

INDEPENDENT SCHOOL DISTRICT 659
REGULAR SCHOOL BOARD MEETING
Monday, October 23, 2017, 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 insure 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. Approval of Minutes
- V. Announcements and Recognitions
 - Presentation by the Class of 1987
- VI. Committee Reports.
- VII. Items for Discussion and /or Reports.
 1. District Youth Council.
 2. Career and College Readiness.
- VIII. Superintendent's Report
 - A. Items for Individual Action
 1. Correction to Co-Curricular Additions.
 - B. Items for Consent Grouping
 1. Personnel Items.
- IX. Items for Information
 1. Referendum Update.
 2. Reminder: Reception for National Merit Scholars — 6 PM, Mon, Nov 13, HS Media Center.
- X. Future Meetings

Monday, November 13, 2017, 6:00 PM, Reception for National Merit Scholars, NHS Media Center
Monday, November 13, 2017, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center
Monday, November 27, 2017, 6:30 PM, World's Best Workforce Public I Icaring, Northfield High School Media Center
Monday, November 27, 2017, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center
- XI. Adjournment

NORTHFIELD PUBLIC SCHOOLS

MEMORANDUM

Monday, October 23, 2017, 7:00 PM
Northfield High School Media Center

TO: Members of the Board of Education
FROM : Matthew Hillmann, Ed. D., Superintendent
RE: Explanation of Agenda Items for the October 23, 2017, School Board Meeting

- I. Call to Order
- II. Agenda Changes / Table File
- III. Public Comment
- IV. Approval of Minutes
Minutes of the Regular School Board meeting held on October 9, 2017, are enclosed for your review and comment.
- V. Announcements and Recognitions.
- VI. Committee Reports.
- VII. Items for Discussion and/or Reports
 1. District Youth Council.
Members of the District Youth Council' s subcommittee. Interactions with Administration, will present an outline of DYC' s progress from last year and their goals going forward. Their presentation slides will be included in the table file.
 2. Career and College Readiness.
Northfield Middle School Assistant Principal Michael O' Keefe and Northfield High School Guidance Counselor Mark Ensrud will share an update from the Northfield Promise Career and College Readiness Action Team.
- VIII. Superintendent' s Report.
 - A. Items for Individual Action
 1. Correction to Co-Curricular Additions.
Superintendent Hillmann will share minor changes to the co-curricular additions approved at the October 9, 2017 Board meeting. These changes relate to incumbents in the approved positions and minor differences in the 'total cost' previously approved.
 - B. Items for Consent Grouping
Superintendent' s Recommendation: Motion to approve the following items listed under the Consent Grouping.
 1. Personnel Items.
 - a. Appointments
 1. Christine Clay, Targeted Services PLUS Teacher for 1.25 hours/day for up to 4 days/wk Mon.-Thurs. at Bridgewater and Sibley, beginning 11/7/2017-03/22/2018; Yr. 1-\$27.11/hr.
 2. Cameron Jackson, KidVentures Site Assistant for up to 23.5 hours/wk at Greenvale Park, beginning 10/23/2017; Step 2-\$12.89/hr.
 3. Lacy Knutson, Special Education Educational Assistant-PCA for 6.75 hours/day at the Middle School, beginning 10/16/2017-06/07/2018; Spec Ed Step 2-\$15.65/hr.

4. Emily Morsching, Early Childhood Family Education Educational Assistant for 10 hours/wk at the NCRC, beginning 10/24/2017; Gen Ed Step 1-\$14.74/hr.

