

NORTHFIELD PUBLIC SCHOOLS
Office of the Superintendent
Memorandum

TO: Board of Education
FROM: Matt Hillmann Ed.D., Superintendent
RE: Table File Items for September 25, 2023 Regular School Board Meeting

5. Items for Discussion and Reports
 - b. Superintendent State of the District Overview. An updated State of the District presentation is attached.
6. Consent Agenda
 - c. Personnel Items
 - i. Appointments
 18. Scott Broughton, Assistant Boys Cross Country coach at the High School, effective 8/14/2023, \$4,844 stipend.
 19. Erna Janssens, Recreation Building Supervisor, beginning 12/3/2023 through 5/31/2024. \$18.39/hour.
 20. Max Kasten, Event Worker at the Middle School, beginning 9/27/2023.
 21. Coral Ramos, Community School Club Leader at Greenvale Park for up to 12 hours/week,, beginning 10/2/2023 through 5/17/2024. \$24.30/hour.
 22. Amanda Rezac, Special Education EA/PCA at Greenvale Park for 6.75 hours/day, beginning 9/25/2023. Step 2 - \$17.03/hour + prorated PCA stipend.
 - ii. Increase/Decrease/Change in Assignment
 13. Mairin Born, Grade 1 Teacher at Spring Creek, add Community School Teacher at Spring Creek for up to 8 hours/week, effective 10/2/2023 through 5/17/2024. \$40/hour.
 14. Ashley Douglas, Special Education EA/PCA at Bridgewater, add Community School Club Leader at Bridgewater for up to 8 hours/week, effective 10/2/2023 through 5/17/2024. \$24.30/hour.
 15. Kay Goodrich, Special Ed EA/PCA for 6.25 hours/day at the High School, change to Special Ed EA/PCA for 6.33 hours/day at the High School, effective 9/21/2023-6/6/2024.
 16. Gretchen Heil, Kindergarten Teacher at Spring Creek, add Community School Teacher at Spring Creek for up to 8 hours/week, effective 10/2/2023 through 5/17/2024. \$40/hour.
 17. Anna Kelly, Science Teacher at Greenvale Park, add Community School Teacher at Greenvale Park for up to 12 hours/week, effective 10/2/2023 through 5/17/2024. \$40/hour.
 18. Beth Winter, Special Education EA/PCA for 3.08 hours/day, add .134 hours/day to special education EA/PCA time.
 - iii. Leave of Absence
 4. Noreen Cooney, School Social Worker at Spring Creek, FMLA leave of absence beginning on 9/22/2023 and extending intermittently for up to 60 work days.
 5. Nancy Meyers, CNA III at the Middle School and Special Education EA/PCA bus EA District wide, FMLA leave of absence beginning 9/26/2023 for approximately 14 days.
 - iv. Retirements/Resignations/Terminations
 2. Dustee Bennett, CNA I at Spring Creek, resignation effective 9/15/2023.
 3. Andrea Nelson-Walker, Benefits/Payroll Specialist at the District Office, resignation effective 10/6/2023.
 - d. Grant Application. Superintendent Hillmann, Director of Finance Val Mertesdorf, and Director of Instructional Services Hope Langston are requesting school board approval for a \$120,300 Teacher Mentorship & Retention of Effective Teachers Grant from PELSB from December 2023 through June 30, 2025. The PELSB grant will provide funding to enhance our teacher mentorship program as we support new teachers in the school district.
7. Items for Individual Action
 - b. Proposed 2023 Payable 2024 Property Tax Levy. The tax impact table for the levy is attached.

Elevate



PEOPLE



communication



Learner
OUTCOMES



STEWARDSHIP



equity



Partnerships



STRATEGIC PLAN

VISION

WE PREPARE **every**
STUDENT FOR LIFELONG
SUCCESS BY
DEVELOPING CRITICAL
THINKERS WHO ARE
CURIOUS AND READY TO
ENGAGE IN OUR
SOCIETY.

Reaching Out, Reaching Up: THE 2027 STRATEGIC PLAN

VISION

We prepare every student for lifelong success by developing critical thinkers who are curious and ready to engage in our society.

BENCHMARKS

1
All children are ready for *kindergarten*.

2
All students are connected to the *community*.

3
All students are at grade level in *reading and mathematics* by the end of third and sixth grades.

4
All students exhibit physical, social and emotional *well-being*.

5
All students have a *connection* with a caring adult beyond their parents as they transition to middle school.

6
All students have interests, goals and a *vision* for the future by the end of eighth grade.

7
All students *graduate* from high school with a plan to reach their full potential.

8
All *employees* report satisfaction in the workplace.

9
All *parents* report satisfaction with their children's educational experience.

10
The district maintains 14% of its annual expenditures in its unassigned fund balance to ensure *financial stability*.

11
Community education provides relevant and accessible learning opportunities for all residents.

Note: The first seven benchmarks are aligned with the language identified by Northfield Promise, a collective impact consortium of 20 community organizations committed to helping Northfield's youth thrive "from cradle to career."



