# 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. <u>Superintendent State of the District Overview</u>. 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.



# 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



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

### **BENCHMARKS**







satisfaction with their

children's educational

experience.

















### 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.

# **STRATEGIC COMMITMENTS**



# People

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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

All children are ready for kindergarten.

All students are connected to the community.

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

All students have interests, goals and a **vision** for the future by the end of eighth grade. All students graduate from high school with a plan to reach their full potential.

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

All employees report satisfaction in the workplace.

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

All students exhibit physical, social and emotional well-being. All students have a connection with a caring adult beyond their parents as they transition to middle school.

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

Mote: The first sever beachmake. are aligned with the language identified by Northfield Promise. a collective impact consortium of 20 community organizations. committed to helping Northfields. youth thrive from cradle to career

# Benchmark Progress Reporting

SLIDES INCLUDE LATEST available para

### **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



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



## connections & community

93% 5+ Hours Prek

84% grade six say adults care

COMMUNITY SCHOOL



# Reabing Mathema



# 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**
- SPED Reading

# grade three reading

No. 21of 316

10 '22 | FRP 19 +20

# grade seven

**№** NO. **22** OF **315 ≫ 93%** 

12 NO. 29 OF 315 \*\* 91%

# NHS

534 Tests

320 STUDENTS

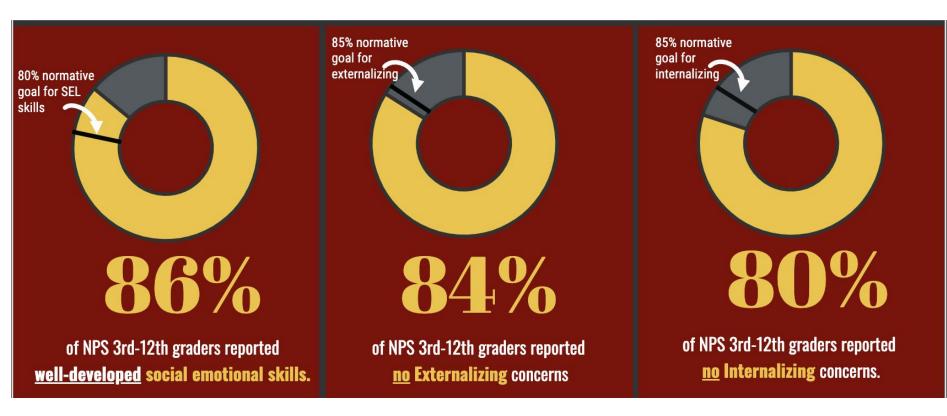
. 76%

3 or HIGHER

• 99 (!) AP

SCHOLARS, SCHOLARS WITH HONORS, OR SCHOLARS WITH DISTINCTION

NO. 4
PHYSICAL/SOCIAL/EMOTIONAL WELL-BEING



# goals, future vision, graduation

- 90% 8TH grapers have a vision
- 95.9% grap rate 2022
- 21.8
  Average ACT Score



## Parent & Employee Experience

- Parent: 4.0
- 87% "I am Treated WITH respect at THIS SCHOOL"
- EMPLOYEES: 3.92
- 95.5% Believe THEIR WORK matters
- 87.86% INDICATE
   CLarity of Vision



# 14% Fund Balance Goal

15.9%

# 2.17% Projected Levy increase

(1.55% average increase over the Last Five years)