b. Increase/Decrease/Change in Assignment

1. Janet Amundson, Special Ed EA for 6.50 hours/day + .25 hour/day bus supervision at the Middle School, add Crossing Guard/Bus Patrol for .25 hours/day for a total of 7.00 hours/day at the Middle School, effective 9/6/2017-06/07/2018.
2. Kay Bergman, Special Education EA for 6.75 hours/day at the Middle School, add Crossing Guard for .25 hours/day for a total of 7.00 hours/day at the Middle School, effective 09/05/2017-06/07/2018.
3. Natalie Czech, Teacher at Bridgewater, add Targeted Sendees PLUS Teacher for 1.25 hours/day for up to 4 days/wk at Bridgewater, effective 11/07/2017-03/22/2018; Yr. 1-S27.il/hr.
4. Sara DeVries, Teacher at Bridgewater, add Targeted Services PLUS Teacher for 1.25 hours/day for up to 4 days/wk at Bridgewater, effective 11/7/2017-03/22/2018; Yr. 5-\$27.73/hr.
5. Peggy Fink, Teacher at the High School, add Special Education Mentor at the High School, effective 10/13/2017-06/07/2018; \$250 Stipend-Sharing Stipend with Man Magnuson.
6. Lacy Knutson, EA for 6.75 hours/day at the Middle School, add Crossing Guard for .25 hours/day for a total of 7.00 hours/day at the Middle School, effective 10/17/2017-06/07/2018.
7. Man Magnuson, Teacher at the High School, add Special Education Mentor at the High School, effective 10/13/2017-06/07/2018; \$500 Stipend-Sharing Stipend with Peggy Fink.
8. Kristy Malecha, Special Ed EA for 6.75 hours/day + .75 hour/day supervision at Greenvale Park, change to Special Ed EA for 6.75 hours/day + .50 hours/day supervision at Greenvale Park for a total of 7.25 hours/day, effective 9/5/2017.
9. Beth McClune, EA for 6.75 hours/day at the Middle School, add Bus Patrol for .25 hours/day for a total of 7.00 hours/day at the Middle School, effective 10/9/2017-12/21/2017.
10. Scott Richardson, Coach at the Middle School, add Building Supervisor at Bridgewater, effective 10/13/2017.
11. Erik Swenson, Teacher at Bridgewater, add Targeted Services PLUS Teacher for 1.25 hours/day for up to 4 days/wk at Bridgewater, effective 11/07/2017-03/22/2018; Yr. 4-\$27.73/hn

c. Leave of Absence Requests

1. Jennifer Jones, Childcare leave of absence beginning April 20, 2018 through May 28, 2018.
2. Annie Kruse, Family/Medical Leave of Absence beginning on or about 03/5/2018-06/10/2018.

d. Retirement/Resignation

1. Judy Becker, Office Employee with Community Services, retirement effective 11/16/2017.
2. David Moemng, EA at the High School, resignation effective 10/28/2017.

* Conditional offers of employment are subject to successful completion of a criminal background check and pre-work screening (if applicable).

IX. Items for Information

1. Referendum Update.

2. Reminder: Reception for National Merit Scholars — 6 PM. Monday. November 13 in the High School Media Center.

X. Future Meetings

Monday, November 13, 2017, 6:00 PM, Reception for National Merit Scholars, NI IS Media Center

Monday, November 13, 2017, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center

Monday, November 13, 2017, 6:30 PM, World's Best Workforce Public Learning, Northfield High School Media Center

Monday, November 13, 2017, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center

XI. Adjournment

NORTHFIELD PUBLIC SCHOOLS

School Board Minutes

School Board Minutes

October 9, 2017

Northfield High School Media Center

- I. Call to Order
 - Board Chair Julie 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 Qunnell and Stratmoen. No one was absent.
- II. Agenda Changes / Table File
 - The table file was added.
- III. Public Comment
 - There was no public comment.
- IV. Approval of Minutes
 - On a motion by Colangelo, seconded by Hardy, minutes of the Regular School Board meeting held on September 25, 2017, were unanimously approved
- V. Announcements and Recognitions
 - Northfield Middle School celebrated Farm to School Month by hosting a cafeteria tour and lunch for farm and food business partners, school administrators, and legislators on October 5. In attendance was the MN Department of Agriculture Assistant Commissioner Andrea Vaubel, MN Dept of Agriculture Representatives Ashley Bress and Alauna Yust, House of Representative David Bly, Child Nutrition Director Stephanie Stromme, School Board Chair Julie Pritchard and Dr. Hillmann. The tour highlighted the new equipment and Farm to School items featured on the menu. The goal of these grants is to increase sales of MN agricultural products to elementary schools, secondary-schools, and ECE providers. In total the grant funded approximately \$11,000 towards the purchase of a combination oven/steamer and a countertop freezer.
 - Superintendent Hillmann reported on behalf of Benjamin Bus that October 16-20 is National Bus Safety Week. This year's focus for Bus Safety Week is on "stop arms" and the necessity for drivers to be alert to buses flashing lights and stop arm.
- VI. Items for Discussion and / or Reports
 1. Adidas Zone Monitors (IHT Spirit System) — A Presentation by the High School Physical Education Teachers.