STRATEGIC COMMITMENTS



People

We prioritize the engagement, satisfaction, and support of every student, staff member, and family.



Learner Outcomes

We prepare every student to be academically and socially ready to choose their preferred pathway after high school graduation.



Equity

We ensure that every child has a fair opportunity to reach their full potential.



Communication

We communicate effectively and transparently with all stakeholders.



Stewardship

We responsibly manage our personnel, finances, property, time and environmental impact.



Partnerships

We seek community partnerships that accelerate student achievement of district benchmarks.

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Stewardship

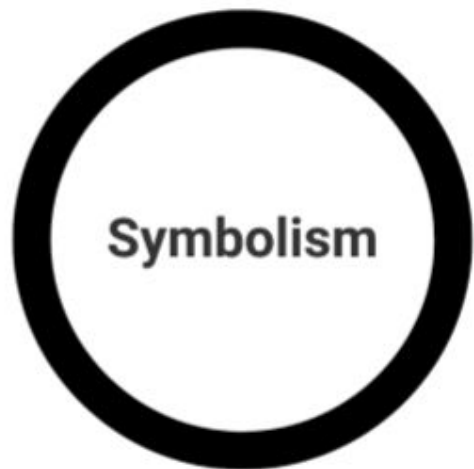
We responsibly manage our personnel, finances, property, time and environmental impact.



Partnerships

We seek community partnerships that accelerate student achievement of district benchmarks.

Anti-Racism Framework



DISTRICT BENCHMARKS

1

All children are ready for **kindergarten**.

2

All students are connected to the **community**.

3

All students are at grade level in **reading and mathematics** by the end of third and sixth grades.

7

All students **graduate** from high school with a plan to reach their full potential.

8

All **employees** report satisfaction in the workplace.

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All **parents** report satisfaction with their children's educational experience.

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All students exhibit physical, social and emotional **well-being**.

5

All students have a **connection** with a caring adult beyond their parents as they transition to middle school.

6

All students have interests, goals and a **vision** for the future by the end of eighth grade.

10

The district maintains 14% of its annual expenditures in its unassigned fund balance to ensure **financial stability**.

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Benchmark Progress Reporting

SLIDES INCLUDE LATEST
AVAILABLE DATA

Benchmarks



1. All children are ready for **kindergarten**. —

- 64% of incoming kindergarten students were identified “Ready for K” by the STAR assessment.
- According to our Minnesota Department of Education (MDE) approved assessment, 95% of students who attended the district’s preschool program were kindergarten ready.
- 100% of EarlyVentures students were kindergarten ready according to the Preschool Early Literacy Indicators (PELI) nationally normed assessment.

Data Source: [2022 World’s Best Workforce Report](#)

Data Source: [2022-23 NCEC School Improvement Plan](#)



2. All students are connected to the **community**. +



3. All students are at grade level in **reading and mathematics** by the end of third and sixth grades. +



4. All students exhibit physical, social and emotional **well-being**. +

NO. 1

ALL CHILDREN ready FOR kindergarten

64%

ALL STUDENTS

95%

DISTRICT Pre-SCHOOL

100% (x2)

Early ventures



NOS. 2 & 5

connections & community

93%

5+ HOURS PreK

84% Grade six

say ADULTS care

community
SCHOOL



NO. 3

Academic achievement

Reading
Mathematics



OUTPerformed
STATE PROFICIENCY
BY

DOUBLE DIGITS
READING • MATH • SCIENCE

BIG Nine conference MCA comparison

TOPS:

- **ALL STUDENTS**
Reading, Math, Science
- **FRP**
Reading, Math, Science
- **EL**
Math
- **SPED**
Reading

Grade Three reading

NO. **21** OF **316**

↑**10** '22 | FRP ↑**19** +**20**

Grade seven



NO.

22 OF **315** » **93%**



NO.

29 OF **315** » **91%**

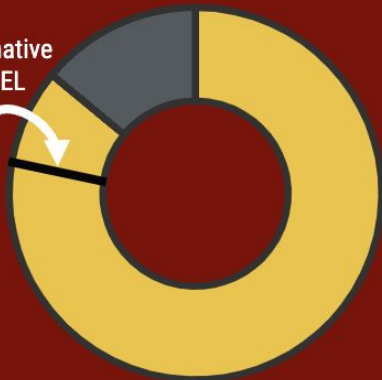
NHS AP

- **534 TESTS**
320 STUDENTS
- **76%**
3 OR HIGHER
- **99 (!) AP**
SCHOLARS,
SCHOLARS WITH HONORS, OR
SCHOLARS WITH DISTINCTION

NO. 4

PHYSICAL/SOCIAL/emotional WELL-BEING

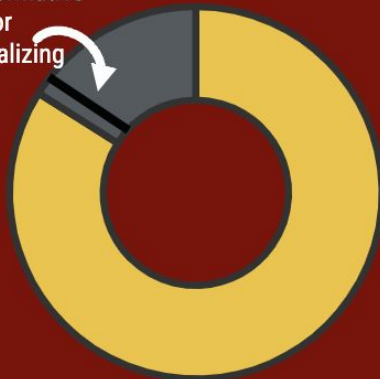
80% normative
goal for SEL
skills



86%

of NPS 3rd-12th graders reported
well-developed social emotional skills.

