

INDEPENDENT SCHOOL DISTRICT 659
REGULAR SCHOOL BOARD MEETING
Monday, December 9, 2019 7:00 p.m.
Northfield High School, Media Center

AGENDA

- I. Call to Order
- II. Agenda Approval/Table File
- III. Public Comment
- IV. Announcements and Recognitions
- V. Items for Discussion and Reports
 - A. Truth in Taxation Presentation for the Payable 2020 Property Tax Levy Followed by Public Comment
 - B. Northfield High School Update
 - C. Fall Activities Recap
 - D. Request to Hire Additional Non-Licensed Special Education EA/PCA
 - E. Policy Committee Recommendations
- VI. Consent Agenda
 - A. Approval of Minutes
 - B. Gift Agreements
 - C. Personnel Items
- VII. Superintendent's Report
 - A. Items for Individual Action
 - 1. Certify Final 2019 Payable 2020 Tax Levy
 - 2. Fiscal Year 2019-2020 General Fund Budget Revision
 - 3. Approval of Policies (300 series)
- VIII. Items for Information
 - A. Construction Update
 - B. Enrollment Report
 - C. Late Start Update
 - D. MSBA Board Member Recognition Luncheon: January 16, 2020
 - E. Special School Board Meeting
- IX. Future Meetings
 - A. Monday, December 16, 2019, 5:00 p.m., Board Work Session, NHS Media Center
 - B. Monday, January 13, 2020, 7:00 p.m., Organizational Board Meeting followed by the Regular Board Meeting, NHS Media Center
 - C. Monday, January 27, 2020, 7:00 p.m., Regular Board Meeting, NHS Media Center
- X. Adjournment

**NORTHFIELD PUBLIC SCHOOLS
MEMORANDUM**

Monday, December 9, 2019, 7:00 p.m.
Northfield High School Media Center

TO: Members of the Board of Education

FROM: Matthew Hillmann, Ed.D., Superintendent

RE: Explanation of Agenda Items for Monday, December 9, 2019, Regular School Board Meeting

- I. Call to Order
- II. Agenda Approval/Table File

III. Public Comment

This is an opportunity for residents of the Northfield School District to address the Board. You are requested to do so from the podium. After being recognized by the chair, each individual will identify themselves and the group they represent, if any. Please state your reason for addressing the Board. To ensure that all individuals have a chance to speak, speakers will be limited to one three-minute presentation. This is not a time to debate an issue, but for the Board to hear your comments. The Minnesota Government Data Practices Act prohibits comment about specific student matters, even without naming the student, in open session. This includes the public comment portion of our meeting. The Board respects and values input on student matters, but when it relates to a specific student or to a specific student matter, such input must be heard by the appropriate personnel - such as the building principal or superintendent - and not during an open meeting of the School Board.

IV. Announcements and Recognitions

V. Items for Discussion and Reports

A. Truth in Taxation Presentation for the Payable 2020 Property Tax Levy Followed by Public Comment

The amount of the proposed levy for 2020 is \$19,985,995.93 and represents a 0.2% decrease from the prior year. Director of Finance Val Mertesdorf will review the levy and the current year's revised general fund budget. The public is invited to speak following the presentation.

B. Northfield High School Update

Interim Principal Dr. Laura Kay Allen will provide an update about progress towards School Improvement Plan goals, and share activities, accomplishments and challenges occurring at Northfield High School.

C. Fall Activities Recap

Director of Student Activities Joel Olson will provide a recap of Fall 2019 activities and athletics.

D. Request to Hire Additional Non-Licensed Special Education EA/PCA

Assistant Director of Special Services Sara Pratt will propose an increase for a non-licensed special education assistant PCA at Greenvale Park Elementary required to provide special education services to support individual student needs as determined by the Individual Education Program Plan (IEP) until the end of the school year. These additions are requested due to the increased needs to provide care, safety and support across all school environments. The total projected cost of salary and benefits is \$22,600 with approximately 55% of the salary reimbursed through special education revenue for a net cost of \$17,155. This will be an item for individual action at the next School Board meeting.