Leah Sand, Doug Davis and John Sand presented information about Adidas IHT Spirit Wearable Technology: how the staff learned about this performance measuring technology', how the monitors were acquired, what they do, how they are currently being used and future plans for their use.
- VII. Superintendent's Report
 - A. Items for Individual Action
 1. Co-Curricular Additions.

On a motion by Iverson, seconded by Hardy, the Board unanimously approved the Recommended Co-Curricular Additions and Modifications as detailed in a document dated September 25, 2017, and updated on October 4, 2017, by Superintendent Dr. Matt Hillmann. Board members requested that in the future the entire schedule be included with the recommended changes, so that the Board can see the entire list of co-curricular positions. Superintendent Hillmann speculated that recommended changes would be brought to the Board perhaps twice a year.

2. Resolution Appointing Election judges for the November 7, 2017, School District Special Election.

On a motion by Colangelo, seconded by Goerwitz, the Board unanimously approved the Resolution Appointing Election judges for the November 7, 2017, School District Special Election and appointed the following individuals as judges at the combined polling places listed. Greenvale Town Hall: John VanBergen, Ruth Paulson, Jerry Gehler, Bobbi Bolton, Mary Ann Boyum, Liz Messner, Linus Langer, Edith Nelson, Beverly Fink, Dianne Lamb, John Webb, Austin Malecha, Diane Gehler, Merri Swanson, Bruce Paulson, Nancy Kluver, and Vicky Langer. Bridgewater Town Hall: Jessica Page, Frances Boehning, Mary Manderfeld, Mary Kolb, Glen Castore, Colleen Berg, Marjorie Randolph, Avis Somers, Christy DeMatteo, Kathleen Kopseng, Michelle Kamen, Laura Heiman, Rae Rusnak, Karen Zimmerman, Dan Storlie, and Cherie Albers and Brian Peterson as alternates. Webster Town Hall: Roger Van Veldhuizen, Robert Michel, Kathy McFadden, Cheryl MeUgren and Jan Gillen. Voting 'yes' was Colangelo, Goerwitz, Hardy, Iverson, Pritchard, Quinnell and Stratmoen. No one voted 'no.'

B. Items for Consent Grouping

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

1. Additional Co-Curricular Overnight Trips.

The Board approved three additional co-curricular overnight trips during the 2017-2018 school year. (1) Girls Hockey - St. Cloud, November 24, 25; (2) Boys Basketball - Rochester, December 28; and (3) Speech - Rochester, February 10, 11.