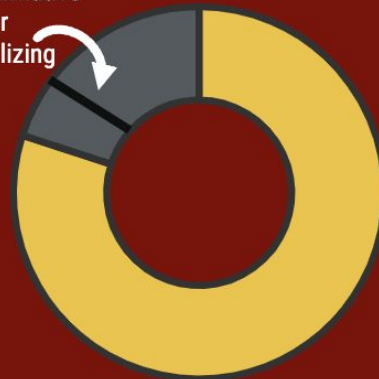
85% normative
goal for
externalizing



84%

of NPS 3rd-12th graders reported
no Externalizing concerns

85% normative
goal for
internalizing



80%

of NPS 3rd-12th graders reported
no Internalizing concerns.

NOS. 6 & 7

GOALS, FUTURE VISION, GRADUATION

- **90%**
8TH Graders Have a vision
- **95.9%**
Grad rate 2022
- **21.8**
Average ACT score



PARENT & EMPLOYEE EXPERIENCE

- **PARENT: 4.0**
FIVE POINT SCALE
- **87% "I am treated WITH respect at THIS SCHOOL"**
- **EMPLOYEES: 3.92**
FIVE POINT SCALE
- **95.5% BELIEVE THEIR work matters**
- **87.86% INDICATE CLARITY OF VISION**



NO. 10:

14% FUND BALANCE GOAL

15.9%

**2.17% PROJECTED
Levy Increase**
(1.55% average increase
over THE LAST FIVE years)



NO. 11:

COMMUNITY EDUCATION

942

COMMUNITY ED PROGRAMS

149,164

FACILITY HOURS USED
OUTSIDE THE SCHOOL DAY





THE LEGISLATURE

Category (Hyperlinks indicate more information is available on website)	Who	New Law or Requirement	Date of Final Enactment	1-Jul-23	CBA Effective July 1, 2023	1-Aug-23	FY 23-24	1-Jan-24	1-Jul-24	FY 24-25	1-Jul-25	FY 25-26	FY 26-27	FY 27-28
A - Color Codes			X	X	X	X	X	X	X	X	X	X	X	X
American Indian Education	District	Changes in American Indian Education Aid - 124D.81	X											
American Indian Education	District	Graduation Ceremonies; Tribal Regalia	X											
American Indian Education	District	Tobacco Products and Spiritual Practice	X											
Curriculum	MDE	MDE Ethnic Studies Working Group	X											
Curriculum - READ Act	District	Read Act Implementation	X											
Elections	District	Referendum Renewal by Board	X											
Employment Licensure	District	Come Teach in Minnesota Hiring Bonuses Increase	X											
Employment Licensure	District	Increasing Teachers of Color and American Indian Teachers	X											
Employment Licensure	District	PELSB may begin to accept/review Tier 1 applications before July 1	X											
Employment Licensure	Other	PELSB Board Appointment Deadline	X											
Employment Negotiations	District	E-Learning Pay for Other School Personnel	X											
Employment Other	District	Unemployment Insurance	X											
Funding/Revenue/Aid	District	After-School Community Learning Program Grants	X											
Funding/Revenue/Aid	District	LTFM Revenue Adjustment	X											
Funding/Revenue/Aid	District	Safe Schools Revenue	X											
Funding/Revenue/Aid	Other	Appropriations to Departments and Agencies	X											
Funding/Revenue/Aid	Other	MDE Review of Federal Summer Food Service Program	X											
Operations and Policy														
	District	Achievement and Integration Plan Components - All new plans after enactment	X											
Operations and Policy	District	School Meals Respectful Treatment	X											
Operations and Policy	District	Summer Food Program; Child and Adult Care (new)	X											
School Calendar	District	Juneteenth	X											
Transportation	District	Active Transportation Advisory Committee (new) [Ch 68]	X											
Transportation		Type III Vehicles - Removed the 12 year old limitation, replaced with vehicles <i>model year 2007 or older</i> must not be used as a type III vehicles.	X											
Curriculum	District	Ethnic Studies Requirements		X										
Curriculum	District	Pilot Program to Improve Ed Outcomes for Pillsbury United Communities		X										
Curriculum				X										
	MDE	MTSS must be offered to all school districts and charters through the Service Coops.		X										
Curriculum - READ Act	District	New purchases of literacy curriculum must meet the requirements of 120B.1118		X										
Curriculum - READ Act	MDE	Must recommend to School Districts multiple screening tools.		X										
Employment Leaves / Benefits		Assignment of Wages; Payroll Deductions - Permissible Deductions - 181.06, Subd. 2.		X										
Employment Leaves / Benefits		Nursing Mothers, Lactating Employees, and Pregnancy Accommodations - Provide Reasonable Paid Break Time, Location, Accommodations, and Employee Notification		X										
	District													
Employment Leaves / Benefits		Parenting Leave and Accommodations - Definitions of Employee, Employer, & Retribution Amended 181.940-181.9448		X										
	District													
Employment Leaves / Benefits	District	PERA Membership Eligibility Rules		X										
Employment Licensure	District	Special Education Teacher Pipeline Program		X										
Employment Negotiations	District	Covenants Not to Compete		X										
Employment Negotiations	District	PELRA - Definition of Teacher Amended		X										
Employment Other	District	Paraprofessional Training		X										
Employment Other	District	Teacher Mentorship and Retention		X										
Funding/Revenue/Aid	District	CTE Consortium Grants		X										
Funding/Revenue/Aid	District	Literacy Incentive Aid Uses		X										
Health and Safety	District	Opiate Antagonists		X										
Health and Safety	District	Uses of TOCR/Menstrual Products		X										
Operations and Policy	District	Gender Neutral Restroom Description		X										