E. Policy Committee Recommendations

Dr. Hillmann will present the Policy Committee's recommendations on policies 510, 524.2, 532, 534, 535, 603 and 611. The revisions and recommendations reflect statutory requirements that the Minnesota legislature enacted through the 2019 legislative session and other federal and state requirements. This will be an item for individual action at the next Board meeting.

VI. Consent Agenda

Recommendation: Motion to approve the following items listed under the Consent Agenda.

A. Minutes

Minutes of the Regular School Board meeting held on November 25, 2019

B. Gift Agreements

- \$1,000.00 to the Northfield Middle School from The Rodgers Family Foundation
- \$1,926.00 B.A.S.S. Fishing donation from Cannon River Sportsmen's Club

C. Personnel Items

a) Appointments

1. Miriam Rogers, 1.0 FTE Long Term Substitute English/Language Arts Teacher at the High School, beginning on or about 1/15/2020-3/27/2020; MA+45, Step 8.

b) Increase/Decrease/Change in Assignment

1. Nives Bakic, Educational Assistant at the Middle School, add Targeted Services PLUS Site Leader for up to 2 hours/day Mon.-Thurs. at Sibley, effective 12/2/2019-3/19/2020; Step 1-\$16.30/hr.
2. Zoe Ingersoll, General Recreation Position with Community Services, add Program Supervisor with Community Services, effective 12/2/2019-5/31/2020; \$11.00/hr.
3. Rita Lattimore, Custodian at the Middle School, change to Night Lead Engineer w/o license at the Middle School, effective 12/5/2019-approximately 01/30/2020; Step 5, \$19.46/hr.
4. Matthew Meyer, Community School Site Assistant at Greenvale Park, change to Community School Club Leader for 3 hours/day Tuesday's and Thursday's at Greenvale Park, effective 12/1/2019-1/1/2020; \$21.55/hr.
5. Rebecca Meyer, Special Ed EA at the High School, add Special Ed EA PCA Bus for 1.33 hours/day with the District, effective 11/26/2019-6/5/2020.

c) Leave of Absence

1. Jessie Huebsch, Office Employee at Bridgewater, Medical Leave of Absence, effective 12/12/2019 and extending through 01/03/2020.

d) Retirements/Resignations/Terminations

1. Josh Spitzack, Targeted Services PLUS Teacher at Greenvale Park, resignation effective 11/6/2019.

e) Seniority Lists

The Board is requested to approve the 2019-2020 Principal/Assistant Principals Seniority List and the 2019-2020 Teacher Seniority List.

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

VII. Superintendent's Report

A. Items for Individual Action.

1. Certify Final 2019 Payable 2020 Tax Levy.

This action completes the School District's process that began in August with the initial submission of data to the Department of Education, our subsequent review and analysis of the Department's calculation, and the estimate of the School District's property tax base by Rice, Dakota and Goodhue counties. A Truth in Taxation presentation followed by public comment was held as part of the Regular Board meeting on December 9th to provide a final opportunity for community feedback to the proposed levy. This levy, payable in 2020, will be a component of the 2020-21 fiscal budget.

Superintendent's Recommendation: Motion to certify to County Auditors the 2019 Payable 2020 Final Certified Levy Limitation and Certification Report in the amount of \$19,985,995.93.

2. Fiscal Year 2019-2020 General Fund Budget Revision

The Director of Finance Val Mertesdorf is recommending the following revisions to the School Board for the FY20 general fund budget. The adopted general fund revenue and expenditure budget for FY20 was \$55,174,191 and \$55,728,526 respectively. The recommended revised budget for FY20 is revenues of

\$56,972,099 and expenditures of \$57,580,443. The major factors contributing to these changes include a slight decrease in the enrollment projection, the addition of the Achievement and Integration program, increases in special education, and a detailed analysis of the final audited data from FY19.

Superintendent's Recommendation: Motion to approve the revised 2019-20 general fund budget of revenues of \$56,972,099 and expenditures of \$57,580,443.