2. Personnel Items.

a. Appointments

1. Creegan Croone, Event Worker for the District, beginning 10/02/2017.
2. Bridgette Doerr, Special Education EA-PCA for 2.1 hours/day at Longfellow, beginning 10/11 /2017-06/07/2018; Spec Ed Step 1-\$15.31 /hr.
3. Abbie Geiger, Special Education EA-PCA for 6.75 hours/day at Sibley, beginning 10/02/2017-06/07/2018; Spec Ed Step 1-\$15.31/hr.
4. Tyler Hudson, 1.0 FTE Long Term Substitute Grade 7 Social Studies Teacher at the Middle School, beginning on or about 10/10/2017-for 8 work weeks; MA, Step 1
5. Morgan Livesay, Event Worker for the District, beginning 09/28/2017.
6. Kimberly Luke, Special Education EA-Job Coach for 6.5 hours/day at the High School, beginning 10/09/2017-06/07/2018; Spec Ed Step 4-516.43/hr.
7. Martha Lundin, Event Worker for the District, beginning 09/28/2017.
8. Alysha Lundquist, 1.0 FTE Long Term Substitute Grade 8 English Teacher at the Middle School, beginning on or about 11/3/2017-for 8 work weeks; BA, Step 1
9. Patricia Sahl, 1.0 FTE Long Term Substitute Physical Education Teacher at Bridgewater, beginning 09/29/2017-11/09/2017; Short call Sub-daily sub rate SI 16.00/dny.
10. Joseph Jorgensen, One Act Play Advisor at the High School, beginning 12/04/2017; Level I, Step 5
11. Tania Will, 1.0 FTE 46 weeks/year, Student Activities Director at the High School, beginning 01/02/2018; \$108,925/yr. Prorated for the remainder of the 2017-18 School year.

b. Increase/Decrease/Change in Assignment

1. Tyler Balow, Assistant Boys/Girls Track Coach at the High School, change to Head Boys Track Coach at the High School, effective 09/28/2017; Level A, Step 3
2. Bridgette Doerr, Spec Ed EA-PCA for 10.5 hours/wk at Longfellow, change to Spec Ed EA-PCA for 11 hours/wk at Longfellow, effective 10/09/2017-06/07/2018.

3. Jennifer Jones, Teacher at the Middle School, add 'Pargeted Sendees BLAST Teacher for up to 5 hours/wk Mon-Thurs. at the Middle School, effective 10/2/2017-5/10/2018; Yr. 1-\$27.11/hr.
 4. Anna Kelly, Media EA at Greenvale Park, add Community School Elvening Club Leader for 8.25 hours/wk at Greenvale Park Community School, effective 09/14/2017-06/07/2018; \$20.49/hr.
 5. Rebecca Lorang, Teacher at the Middle School, add Targeted Services BLAST Teacher for up to 5 hours/wk Mon-Thurs. at the Middle School, effective 9/26/2017-5/10/2018; Yr. 1-\$27.11/hr.
 6. Cheryl Mathison, ALC Teacher at Longfellow, add ALC Night School Teacher for 2.5 hours/class Mon. & Thurs. at Longfellow, effective 10/03/2017-05/10/2018.
 7. Jackie Meyer, Spec Eld EA-PCA at the High School, add Bus E1A for approximately 80 minutes/day for the District, effective 09/05/2017-06/07/2018.
 8. Anna Ochs, Special Ed EA at the High School, add Community School Site Assistant for 6 hours/wk Tuesday' s and Thursday' s at Greenvale Park Community School, effective 09/14/2017-06/07/2018; Step 1-\$12.56/hr.
 9. Josh Spitzack, Teacher at Greenvale Park, add Targeted Services PLUS Teacher for 1.25 hours/day Mon-Thurs. at Greenvale Park, effective 10/2/2017-5/3/2018; Yr. 4-\$27.73/hr.
 10. Diane Torbenson, Teacher at Greenvale Park, add Targeted Services PLUS Teacher for 1.25 hours/day for up to 4 days/wk at Greenvale Park, effective 10/02/2017-05/03/2018; Yr. 5-\$27.73/hr.
 11. Mary Wojick, Teacher at Greenvale Park, add Targeted Services PLUS Teacher for 1.25 hours/day Mon-Thurs. at Greenvale Park, effective 10/2/2017-5/3/2018; Yr. 4 \$27.73/hr.
 12. Whitney Sannes, Speech Language Pathologist at Greenvale Park, add Targeted Services PLUS Teacher for 1.25 hours/day Mon-Thurs. at Greenvale Park, effective 10/2/2017-5/3/2018; Yr. 1-127.11/hr.
 13. Karne VanZuilen, Special Education E1A at Longfellow, add Bus EA for approximately 100 minutes on Fridays with the District, effective 10/06/2017-06/07/2018.
 14. Nancy Ivers, EA at the Middle School, add Crossing Guard at the Middle School, effective 09/26/2017-06/07/2018.
 15. Micah Schultz, ALC Teacher at Longfellow, add ALC Independent Study Teacher for up to 30 hours for the 2017-18 school year at Longfellow, effective 10/06/2017-06/07/2018;
 16. Micah Schultz, ALC Teacher at Longfellow, add Targeted Services BLAST Teacher for up to 5 hours/wk Mon.-Thurs. at the Middle School, effective 10/6/2017-05/10/2018; Yr. 4-127.73/hr.
 17. Melissa Shepard, Teacher at Bridgewater, add Targeted Services PLUS Teacher for 1.25 hours/day Mon.-Thurs. at Bridgewater, effective 11 /7/2017-03/22/2018; Yr. 2-\$27.11 /hr.
 18. Megan Wheelock, Special Education Teacher at Greenvale Park, add an overload effective 09/05/2017-11/21/2017.
 19. Rick Wilmes, Custodian at the High School and Bridgewater, change to Custodian at the High School, effective 10/17/2017.
- c. Leave of Absence Request
1. Tyler Hudson, Special Eld E1A-PCA at the Middle School, Leave of Absence to Cover Long Term Subsutute Grade 7 Social Studies Teacher position, effective on or about 10/10/2017 for 8 work weeks.
- d. Resignation
1. Rustianna Mechura, High School Custodian, resignation effective September 26, 2017.