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A - Color Codes			X	X	X	X	X	X	X	X	X	X	X	X
American Indian Education	District	Changes in American Indian Education Aid - 124D.81	X											
Operations and Policy	Other	Credits; Grade Point Average - New requirements for PSEO Communications		X										
Student Discipline	District	Early Learning and Discipline		X										
Employment Continuing Contract		Cities of the First Class; Teacher Tenure Act; Definitions - Probationary Period (Amended Initial & Subsequent Probationary Periods; 90 days; Credit for Teaching in a Charter School or Another State)			X									
Employment Continuing Contract	District	Employment; Contracts; Termination - Probationary Period (90 days; Credit for Teaching in a Charter School or Another State)			X									
American Indian Education	District	"American Indian Student" Defined				X								
American Indian Education	District	American dedicated Indian Education Program Coordinators - 124D.76				X								
American Indian Education	District	American Indian Culture and Language Classes - 124D.74, Subd 7.				X								
American Indian Education	District	American Indian Education Locations - 124D.74, Subd.4				X								
American Indian Education	District	American Indian Education: Tribal Nation Schools and Private Data changes				X								
American Indian Education	District	American Indian Parent and Community Participation: Annual Compliance, Membership				X								
American Indian Education	District	Changes in aid for Tribal Contract and Online Learning Students				X								
American Indian Education	District	Potential Enrollment of Non-American Indian Students in Programs				X								
American Indian Education	District	State-identified American Indian based on October 1 of the previous year.				X								
American Indian Education	MDE	Adds Tribal Nations to Standards Development Process				X								
American Indian Education	MDE	MDE Must Embed Indigenous Education for All Students				X								
Curriculum		Changed the Definition of "Required Standard". Removed The Arts from Locally- Adopted Expectation				X								
Curriculum	District	District Advisory Committee for Curriculum: Expanded Focus				X								
Curriculum	District	District Must Regularly Review CTE Programs and Align Standards				X								
Curriculum		Driver Education May Include Teleconference Driver Education and Home-classroom [Ch 68]				X								
Curriculum	District	Gifted and Talented Students: Adds 'Services'				X								
Curriculum	District	Schools Encouraged to Offer Hmong History: Hmong Special Guerilla Units Remembrance Day (May 14) [Ch 64]				X								
Curriculum	MDE	"Ethnic Studies" and Other Terms Defined				X								
Curriculum	MDE	Credit Equivalencies in Ag/Food/Resources and Ethnic Studies				X								
Curriculum	MDE	Required Academic Standards Revised				X								
Curriculum	MDE	State Growth Measures (not 'targets');				X								
Curriculum - READ Act		Work with CAREI to list at least three PD programs that meets the requirements of the Act. 8/15/24				X								
Employment Continuing Contract		Cities of the First Class; Teacher Tenure Act; Definitions - Reporting of New Hires (School District Annual Report on New Hires and Terminations/Reasons -New)				X								
Employment Continuing Contract	District	Employment; Contracts; Termination - Hiring, Dismissing (School District Annual Report on New Hires and Terminations/Reasons -New)				X								
Employment Licensure	District	"Licensure Area" added to "Field"				X								
Employment Licensure	District	"Shortage Area" Expanded				X								
Employment Licensure		"Teacher" Changes: School Counselor and School Speech-language Pathologists (deleted 'speech therapists')				X								
Employment Licensure	District	"Teacher" is a Classroom Teacher/Other Professional Required "By Law" to Hold PELS License				X								
Employment Licensure	District	ASL/English Interpreter Qualifications Revised				X								
Employment Licensure		Practice or Student Teachers: 2-year Program Completion Requirement Removed				X								
Employment Licensure	District	Teacher Must Hold Field License or Permission Aligned to Content Area				X								