3. Approval of Policies (300 series). The Board is asked to approve policies 301, 302, 303, 304, 305, 306 and 310 initially presented at the November 25, 2019, Board meeting and recommended by the Policy Committee. These changes will be effective immediately.

Superintendent's Recommendation: Motion to approve the changes to Policies as presented.

VIII. Items for Information

- A. Construction Update #18. Dr. Hillmann will update the Board on the District's construction projects which includes drone footage provided by Knutson Construction.
- B. Enrollment Report. Dr. Hillmann will review the December 2019 enrollment report.
- C. Late Start Update. Superintendent Hillmann will provide an update about the later school start time discussions for secondary students.
- D. MSBA Board Member Recognition Luncheon, January 16, 2020. Board Clerk Noel Stratmoen will be honored for his 40 years of service on the Northfield School District Board of Education at the Minnesota School Boards Association Conference on Thursday, January 16, 2020, 11:30 a.m. - 12:30 p.m. Board members are invited to attend this celebration of Noel's years of service. Noel is the fourth most tenured school board member in the State of Minnesota.
- E. Special School Board Meeting. There will be a special school board meeting on Monday, March 30, 2020 at 5:00 p.m. The purpose of this meeting will be to award the bids for the Longfellow renovation.

IX. Future Meetings

- A. Monday, December 16, 2019, 5:00 p.m., Board Work Session, NHS Media Center
- B. Monday, January 13, 2020, 7:00 p.m., Organizational Board Meeting followed by the Regular Board Meeting, NHS Media Center
- C. Monday, January 27, 2020, 7:00 p.m., Regular Board Meeting, NHS Media Center

X. Adjournment

Truth in Taxation | 2019 Pay 2020 Levy Certification | December 9, 2019

Val Mertesdorf, Director of Finance

The Truth in Taxation presentation is designed to provide an opportunity for the District to share information with the public regarding our levy and budget. The law also allows the public an opportunity to speak.

Levy Cycle

Each year the county assessors determine each property's estimated market value and assign a class. There are 40 different property classes set by statute in the state of Minnesota. The county auditor calculates the net tax capacity for each taxing jurisdiction. The local tax rate of a jurisdiction is determined by dividing the total certified levy by the net tax capacity to establish rates and then applies those to each property.

Estimated Market Value	Class Rate	Net Tax Capacity
\$200,000 – Residential Homestead	1.0%	\$2,000

Year	Tax Capacity	Percent Change
2020 – preliminary	\$25,791,731	5.0%
2019	\$24,553,987	7.5%
2018	\$22,838,876	6.5%
2017	\$21,443,820	6.4%
2016	\$20,146,521	1.5%
2015	\$19,840,761	
*Source: Rice County Auditor-Treasurer		

The tax capacity for Northfield Public Schools had increased each year. The increase in tax capacity includes increased property values as well as additional taxable parcels.

The levy we set as required by law is a fixed dollar amount. Regardless of whether our tax capacity is growing, we are still collecting that dollar amount. A decrease in our tax capacity does not indicate a decrease in the amount of taxes collected.

There are several factors that affect your property tax amount. The most significant being our voter approved referendum as well as our increased enrollment. More than 60% of our levy is enrollment based formulas. Other factors include legislative changes, levy adjustments from prior years, changes in market values, class rates and levies by other taxing jurisdictions.

2019 Pay 2020 Property Tax Levy Summary

Our certified levy authority is down \$39,849.79 or 0.20% compared to the prior year. Our proposed Pay 2020 levy is a total of \$19,985,995.93. The district is expecting a slight decline in enrollment which has lowered the overall levy.

Levy Authority vs. Certification

Our Pay 2020 property tax levy seeks to use the maximum authority provided by the Minnesota Department of Education. By seeking maximum authority, the district will levy \$39,849.79 less than it did last year. These funds will be used judiciously to maintain our programming for as long as possible.