# community Education

942

**COMMUNITY ED PROGRAMS** 

149,164

FACILITY HOURS USED OUTSIDE THE SCHOOL DAY





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			Х	X	X	X	X	Х	х	Х	Х	X	Х	Х
American Indian Education	District	Changes in American Indian Education Aid - 124D.81	X											
American Indian Education	District	Graduation Ceremonies; Tribal Regalia	X									1		
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											e e
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									15		
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											l°
Operations and Policy	District	Achievement and Integration Plan Components - All new plans after enactment	x											
Operations and Policy		School Meals Respectful Treatment	×											
Operations and Policy		Summer Food Program; Child and Adult Care (new)	×											
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 model	100											
	District	year 2007 or older must not be used as a type III vehicles.	×											
Curriculum	District	Ethnic Studies Requirements		Х										
Curriculum	District	Pilot Program to Improve Ed Outcomes for Pillsbury United Communities		Х										
Curriculum	MDE	MTSS must be offered to all school districts and charters through the Service Coops.		х										
Curriculum - READ Act	District	New purchases of literacy curriculum must meet the requirements of 120B.1118		×										
Curriculum - READ Act	MDE	Must recommend to School Districts multiple screening tools.		Х										1
Employment Leaves / Benefits		Assignment of Wages; Payroll Deductions - Permissible Deductions - 181.06, Subd. 2.												
	District			Х										
Employment Leaves / Benefits	District	Nursing Mothers, Lactating Employees, and Pregnancy Accommodations - Provide Reasonable Paid Break Time, Location, Accommodations, and Employee Notification		x										
Employment Leaves / Benefits	District	Parenting Leave and Accommodations - Definitions of Employee, Employer, & Retribution Amended 181.940-181.9448		х										
Employment Leaves / Benefits		PERA Membership Eligibility Rules	1	X										t
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										l .
Funding/Revenue/Aid	District	CTE Consortium Grants		X										T
Funding/Revenue/Aid	District	Literacy Incentive Aid Uses	7	X								-		1
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	1	×							<b>—</b>	1	t	

		rage 2	

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			х	х	X	×	Х	X	х	Х	Х	X	Х	Х
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		Х										
Employment Continuing Contract		Cities of the First Class; Teacher Tenure Act; Definitions - Probationary Period											,	
5000		(Amended Initial & Subsequent Probationary Periods; 90 days; Credit for Teaching in a			X								1	1
	District	Charter School or Another State)												
<b>Employment Continuing Contract</b>		Employment; Contracts; Termination - Probationary Period (90 days; Credit for Teaching			×									
		in a Charter School or Another State)			^									
American Indian Education	District	"American Indian Student" Defined				×								
American Indian Education	District	American dedicated Indian Education Program Coordinators - 124D.76				×							<u> </u>	
American Indian Education		American Indian Culture and Language Classes - 124D.74, Subd 7.				×								
American Indian Education	District	American Indian Education Locations - 124D.74, Subd.4				×								
American Indian Education	District	American Indian Education: Tribal Nation Schools and Private Data changes				X								
American Indian Education													1 '	1
		American Indian Parent and Community Participation: Annual Compliance, Membership												
American Indian Education		Changes in aid for Tribal Contract and Online Learning Students				×								
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.				×								
American Indian Education	MDE	Adds Tribal Nations to Standards Development Process				X								
American Indian Education	MDE	MDE Must Embed Indigenous Education for All Students				×								
Curriculum		Changed the Definition of "Required Standard". Removed The Arts from Locally-				×								( )
		Adopted Expectation												
Curriculum	District	District Advisory Committee for Curriculum: Expanded Focus				×								
Curriculum	District	District Must Regularly Review CTE Programs and Align Standards				X								
Curriculum		Driver Education May Include Teleconference Driver Education and Home-classroom				×							'	í l
		[Ch 68]				7								$\overline{}$
Curriculum	District	Gifted and Talented Students: Adds 'Services'				X								
Curriculum		Schools Encouraged to Offer Hmong History: Hmong Special Guerilla Units				×							1	1 1
	District	Remembrance Day (May 14) [Ch 64]											ļ'	
Curriculum	MDE	"Ethnic Studies" and Other Terms Defined				×								
Curriculum	MDE	Credit Equivalencies in Ag/Food/Resources and Ethnic Studies				X								
Curriculum	MDE	Required Academic Standards Revised				×								
Curriculum	MDE	State Growth Measures (not 'targets');				×								
Curriculum - READ Act		Work with CAREI to list at least three PD programs that meets the requirements of the				×							1 '	1
	MDE	Act. 8/15/24												$\overline{}$
Employment Continuing Contract													1 '	1
		Cities of the First Class; Teacher Tenure Act; Definitions - Reporting of New Hires (School	'			×							1 '	1
	District	District Annual Report on New Hires and Terminations/Reasons -New)												$\overline{}$
Employment Continuing Contract		Employment; Contracts; Termination - Hiring, Dismissing (School District Annual Report				×							1	1 1
For the second University		on New Hires and Terminations/Reasons -New)											<del></del> '	$\vdash$
Employment Licensure	District	"Licensure Area" added to "Field"				X							<del></del> '	
Employment Licensure	District	"Shortage Area" Expanded				X							<u> </u>	
Employment Licensure	District	"Teacher" Changes: School Counselor and School Speech-language Pathologists (deleted 'speech therapists')				×							1 '	[ ]
For all and a second	District													$\overline{}$
Employment Licensure	District	"Teacher" is a Classroom Teacher/Other Professional Required "By Law" to Hold PELSB				×							1 '	[ ]
Employment Licensure	District	License ASL/English Interpreter Qualifications Revised				×				_				$\vdash$
Employment Licensure Employment Licensure	DISTRICT	Mac/English interpreter Qualifications nevised								_				$\vdash \vdash \vdash$
Employment Elcensure	District	Practice or Student Teachers: 2-year Program Completion Requirement Removed				×				1			1 '	(
Employment Licensure		Teacher Must Hold Field License or Permission Aligned to Content Area				· ·								$\vdash \vdash$
Employment Licensure	District	reacher Mascriota Held License of Permission Anghed to Content Area												