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

School Board Minutes

October 9, 2017

Page Four

MIL Items for Information

1. Enrollment Report — October 2017.

2. Referendum Update.

Superintendent Hillmann reported that twenty public presentations have been made, an updated FAQ will be placed on the website, and two required mailings have been mailed: one to those voters affected by the combined polling places and the required Notice of Special Election to all taxpayers in the School District.

IX. Future Meetings

Monday, October 23, 2017, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center

Monday, November 13, 2017, 6:00 PM, Reception for National Merit Scholars, Northfield High School Media Center

Monday, November 13, 2017, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center

X. Adjournment

On a motion by Stratmoen, seconded by Quinnell, the Board adjourned at 8:20 p.m.

Noel Stratmoen
School Board Clerk



Northfield
PROMISE

Every child. Cradle to career.

SCHOOL-WIDE CAREER AND COLLEGE READINESS Grades 6-12

Northfield Middle and High School career and college readiness touch points that reach **ALL** students

- 1-hour career lesson in science
- 1-hour career lesson in History/social studies

- 1-hour career lesson, Naviance career interest assessment
- 2-hour event, Business and Technical Trades Career Exploration Day

- 1-hour course registration "how-to" during math
- 1-hour career lesson, Naviance career interest survey (Duster Rnder)
- 2-hour event, Business and Technical Trades Career Exploration Day

- 1-hour course registration and career exploration session during English
- 1-hour career lesson, Naviance career interest profiler and resume builder in civics, part of week-long career exploration mini-unit taught by Civics teachers

- 1-hour small group course planning and academic resume building session during English
- 1-hour career lesson, Naviance RoadTrip Nation Video Archive
- 2-hour event, Sophomore Career Expo
- PreACT Exam

- Transcripts sent as needed

- 1-hour small group career/college advising session
- 30-minute Individual meeting with school counselors, course/pathway planning, Naviance College Search
- ACT Exam w/ Writing

TORCH Alumni Services

*A*Northfield
PUBLIC SCHOOLS



Every child. Cradle to career

Aligning Goals and Strategies

- **Northfield Public Schools' Strategic Plan**
 - Near-Term Priority: building and fostering relationships - commitment to social/emotional health for all
 - Near-Term Priority: equitable opportunities for all career and college paths
- **Northfield Promise**
 - Have interests, goals and a vision for the future by the end of 8th grade
 - Graduate from high school with a plan to reach her/his full potential
- **World's Best Workforce**

Career and College Readiness Action Team

Goal 1

By 2018, 100% of Northfield graduates will develop a realistic plan for their future tailored to each student's interests, skills and abilities.