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A - Color Codes			X	X	X	X	X	X	X	X	X	X	X	X
American Indian Education	District	Changes in American Indian Education Aid - 124D.81	X											
Employment Licensure	District	Tier 1 Changes				X								
Employment Licensure	District	Tier 2 Changes				X								
Employment Licensure	District	Tier 3 Changes				X								
Employment Licensure	District	Tier 4 Changes				X								
Employment Licensure	MDE	MDE Licensed School Nurse (new)				X								
Employment Licensure	Other	"Teacher Preparation Program Provider" Expanded to include Districts and Charters				X								
Employment Licensure	Other	"Teacher Preparation Program" Expanded				X								
Employment Licensure	Other	PELSB Board Changes; Stipends; District Reimbursement for Substitutes; Governor must appoint by 7/15/23				X								
Employment Licensure	Other	PELSB Must Adopt Rules on "grade levels that a licensed teacher may teach"				X								
Employment Licensure	Other	PELSB must Approve Teacher Preparation Providers				X								
Employment Licensure	Other	PELSB: Alternative Education Permits No Longer Limited to One Year				X								
Employment Licensure	Other	PELSB: Must Develop Tier 3 & 4 Renewal Read Act Requirements				X								
Employment Licensure	Other	PELSB: Renewing Teacher Licenses must have PD on American Indian History and Culture				X								
Employment Licensure	Other	Supporting Heritage Language and Culture Teachers Pathway Program (new)				X								
Employment Licensure	Other	Teacher Competency Examination No Longer Required				X								
Employment Licensure	Other	Teacher Preparation Programs no longer limited to colleges and universities				X								
Employment Negotiations	District	E-Learning Days - Plan Must be Negotiated				X								
Employment Negotiations	District	PELRA - Definition of Public Employee & Terms and Conditions of Employment Amended				X								
Employment Negotiations	District	PELRA - Expands Exclusive Representative Time Off				X								
Employment Negotiations	District	PELRA - Rights and Obligations of Employees (Amends Dues Checkoff Language to Cover Payroll Deduction, Authorization, and Remittance)				X								
Employment Negotiations	District	PELRA - Rights and Obligations of Employers (Amends Inherent Managerial Policy; Requires Access to Bargaining Unit Information, New Hires, Facilities, & Email Addresses for Communication)				X								
Employment Negotiations	District	Personnel Data -- Access by Labor Organizations Amended				X								
Employment Negotiations	District	Tier 1 Licensure - Removed Limitation on License for Purposes of PELRA				X								
Employment Other	District	Employer-Sponsored Meetings or Communication				X								
Employment Other	District	No Discipline if Teacher Uses Curriculum Materials from Protected Classes				X								
Employment Pensions	District	PERA Vesting				X								
Funding/Revenue/Aid	District	ABE Program Aid Limit Increased to \$30 (was \$22)				X								
Funding/Revenue/Aid	District	Area Learning Center Transportation Aid				X								
Funding/Revenue/Aid	District	Basic Revenue				X								
Funding/Revenue/Aid	District	Basic Skills Revenue				X								
Funding/Revenue/Aid	District	Closing Educational Opportunity Gaps Grants (new)				X								
Funding/Revenue/Aid	District	Collaborative Urban and Greater Minnesota Educators of Color Grant Program				X								
Funding/Revenue/Aid	District	Compensatory Education Revenue				X								
Funding/Revenue/Aid	District	Computer Science Education Advancement Program (new)				X								
Funding/Revenue/Aid	District	Economic Development/Housing Challenge Grant: Districts/charters now eligible (building houses for Habitat, etc.) [Ch 37]				X								
Funding/Revenue/Aid	District	Grow Your Own Program Amount Increase (from 100K to 175K)				X								
Funding/Revenue/Aid	District	Innovative Incubator Service-Learning Grants (new)				X								
Funding/Revenue/Aid	District	Local Optional Revenue				X								
Funding/Revenue/Aid	District	MDE to pay 100% of GED Test Fees (subject to fund availability)				X								
Funding/Revenue/Aid	District	Minnesota Employer Reasonable Accommodation Fund (Expires June 2025, or When the Money Expires, Whichever is Later)				X								