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A - Color Codes			X	X	X	X	X	X	Х	X	Х	X	X	Х
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				Х								
Employment Licensure	MDE	MDE Licensed School Nurse (new)				X								
Employment Licensure														
	Other	"Teacher Preparation Program Provider" Expanded to include Districts and Charters				Х								
Employment Licensure	Other	"Teacher Preparation Program" Expanded				X								
Employment Licensure		PELSB Board Changes; Stipends; District Reimbursement for Substitutes; Governor mus	t											
	Other	appoint by 7/15/23				Х								
Employment Licensure	Other	PELSB Must Adopt Rules on "grade levels that a licensed teacher may teach"				×								
Employment Licensure	Other	PELSB must Approve Teacher Preparation Providers				X								
Employment Licensure	Other	PELSB: Alternative Education Permits No Longer Limited to One Year				×								
Employment Licensure	Other	PELSB: Must Develop Tier 3 & 4 Renewal Read Act Requirements				Х								
Employment Licensure		PELSB: Renewing Teacher Licenses must have PD on American Indian History and												
	Other	Culture				X								
Employment Licensure	Other	Supporting Heritage Language and Culture Teachers Pathway Program (new)				Х								
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				×								
Employment Negotiations		PELRA - Definition of Public Employee & Terms and Conditions of Employment												
	District	Amended				×								
Employment Negotiations	District	PELRA - Expands Exclusive Representative Time Off	1			×								
Employment Negotiations		PELRA - Rights and Obligations of Employees (Amends Dues Checkoff Language to Cove	r											
	District	Payroll Deduction, Authorization, and Remittance)				×								
Employment Negotiations		PELRA - Rights and Obligations of Employers (Amends Inherent Managerial Policy;												
		Requires Access to Bargaining Unit Information, New Hires, Facilities, & Email Addresse	s			x								
	District													
Employment Negotiations	District	Personnel Data Access by Labor Organizations Amended	1		1	Х								
Employment Negotiations	District	Tier 1 Licensure - Removed Limitation on License for Purposes of PELRA				×								
Employment Other	District		1			X								
Employment Other	District		1		1	×								
Employment Pensions	District	PERA Vesting				×								<b>—</b>
Funding/Revenue/Aid		ABE Program Aid Limit Increased to \$30 (was \$22)	1			×								f
Funding/Revenue/Aid		Area Learning Center Transportation Aid	1			×								
Funding/Revenue/Aid	District	Basic Revenue	1			×								
Funding/Revenue/Aid						×								
Funding/Revenue/Aid	District	Closing Educational Opportunity Gaps Grants (new)	1			Х								
Funding/Revenue/Aid	District	Collaborative Urban and Greater Minnesota Educators of Color Grant Program	1		<b>†</b>	X								
Funding/Revenue/Aid	District	Compensatory Education Revenue				Х								
Funding/Revenue/Aid		Computer Science Education Advancement Program (new)				X								
Funding/Revenue/Aid	2.5460	Economic Development/Housing Challenge Grant: Districts/charters now eligible												
	District	(building houses for Habitat, etc.) [Ch 37]				X								
Funding/Revenue/Aid		Grow Your Own Program Amount Increase (from 100K to 175K)				Х								
Funding/Revenue/Aid	District	Innovative Incubator Service-Learning Grants (new)	1			Х								
Funding/Revenue/Aid	District	Local Optional Revenue		-		Х								
Funding/Revenue/Aid		MDE to pay 100% of GED Test Fees (subject to fund availability)				Х							Mar Englishmen	<u> </u>
Funding/Revenue/Aid		Minnesota Employer Reasonable Accommodation Fund (Expires June 2025, or When	1										THE BUILDING	per l
<u> </u>	District	the Money Expires, Whichever is Later)				X							I III VERNOR	



