable enough.	Understanding spaces and usage as advertised (programs)	Didn't believe high school project was necessary	Change (increase) in NO votes from rural townships	Tax needs: city, county, school district. All requested at the same time.	Removing the high school	Where is technology leading us for our needs?	Elementary plan didn't have an educational plan to raise student achievement	The cost
Had to vote for both or neither - would have liked to be able to vote on each building separately	People's willingness to be educated on the project - how to reach people							Timing of bond referendum competing with expected tax increase to deal with increase in county and city budgets	Community <u>doesn't</u> like to tear down buildings	With so many emerging learning technologies, is it even possible to design a building that will work for future needs?	New high school wasn't connected to educational goals	Sticker shock
All schools grouped together ( no choice)	Lots of misinformation							Tax impact - commercial/industrial	Sentimental attachment to "old" high school		No clear linkage between capital investment and improvement of outcomes (such as test scores)	Combined cost of bond exceeded \$100 million and people thought the number was too big
	Because of complexity people choose operating funds instead of buildings							Tax impact - rural	Why destroy the "old " high school?		Building project didn't explain how score and achievement gap would be improved	Cost: \$104.9 million
	Communication issues - people not aware of tours, etc							The city, county, and school district taxes were all increasing at the same time.	Could "old" high school have been re-tooled or renovated for continued use? Was there a clear enough plan for renovation that was considered?			Cost
	So many components to bond makes clear understanding difficult							Confusion about tax impact on community members.	Not reusing current high school			Overall amount of the cost
	Poor communication or unclear "story"							Tax increases	Clearly defining deficiencies of building in a simple way			High cost
	Damaging "alternative facts"							No growth in tax base for 10 years! City council is anti-growth - N.I.M.B.Y. supporters	Can the existing high school be upgraded?			Overall cost of both projects too high (in addition to levy)
	Aug-Nov 2017 communications were siloed within the educational sphere. Looking for more community engagement.							Commercial properties would have a <u>significant</u> increase in property taxes	Tearing down existing high school			Too big a package number
									Tearing down the high school			Too much to ask for all at once - levy and bond
												Combined projects were too much for many
												Cost of high school
												Overall cost of the project \$100 million