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A - Color Codes			X	X	X	X	X	X	X	X	X	X	X	X
American Indian Education	District	Changes in American Indian Education Aid - 124D.81	X											
Funding/Revenue/Aid	District	Minnesota Indian Teacher Training Program Account				X								
Funding/Revenue/Aid	District	Neighborhood Partnership Grant (was 'Tier 1') and Regional Partnership Grant (was 'Tier 2')				X								
Funding/Revenue/Aid	District	School Building Bond Ag Credit increased				X								
Funding/Revenue/Aid	District	School District English Learner Revenue				X								
Funding/Revenue/Aid	District	Special Education Aid: Changes in Special Education Homeless Student Aid				X								
Funding/Revenue/Aid	District	Statewide Compensatory Allowance				X								
Funding/Revenue/Aid	MDE	Free and Reduced-Price Lunch: Direct Certification				X								
Funding/Revenue/Aid	MDE	General Education Revenue Definitions Added				X								
Health and Safety	District	Occupational Safety and Health - Citations & Enforcement				X								
Health and Safety	MDE	MDE: Comprehensive School Mental Health Services Lead (new)				X								
Online Education	District	Online Instruction Act (new)				X								
Online Education	District	Online Instruction: Placement in Another District				X								
Online Education	District	Online Instruction: Responsibilities for Providing Education				X								
Operations and Policy	District	"Encouraged" Policy on Adult Expectations				X								
Operations and Policy	District	"Malicious and Sadistic Conduct" Prohibited				X								
Operations and Policy	District	Compensatory Revenue Use Report and Best Practices				X								
Operations and Policy	District	Discipline Policy Must Include Complaint Procedure (See Components)				X								
Operations and Policy	District	English Learner: <i>Limited</i> added to 'Interrupted Formal Education'				X								
Operations and Policy	District	Equal Opportunity in Athletic Programs				X								
Operations and Policy	District	Full-Service Community Schools Expanded; Roles Defined; Funding Available				X								
Operations and Policy	District	Graduation Incentives: Pupil with a Disability				X								
Operations and Policy	District	Lease-Purchase Projects Now Subject to MDE Review and Comment				X								
Operations and Policy	District	MDE Class Size Ratio Report Requirement				X								
Operations and Policy	District	Nonresident Parent must Notify within 10 Days (was 45 days)				X								
Operations and Policy	District	Nonresident Student Application and Kindergarten				X								
Operations and Policy	District	Placement of Children w/o Disabilities: Education and Transportation				X								
Operations and Policy	District	Prone Restraint and Certain Physical Holds Prohibited				X								
Operations and Policy	District	PSEO: Withdrawal Date Moved to 10 Business Days (was 14)				X								
Operations and Policy	District	Regional Library Systems Changes				X								
Operations and Policy	District	School District Annual Report on new hires and terminations and reasons (new)				X								
Operations and Policy	District	School Libraries and Media Centers Characteristics				X								
Operations and Policy	District	Statewide and Local Assessments: Several Definitions Removed				X								
Operations and Policy	District	Statewide Testing: "Consistent Attendance"				X								
Operations and Policy	District	Student Summary Report May Be Used for Proof of Address				X								
Operations and Policy	District	Students Safe at School (Active Shooter Drill Rules)				X								
Operations and Policy	District	Suicide Prevention Information on Student IDs, Other Places				X								
Operations and Policy	MDE	MDE Must Develop Resources to Assist Schools on Bullying				X								
Operations and Policy	MDE	MDE: Office of the Inspector General (new)				X								
Operations and Policy	Other	PSEO: Institutions Cannot Require a Faith Statement				X								
School Calendar	District	Indigenous Peoples Day (Replaces Columbus Day)				X								
School Calendar	District	Local Testing Calendar: At Least 1 Week before Test (no later than October 1)				X								
Special Education	District	Alternative Program Eligibility: ABE from 17-21 (was 16-21)				X								
Special Education	District	IED and Paraprofessional Paid Preparation Time				X								
Special Education	District	Special Instruction: Pupil with a Disability up to Age 22				X								
Special Education	MDE	MDE Dyslexia Specialist Recommendations: See 120B.1117-124				X								
Special Education	MDE	Specific Learning Disabilities Workgroup Created				X								
Student Discipline	District	Reasonable Force Use Report Requirements (new)				X								