2020 Property Tax Levy Breakdown

The district's property tax levy of \$19,985,995.93 supports the following:

- Debt Service 28%
- General Fund: Referendum 38%
- General Fund: Other 29%
 - Includes Location Equity Revenue, Operating Capital, LTFM, Building Lease, and OPEB

- Capital Levy: 4%
- Community Services: 2%

Subtotal Comparisons

The District's Pay 2020 levy includes a 3.02% decrease in debt service, a 0.88% increase in general fund dollars and a 1.50% increase in community services. The District's Pay 2020 levy includes a 8.0% reduction in the amount authorized by the voters. This decline is the result of a legislative formula change that moved \$300 per pupil from voter approved referendum to state authorized levy. This change did not impact the total dollars the district receives.

The general fund increase is from the addition of the Achievement & Integration program. Due to the timing of qualifying for this program, we are levying two years of Achievement & Integration funds. This state authorized program is 70% funded by the state and 30% funded by the levy. Our debt service decreased due to the debt excess calculation which assesses our overall fund balance and reduces the tax payer burden by spending down our fund balance for debt payments instead of levying the 105% as required by statute.

As a testament to this community's generous support of education you can see that 64.4% of our total levy is voter approved.

Levy History

I think it is important to note that over the last five years our average increase has been 5.5%. Two out of six years we decreased our levy. We are incredibly fortunate to live in a community that supports education whole heartedly. The burden on tax payers is significant and unfortunately is not equitable across the state due to many legislative rules. We will continue to be responsible stewards and advocate for our community at the legislature.

2019-20 General Fund Budget Amendment | December 9, 2019

Val Mertesdorf, Director of Finance

Each year the district revises the General Fund budget after the year has started and we have more accurate information. As a requirement of the Truth in Taxation process we must discuss the budget and we take the opportunity to revise it at this time.

We now have our audited financials from the prior fiscal year, our October 1 enrollment is no longer a projection, we have settled our employment agreements, hired staff and we have our allocations for federal funding from MDE. We take all this information and compare to the adopted budget presented in June and see which areas of the budget need to be adjusted. We input the October 1st enrollment and the final 18-19 enrollment into our projection model and use historical averages and the cohort survival method to predict future enrollment. In June we projected that we would have roughly 4,460.2 weighted pupil units which is typically a conservative estimate. With our updated Oct 1st enrollment we are now showing 4,415.6 weighted pupil units, a slight decrease. The enrollment model we use while conservative, does weigh more heavily on recent years. The results of the demographic study we had done are beginning to materialize. You will notice that our elementary enrollment is declining, while our secondary enrollment is stable.

The General Fund budget amendment will include increasing revenues by \$1,797,908. There are several items that were revised:

- Basic Formula – decreased \$160,000 due to enrollment projection
- Special Education – increased \$550,000 based on current special education comprehensive aid report
 - Largely due to increased transportation expenditures which are reimbursed 99-100%
- Achievement & Integration – added program revenues \$300,000
- Lease purchase financing for Gleason property – added \$600,000, the expenditure for this was included in 2018-19 (one-time addition)
- Sale of iPads - added \$312,000 (one-time addition)
- Federal grants – utilization of additional carryover funds \$110,000

The General Fund budget amendment will include increasing expenditures by \$1,852,917. There are a few factors creating this increase. The adopted budget is typically forecasted from the current fiscal year budget. Once the audit is complete we do a budget to actual analysis to make sure we are on track or make corrections if needed.

- Achievement & Integration program – added \$336,000 (more expenditures than revenue due to timing of levy revenue recognition)
- Increased salary budget to match current spending based on settled agreements and analysis of audit results \$397,000
- Special education increases \$250,000
- Benefits
 - Increased statutory benefits based on salary increases \$120,972
 - Increased 403(b) match \$47,000
 - Increased retirement HRA for licensed staff \$25,000
- Purchased Services
 - Increased transportation \$500,000
- Supplies/Other
 - Increased capital textbook budget \$36,000
- Capital
 - Increased budget for driver's education vehicle \$19,000 (to be reimbursed by Community Services over 4 years)

The 2019-20 adopted budget was based on several estimates and the unassigned fund balance is one of them. We spent down our unassigned fund balance more than originally projected. We are currently projected to end 2019-20 with 17.48% unassigned fund balance as a percentage of our total general fund expenditures. It will be critical for the district to manage our expenditure growth over the coming years to ensure we are able to maintain our programming and world class staff for as long as possible.