Career and College Readiness Action Team

Goal 2

The Class of 2018 will have a 95% graduation rate for ALL students. The Class of 2018 will raise the graduation rates for Latino and low-income youth to 90%.

Career and College Readiness Action Team

Goal 3

Beginning with the Class of 2018, 85% of Northfield graduates will earn some form of postsecondary degree or certificate (2-year, 4-year, or certificate program) within six years of graduation.

Listening to feedback

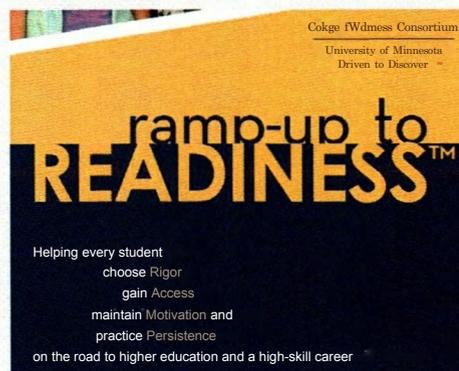
Thought Exchange

Concern... "Four-year college only culture - we need to promote diversity of pathways as valued by all and for all."

Appreciate... "Career preparation - It appears as though meaningful effort is being put into preparing students for the WIDE range of post-secondary career options, not just a traditional 4 year college route."

Question... "How do we serve the needs of the kids in the 60-85th percentiles? We have AP classes and things like the Academy for bright and struggling students, but I wonder about the "middle class" academically - who advocates for them and makes sure they are really engaged?"

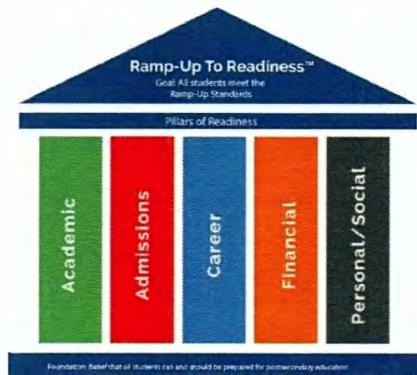
Evidence-based, school-wide career & college readiness



The Five Pillars of Ramp-Up

The concept of college readiness that is at the heart of Ramp-Up to Readiness rests on five pillars, each of which must be solidly in place for a student to succeed in a high-quality postsecondary program.

Those pillars are:



Ramp-Up to Readiness @ Northfield Middle School

6th grade science, taught by counselors and Assistant Principal

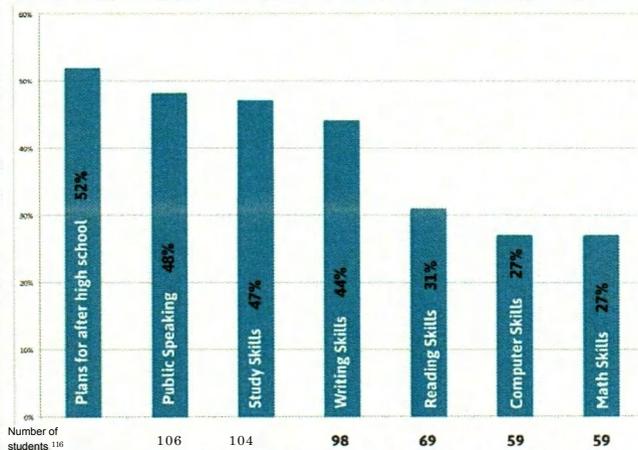
7th grade health (along with SEL)

8th grade health (along with SEL)

Listening to feedback - High School Staff

Following January and August business tours, NHS teachers from a variety of disciplines expressed a desire to learn more about career opportunities for students. They demonstrated a willingness to bring in career speakers and would like support to incorporate such activities more regularly into an already busy curriculum.