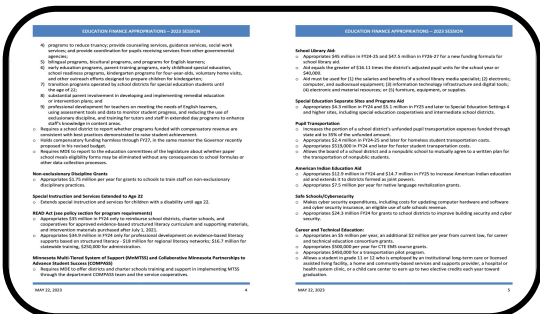
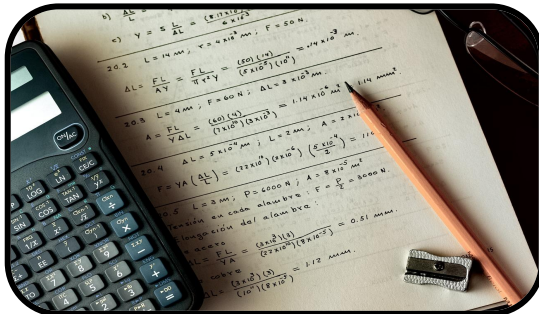
Category <i>(Hyperlinks indicate more information is available on website)</i>	Who	New Law or Requirement	Date of Final Enactment	1-Jul-23	CBA Effective July 1, 2023	1-Aug-23	FY 23-24	1-Jan-24	1-Jul-24	FY 24-25	1-Jul-25	FY 25-26	FY 26-27	FY 27-28
A - Color Codes			X	X	X	X	X	X	X	X	X	X	X	X
American Indian Education	District	Changes in American Indian Education Aid - 124D.81	X											
Student Discipline	District	Standards for Restrictive Procedures; Reasonable Force				X								
Student Discipline	MDE	Office of Restorative Practices (new) [Ch 52]				X								
Transportation	District	Active Transportation Safety Curriculum Grants (new) [Ch 68]				X								
Transportation	District	Active Transportation Safety Training (new) [Ch 68]				X								
Transportation	District	Bus with rejection sticker may be used for up to 30 days provided defects corrected [Ch 68]				X								
Transportation	District	Bus/Head Start Bus Inspection Certificate: month stated and valid for 12 months [Ch 68]				X								
Transportation	District	Person/Owner knowingly permitting operation of bus with rejection sticker is guilty of a gross misdemeanor [Ch 68]				X								
Transportation	District	Transportation: Foster Child				X								
Universal Meals	District	School Breakfast Program: ECSE Students Added				X								
American Indian Education	MDE	Conduct a needs assessment by December 31, 2023 to inform the development of resources.					X							
Curriculum	District	Student can receive Acadmic Credit for Employment with Health Care Provider					X							
Curriculum	MDE	Computer Science Working Group Established - October 1, 2023					X							
Curriculum	MDE	Ethnics Studies Working Group Established - April 1, 2024					X							
Curriculum	MDE	Holocaust, Genocide of Indigenous Peoples Working Group Established - April 1, 2024					X							
Curriculum - READ Act	District	First Screening of k-3 within the the first six weeks - Need approved screener					X							
Elections	District	District with responsibility to accept/reject absentee ballots <i>or to administer early voting</i> must establish a ballot board (see effective date options) [Ch 62] 203B.121					X							
Employment Continuing Contract	District	Community Education Teachers; Licensure Requirements (Expands Continuing Contract/Tenure Rights) - Effective for the 2023-2024 School Year and Later					X							
Funding/Revenue/Aid	District	American Indian Education Aid					X							
Funding/Revenue/Aid	District	Basic Skills Revenue					X							
Funding/Revenue/Aid	District	Basic Skills Revenue Uses Expanded					X							
Funding/Revenue/Aid	District	Building Allocations					X							
Funding/Revenue/Aid	District	Compensation Revenue Pupil Units and Voluntary Pre-K					X							
Funding/Revenue/Aid	District	Declining Enrollment Revenue and Pre-K					X							
Funding/Revenue/Aid	District	English Learner Inclusion of ECSE					X							
Funding/Revenue/Aid	District	Extended Time Revenue					X							
Funding/Revenue/Aid	District	Nonpublic School Transportation Plan					X							
Funding/Revenue/Aid	District	Pupil Transportation Adjustment					X							
Funding/Revenue/Aid	District	School Library Aid					X							
Funding/Revenue/Aid	District	School Lunch Aid Amounts					X							
Funding/Revenue/Aid	District	State Total Adult Basic Education Aid					X							
Funding/Revenue/Aid	District	Student Support Personnel Aid					X							
Funding/Revenue/Aid	District	Total Operating Capital Revenue					X							
Funding/Revenue/Aid	District	Uses of Total Operating Capital Revenue					X							
Operations and Policy	District	Admission or Readmission Plan					X							
Operations and Policy	District	Minimum Education Services					X							
Operations and Policy	District	NED Policies and Practices					X							
Operations and Policy	District	Provision of Alternative Programs/Alt Education					X							
Operations and Policy	District	Provision of Alternative Programs/NED Requirement					X							
Operations and Policy	District	Pupil Withdrawal Agreement					X							

[illegible]



EXCELLENT Governance

WHAT'S next?





**"PUBLIC SCHOOLS were
DESIGNED as THE Great
EQUALIZERS of our
SOCIETY - THE Place
WHERE ALL CHILDREN
COULD HAVE access TO
educational
OPPORTUNITIES TO make
SOMETHING OF
THEMSELVES in
ADULTHOOD."**

Janet napalitano

ELevate



PEOPLE



communication



Learner
OUTCOMES



STEWARDSHIP



equity



Partnerships



Grant Application Approval Form

Date: 9/25/2023

Any proposal submitted to an external funding source that involves any entity within the Northfield Public Schools must be approved by the School Board before the proposal is submitted. This form will accompany all requests to the School Board and will be filed along with a copy of the completed grant proposal. All proposals must:

- Support the District's mission and goals.
- Be financially feasible and supported by all affected District departments or buildings.
- Demonstrate collaboration and commitment from the District, if required.