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A - Color Codes			Х	Х	X	×	Х	Х	х	X	Х	X	Х	Х
American Indian Education		Changes in American Indian Education Aid - 124D.81	Х	8										
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')				×								
Funding/Revenue/Aid		School Building Bond Ag Credit increased				Y								
Funding/Revenue/Aid		School District English Learner Revenue				×								
Funding/Revenue/Aid	District	Special Education Aid: Changes in Special Education Homeless Student Aid				×								$\overline{}$
Funding/Revenue/Aid		Statewide Compensatory Allowance				×								$\overline{}$
Funding/Revenue/Aid	MDE	Free and Reduced-Price Lunch: Direct Certification				×								
Funding/Revenue/Aid	MDE	General Education Revenue Definitions Added				×								$\overline{}$
Health and Safety		Occupational Safety and Health - Citations & Enforcement				×								$\overline{}$
Health and Safety	MDE	MDE: Comprehensive School Mental Health Services Lead (new)				×								
Online Education		Online Instruction Act (new)				×								
Online Education		Online Instruction: Placement in Another District				×								$\overline{}$
Online Education	District	Online Instruction: Responsibilities for Providing Education				×								$\overline{}$
Operations and Policy	District	"Encouraged" Policy on Adult Expectations				×								$\overline{}$
Operations and Policy	District	"Malicious and Sadistic Conduct" Prohibited				×								
Operations and Policy	District	Compensatory Revenue Use Report and Best Practices				×								
Operations and Policy		Discipline Policy Must Include Complaint Procedure (See Components)				×								
Operations and Policy		English Learner: Limited added to 'Interrupted Formal Education"				Ŷ								
Operations and Policy		Equal Opportunity in Athletic Programs				- A								
Operations and Policy	District	Full-Service Community Schools Expanded; Roles Defined; Funding Available				Ŷ								
Operations and Policy		Graduation Incentives: Pupil with a Disability				×								
Operations and Policy	District	Lease-Purchase Projects Now Subject to MDE Review and Comment				×								
Operations and Policy		MDE Class Size Ratio Report Requirement				×								$\overline{}$
Operations and Policy		Nonresident Parent must Notify within 10 Days (was 45 days)				×								$\overline{}$
Operations and Policy		Nonresident Student Application and Kindergarten				×								$\overline{}$
Operations and Policy	District	Placement of Children w/o Disabilities: Education and Transportation				×								$\overline{}$
Operations and Policy	District	Prone Restraint and Certain Physical Holds Prohibited				×								$\overline{}$
Operations and Policy	District	PSEO: Withdrawal Date Moved to 10 Business Days (was 14)				×								
Operations and Policy		Regional Library Systems Changes				×								$\overline{}$
Operations and Policy	District	negional cibrary systems enanges												
operations and roney	District	  School District Annual Report on new hires and terminations and reasons (new)				×								1
Operations and Policy		School Libraries and Media Centers Characteristics				×								$\overline{}$
Operations and Policy		Statewide and Local Assessments: Several Definitions Removed				×								
Operations and Policy		Statewide Testing: "Consistent Attendance"				×								
Operations and Policy		Student Summary Report May Be Used for Proof of Address				X								$\overline{}$
Operations and Policy	District	Students Safe at School (Active Shooter Drill Rules)				×						-		