The district continues to strive to be good stewards of the dollars entrusted to us by the taxpayers. The district has demonstrated this by using fund balance to pay for the security upgrades instead of borrowing funds, seeking quotes and bids to reduce on-going costs and refunding debt so the tax payers don't endure as much of a burden.



TRUTH IN TAXATION
2019 Pay 2020 Levy Certification

12/9/2019

Levy Cycle

1. Assessors determine a property's estimated market value and assign a property class to each parcel.
2. The County Auditor calculates the net tax capacity for each parcel in the county, as well as the total net tax capacity for each taxing jurisdiction.
 - a) A property's net tax capacity is determined by multiplying the property's market value by the relevant class rate.
 - i. Class rates are set by statute, vary by property type, and are uniform statewide.
3. The local tax rate of a taxing jurisdiction is determined by dividing the jurisdiction's total levy by the jurisdiction's taxable net tax capacity.
 - a) Each jurisdiction sets its own levy and follows specific limits set by state law.

Levy Cycle

4. The County Auditor divides the final levy by the District's net tax capacity (or referendum market value) to establish rates.
5. The County Auditor applies those rates to each parcel and prepares the final statements for mailing.
6. Minnesota Department of Education (MDE) sets the maximum levy limit for each school district, based on current legislation and formulas.
7. The School Board adopts a proposed levy in September, holds a public meeting, then finalizes the levy amount in December.

Public Schools Established by Minnesota Constitution

- “ARTICLE XIII MISCELLANEOUS SUBJECTS
- Section 1. UNIFORM SYSTEM OF PUBLIC SCHOOLS. The stability of a republican form of government depending mainly upon the intelligence of the people, it is the duty of the legislature to establish a general and uniform system of public schools. The legislature shall make such provisions by taxation or otherwise as will secure a thorough and efficient system of public schools throughout the state.”

Legislative Impact

- As a result... School funding is highly regulated by the state
- **State sets** formulas which determine revenue; most revenue is based on specified amounts per pupil
- **State sets** tax policy for local schools
- **State sets** maximum authorized property tax levy (districts can levy less but not more than amount authorized by state, unless approved by the voters)
- **State authorizes** school board to levy up to \$724 per pupil unit (\$300 board approved and \$424 in local optional revenue)
- **State authorizes** school board to submit referendums for operating and capital needs to voters for approval

Property Tax Changes

Many factors may cause the individual property tax statement to increase or decrease from year to year:

- Voter approved referendums
- Changes in enrollment
- Levy adjustments to prior years
- Legislative changes
- Changes in market values
- Changes in class rates/history
- Levies by other taxing jurisdictions