Listening to feedback - High School Students



220+ NHS sophomores expressed a need for help in one or more of these areas.

PreACT, Fall 2016

Ramp-Up to Readiness @ Northfield High School

- Team of staff and students formed and began a series of five-six meetings last week to explore best way to implement Ramp-Up content at the High School beginning fall of 2018.
- Team will explore menu of implementation options, visit Middle School, potentially visit "best of" Ramp-Up sites, and identify "best fit" approach for our building.

Co-Curricular Positions Modification Recommendations | September 25, 2017 | Updated October 23, 2017
Superintendent Matt Hillmann, Ed.D.

The 2017-19 Master Agreement with the Northfield Education Association changed the way co-curricular positions are added, eliminated, and modified. In the past, the District negotiated the specific number of coaching or advisor positions for each activity and the amount of stipend each position would receive based on its placement on the co-curricular salary schedule (commonly referred to as Schedule C). After the settlement of the agreement, the School Board will approve the additions, reductions, or modifications to positions and the associated stipend amount recommended by the District's co-curricular committee. The co-curricular committee is led by the Activities Director and includes coaches, advisors, and administrators. The salary schedule itself remains in the NEA Master Agreement and the stipend amounts for each "level" will still be part of the negotiations process with the NEA.

The following tables include recommended added positions, the increased stipend, or reduction of the position due to lack of participation. The Board approved these changes on October 9, 2017. However, an error was made in the total cost for the five positions listed in *italics* below. The cost of these positions were initially illustrated as if the advisor/coach would be placed at Step 1. In reality, there are incumbents in these positions who are currently placed at a higher step than originally presented. While this results in a minor budget change, the purpose of asking the Board to approve the corrections is for transparency and setting the standard for future requests to modify stipends for existing positions.

Recommended Additions and Modifications		
Position	Total Cost	Rationale
<i>Football: move one assistant coach to coordinator level (Move from Level H to Level I)</i>	<i>stm</i> <i>\$1,040</i>	<i>Additional responsibility and time for this defensive coordinator position.</i>
<i>DhiCA Advisor (Add: Level H)</i>	\$2,426 <i>\$2,790</i>	<i>The DhiCA advisor started as a volunteer position when the program started and now has 63 students involved.</i>
Science Olympiad (Add: Level H)	32,426	Science Olympiad is designed to engage students in an academic set of science events similar to how track athletes compete.
<i>High School Weight Room Assistant (Move from Level K to J for two seasons per year.)</i>	\$447 <i>\$682</i>	<i>Additional responsibility for safety and student utilisation.</i>
<i>High School Head Strength Training/ Weight Room Coach (Move from Level I to C, for three seasons per year.)</i>)-,M6 <i>\$2,040</i>	<i>Additional responsibility for instruction in use of weight equipment, additional students participating, and focus on safety.</i>
Weight Lifting Team Assistant Coach (Add - Level I)	\$2,095	Growth in student participation, increased supervision for safety.
Dance Team Assistant Coach (Add - Level F)	\$3,198	Growth in student participation
<i>Middle School Act. Assign Vocal - (Move from level H to Level G)</i>	\$330 <i>\$391</i>	<i>Modify to match activity assignment stipend for band and orchestra.</i>
Total Additions and other Increases	\$14,005 \$14,662	[will be \$46,222 \$16,861 when statutory benefits are included]

Recommended Reductions		
Position	Total Cost	Rationale
HS Yearbook Assistant	Hourly	Program now is a class. Assistant is not needed.
US Science Club (Level L)	(\$1,103)	Program discontinued due to lack of participation.
MS Newspaper (Level K)	(\$1,434)	Program discontinued due to lack of participation.
MS Science Club (Level L)	(\$1,103)	Program discontinued due to lack of participation.
MS Talent Show (Level N)	(\$442)	Program discontinued due to lack of participation.
Total reductions	(\$4,081)	(-\$4,693 including statutory benefits)

Net Requested Increase (including statutory benefits): \$9,924 \$12,168