Operations and Policy		Suicide Prevention Information on Student IDs, Other Places				×								
Operations and Policy	MDE	MDE Must Develop Resources to Assist Schools on Bullying	1			×								$\overline{}$
Operations and Policy	MDE	MDE: Office of the Inspector General (new)				×								$\overline{}$
Operations and Policy	Other	PSEO: Institutions Cannot Require a Faith Statement				×								
School Calendar	District	Indigenous Peoples Day (Replaces Columbus Day)				×								$\overline{}$
School Calendar	District	Local Testing Calendar: At Least 1 Week before Test (no later than October 1)				х								
Special Education		Alternative Program Eligibility: ABE from 17-21 (was 16-21)				×								
Special Education	District	IED and Paraprofessional Paid Preparation Time				X								$\overline{}$
Special Education		Special Instruction: Pupil with a Disability up to Age 22				×								$\overline{}$
Special Education	MDE	MDE Dyslexia Specialist Recommendations: See 120B.1117-124				X								$\overline{}$
Special Education	MDE	Specific Learning Disabilities Workgroup Created				X								$\overline{}$
Student Discipline		Reasonable Force Use Report Requirements (new)				Х								$\overline{}$
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A - Color Codes			Х	Х	X	X	X	Х	Х	Х	Х	Х	Х	Х
American Indian Education		Changes in American Indian Education Aid - 124D.81	Х											
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				х								
Transportation		Bus/Head Start Bus Inspection Certificate: month stated and valid for 12 months [Ch 68]				х								
Transportation	District	Person/Owner knowingly permitting operation of bus with rejection sticker is guilty of a gross misdemeanor [Ch 68]				×								
Transportation	District	Transportation: Foster Child				×								
Universal Meals	District	School Breakfast Program: ECSE Students Added				×								
American Indian Education		Conduct a needs assessment by December 31, 2023 to inform the development of					.,							
	MDE	resources.					Х							
Curriculum	District	Student can receive Acadmic Credit for Employment with Health Care Provider					x							
Curriculum	MDE	Computer Science Working Group Established - October 1, 2023					Х							
Curriculum	MDE	Ethnics Studies Working Group Established - April 1, 2024					X							
Curriculum	MDE	Holocaust, Genocide of Indigenous Peoples Working Group Established - April 1, 2024					х							
Curriculum - READ Act	District	First Screening of k-3 within the the first six weeks - Need approved screener					×							
Elections	District	District with responsibility to accept/reject absentee ballots or to administer early voting must establish a ballot board (see effective date options) [Ch 62] 2038.121					x							
Employment Continuing Contract		Community Education Teachers; Licensure Requirements (Expands Continuing Contract/Tenure Rights) - Effective for the 2023-2024 School Year and Later					×							
Funding/Revenue/Aid		American Indian Education Aid					X							<del></del>
Funding/Revenue/Aid	District	Basic Skills Revenue					X							
Funding/Revenue/Aid	District	Basic Skills Revenue Uses Expanded					X							
Funding/Revenue/Aid	District	Building Allocations					Х							
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		Extended Time Revenue					X							
Funding/Revenue/Aid	District	Nonpublic School Transportation Plan					X							
Funding/Revenue/Aid		Pupil Transportation Adjustment					X							
Funding/Revenue/Aid		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					Х							
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							