Grant Proposal Information	
Project Title	Teacher Mentorship & Retention of Effective Teachers Grant
Project Period	From: December 2023 To: June 30, 2025
Funding Source	PELSB
Application Deadline	9/22/2023
List all Grant Applicants	Northfield Public Schools
School/Department	District
Contact Person	Hope Langston Phone No. 507-645-3436
Project Information	
Brief Proposal Description	<ol style="list-style-type: none"> 1. Increase the mentor stipend amount and increase the number of mentoring hours during the probationary years of our new teachers. 2. Fund additional teacher mentors who can support new teachers in their specific content areas at the secondary level and in reading and math at the elementary and PreK level. 3. Fund mentor teachers for the district's dual language immersion program which serves a higher concentration of Hispanic students. 4. Implement a professional development program for mentor teachers that provides specific training in supporting teachers of color and Indigenous staff joining our district. 5. Expand professional development to include 12 hours of training in High Impact Instructional Strategies for Tier I (Core) instruction for all teachers to increase the academic outcomes for students of color and students facing socioeconomic challenge. 6. Expand the Northfield new teacher induction programming to support teachers with topic specific meetings each month of the school year during their probationary status.
Project Goal (in one Sentence)	The PELSB grant will provide funding to enhance our teacher mentorship program as we support new teachers in the school district.
List All Personnel Involved in Application	Dr. Matt Hillmann, Val Mertesdorf , Hope Langston
Budget Information	
Amount Requested	\$120,300
Matching Funds	Are Required <input type="checkbox"/> X Not Required <input checked="" type="checkbox"/>
Source of Matching Funds	

Required Documents Attached: **Completed Application** **Rough Draft** **Summary of Application**

Project Initiator Signature
Signature

Building Principal or District Administrator

____ **Approved by the School Board** ____ **Not Approved by the School Board** **Date** _____

Northfield Public School District No. 659

September 25, 2023

Property Tax Levy and Rate Summary, Taxes Payable in 2023 and 2024

		Actual Taxes Payable in 2023	Preliminary Estimate of Taxes Payable in 2024	Estimated Change in Annual Taxes	Estimated % Change
Type of Property	Estimated Market Value	Estimated Annual School District Property Taxes			
Residential Homestead	\$100,000	\$514	\$486	-\$28	-5.4%
	125,000	664	627	-37	-5.6%
	150,000	815	767	-48	-5.9%
	200,000	1,116	1,048	-68	-6.1%
	250,000	1,417	1,328	-89	-6.3%
	300,000	1,719	1,609	-110	-6.4%
	350,000	2,020	1,890	-130	-6.4%
	400,000	2,321	2,171	-150	-6.5%
	450,000	2,615	2,445	-170	-6.5%
	500,000	2,905	2,717	-188	-6.5%
	550,000	3,225	3,013	-212	-6.6%
Commercial/Industrial	\$250,000	\$1,869	\$1,712	-\$157	-8.4%
	500,000	3,918	3,577	-341	-8.7%
	1,000,000	8,014	7,305	-709	-8.8%
	2,000,000	16,206	14,762	-1,444	-8.9%
	4,000,000	32,591	29,677	-2,914	-8.9%
Agricultural Homestead (dollars per acre) **	\$6,000	\$4.31	\$4.51	\$0.20	4.6%
	8,000	5.74	6.01	0.27	4.7%
	10,000	7.18	7.51	0.33	4.6%
Agricultural Non-Homestead (dollars per acre) **	\$6,000	\$8.62	\$9.01	\$0.39	4.5%
	8,000	11.49	12.02	0.53	4.6%
	10,000	14.36	15.02	0.66	4.6%

Key Assumptions:

1. Preliminary Pay 24 RMV is estimated to change by 9.32% and NTC by 11.12% as compared to taxes payable 2023.
 2. Assumes no change in the value of individual parcels of property from 2023 to 2024 taxes. If the value of a parcel changed, the change in taxes will be different than shown above.
 3. Taxes payable in 2024 are based on latest estimates of proposed levy, as of the date above, except for the estimated lease levy adjustment.
- * For commercial-industrial property, the estimates above are for property in Rice and Goodhue Counties. For commercial-industrial property in Dakota County, the tax impact would be slightly less due to the impact of the Twin Cities Fiscal Disparity program.
- ** For agricultural property, estimates above are based on the average value per acre of agricultural land and buildings. The estimated tax impact includes a 70% reduction on the portion attributable to school debt taxes due to the School Building Bond Agricultural Credit. The house, garage, and one acre of land (HGA) would pay taxes at the same rate as residential homestead property. For property owners with greater than \$2.15 million of agricultural homestead land and buildings, a portion of the property will be taxed according to the higher non-homestead rate.