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			Х	Х	X	X	X	Х	х	Х	Х	X	Х	Х
American Indian Education	District	Changes in American Indian Education Aid - 124D.81	X											
Operations and Policy	District	Student Withdrawals					X							
Operations and Policy	District	Voluntary Pre-K Participation Limits					X							
Operations and Policy	District	Written Notice					X							
Special Education	District	Special Education Separate Sites and Programs Aid					X							
Student Discipline	District	Discipline Policies to be Established					X	-						
Curriculum - READ Act	MDE	Work with CAREI to list at least five curricula that meets the requirements of the Act.						×						
Employment Leaves / Benefits	District	Earned Safe & Sick Time (Repeals 181.9413)						X						
Employment Leaves / Benefits	District	Posting of Veterans' Benefits & Services - Employee Posting Requirement - 50+ employees						х						
Employment Negotiations		Special Education Services and MA Reimbursement						Х						
Employment Pensions	District	Adjustments for TRA and SPTRFA						X						
Operations and Policy	District	Menstrual Product Availability						X						
Curriculum - READ Act	District	First Annual Literacy Plan submission and post on website - June 15, 2024							х					
Curriculum - READ Act	District	MTSS Training is Strongly Recommended							X					
Curriculum - READ Act	District	Training for staff must begin	<u> </u>						X					1
Curriculum - READ Act	MDE	Commissioner must develop a template for literacy plans - March 1, 2024							X					
Employment Other	District	Grow Your Own District Programs							X					
Employment Other	District	Principals Duties; Evaluation	<b> </b>						X					
Funding/Revenue/Aid	District	Intro to Teaching Grants							X					
Health and Safety	District	Lead in the Water testing - [Ch 70]							X					
Operations and Policy	District	WBWF Plan - New Elements	<b> </b>						×					
Curriculum	MDE	Ethnics Studies Framework Completed - October 31, 2024								X				
Funding/Revenue/Aid	District	Community Education Program Revenue; Adults with Disabilities	7							X				
Funding/Revenue/Aid	District	General Community Education Revenue								X				
Funding/Revenue/Aid	District	LTFM Equalization Revenue								X				
Funding/Revenue/Aid	District	LTFM Equalized Aid								X				
Funding/Revenue/Aid	District	LTFM Equalized Levy								X				
Funding/Revenue/Aid	District	LTFM Revenue								X				
Funding/Revenue/Aid	District	LTFM Revenue Charter Schools								X				
Funding/Revenue/Aid	District	LTFM Unequalized Levy								X				
Funding/Revenue/Aid	District	Restrictions on LTFM Revenue/Gender Neutral								X				
Funding/Revenue/Aid	District	To Lease Building or Land								X				
Health and Safety	District	Facilities Plans/Gender Neutral								X				
Operations and Policy	District	Graduation Requirements								X				
Operations and Policy	District	Intermediate Districts and Other Cooperatives								X				
Operations and Policy	District	Pre-K and Kindergarten Pupil-unit Changes [Ch 69]								X				
Employment Other	District	Teacher TDE and New Rubric									Х			
Employment Pensions	District	Increase in TRA Contribution Amounts									Х			1
American Indian Education	District	American Indian Mascots Prohibited - September 1, 2025										Х		
Curriculum - READ Act	District	Intervention must be taught in the school district - 120B.12, Subd.3 MTSS is strongly encouraged										х		
Curriculum - READ Act	District	Literacy Lead has completed Training - August 30, 2025										X		
Curriculum	District	Ethnic Studies Must be offered in High School											Х	
Curriculum - READ Act	District	Provides evidence-based reading instruction - 120B.12, Subd. 1(a)											X	
Curriculum - READ Act	District	Training for staff must be completed											X	
Curriculum		Ethnic Studies Must be offered in Elementary and Middle School	1											Х

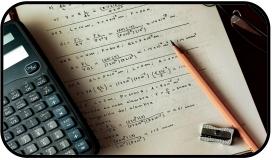


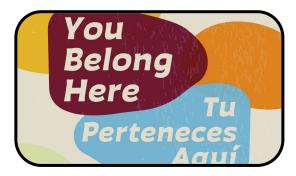


# **EXCELLENT GOVERNANCE**

# **WHAT'S NEXT?**







### 4) programs to reduce trusney, provide counseling services, guidance services, social work

- agencies;
  S) blingsel programs, bicultural programs, and programs for English learners;
- and other outreach effects designed to prepare children for kinderparters;

  7y transition programs operated by ashool districts for special education students until the age of 22;
- or intervention plans; and

  previous and development for treathers on receiving the needs of English Isoamen,
  using assessment tools and data to monitor student progress, and reducing the use of
  end-scionary discipline, and training for tutors and self-in-cremeded day programs to enhance
- Reguline a school district to report whether programs funded with compensatory necessure are enrolled with heat peacless derivent-selected is note to slateful achievement.
   Widd compensatory funding harmless through FY27, in the same manner the Governor recently proposed in his nervised budget.
- school meals aligibility forms may be eliminated without any consequences to school formulas other state self-estim precisions.

### Non-exclusionary Obelgine Grants Appropriate 5.1.75 million per year for grants to schools to train staff on ear-exclusionary distributors provides.

### Special Instruction and Services Extended to Age 22 Distance special instruction and services for children with a disability until age 22.

- EAO Act (see policy section for program requirements):

   Appropriates 535 million in 1724 only to minimum subset distincts, charter schools, and cooperatives for approved evidence-based invariant literacy curriculum and supporting materials, and intervention materials purchased when July 3, 2023.
   Appropriates 6.35th million in 1724 only for confessional development on widenon-based therapy.
- Minneseta Malti-Tiered System of Support (WMNTSS) and Collaborative Minnesota Pertsemblys to Afrance Student Success (COSPASS) o Requires MSE to offer districts and destroy schools training and support in implementing MTSS

through the department COMPASS team and the serv

- School Ulerary Add:

  Appropriates 54th million in FE24-25 and \$43.5 million in FE26-27 for a new funding formula
  whole library add.

  All regards the greater of \$38.13 times the distincts adjusted pupil write for the school year.
- (Q) electronic and material resource; or (S) furniture, equipment, or supplies.

  Special Education Separate Sizes and Programs Add

  Appropriates \$4.5 million in 1724 and \$5.1 million in 1725 and later to Special Education Settings.
- Appropriate S.A.3 million in PO3 and S3.1 million in PO3 and late in Special Education Settings and higher inter, including special education cooperatives and intermediate school clizinizs.
   Pupil Transportation
- Appropriate S2.4 million in FY24-25 and later for homeless student transportation casts.
   Appropriates 5513,000 in FY24 and later for fester student transportation costs.
   Allows the board of a school district and a nonpublic school to mutually agree to a written that transportation of power pilot students.

### nerican tedian Education Aid Appropriates \$12.5 million in FY24 and \$14.7 million in FY25 to increase America

- Appropriates \$12.9 million in FY24 and \$14.7 million in FY25 to increase American Indian aid and extends it to districts formed as joint powers.
   Appropriates \$7.5 million per year for netive language revitalization grants.
- iale Schook/Cybersecurity

  Makes oyber security superdistures, including costs for updating computer hardware and software and software and update recursity securious, an eligible use of safe schools receive.

  Appropriates \$24.3 million PEM for grants to school districts to improve building security and cy
- eer and Technical Education: Appropriates an 55 million per year, an additional 52 million per year from current law, for corner and sochical education conscribing grants.
- lieve a stadent in grade 1.3 or 1.2 who is employed by an institutional long-term care or licensed saketad living facility, a from and community-based services and supports provider, a hospital or ealth system clinic, or a child care center to earn up to two elective credits each year toward.

MAY 22, 2023







"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



# 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> <li>Increase the mentor stipend amount and increase the number of mentoring hours during the probationary years of our new teachers.</li> <li>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.</li> <li>Fund mentor teachers for the district's dual language immersion program which serves a higher concentration of Hispanic students.</li> <li>Implement a professional development program for mentor teachers that provides specific training in supporting teachers of color and Indigenous staff joining our district.</li> <li>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.</li> <li>Expand the Northfield new teacher induction programming to support teachers with topic specific meetings each month of the school year during their probationary status.</li> </ol>
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
<b>Matching Funds</b>	Are Required X Not Required
Source of Matching Funds	

Required Documents Attached:	Completed Application	Rough Draft	Summary of Application
Project Initiator Signature Signature	]	Building Principa	al or District Administrator
Approved by the School Boa	rdNot Approved by th	ne School Board	Date

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