Summary

2020 Property Tax Levy

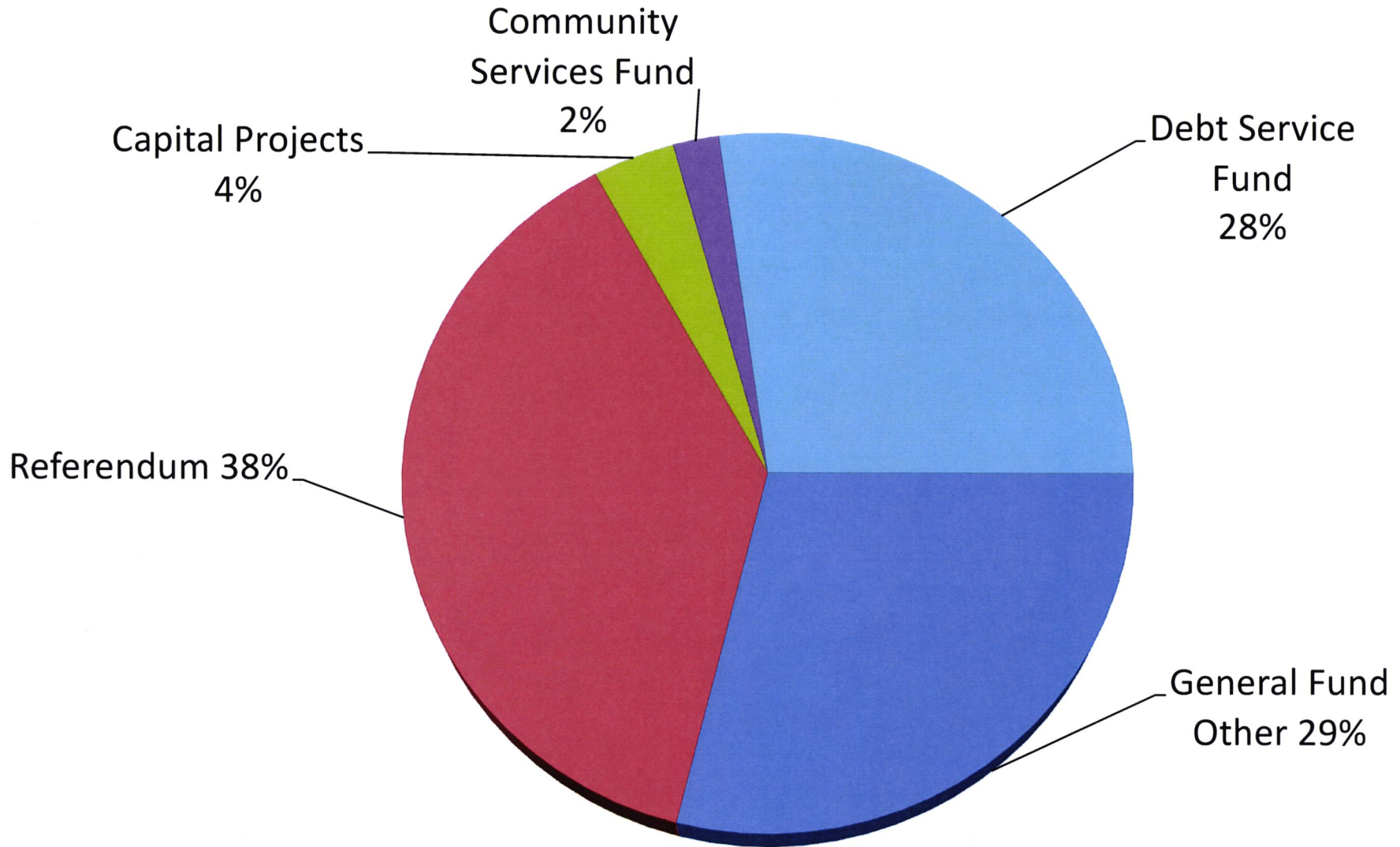
- Overall levy authority down \$39,849.79 or 0.20%
 - Anticipated decline in enrollment
- Preliminary levy of \$19,985,995.93
- Final Certified levy of \$19,985,995.93

Levy Authority vs. Certification

	PAY 19	PAY 20	DIFFERENCE
LEVY AUTHORITY (September)	\$19,780,294.32	\$19,985,995.93	\$205,701.61
LEVY CERTIFICATION (December)	\$20,025,845.72	\$19,985,995.93	\$(39,849.79)
Difference	\$245,551.40	\$0	

2020 Property Tax Levy

\$19,985,995.93



*General Fund Other; includes Local Optional Revenue, Operating Capital, LTFM, Building Lease, and OPEB

Property Tax Levy Breakout

Subtotals by Fund	Pay 2019 Certified Levy	Pay 2020 Certified Levy	Increase (Decrease)	Percent Change
General Fund	14,009,102.49	14,132,123.97	123,021.48	0.88%
Community Services Fund	410,997.28	417,154.44	6,157.16	1.50%
Debt Service Fund	<u>5,605,745.95</u>	<u>5,436,717.52</u>	<u>-169,028.43</u>	<u>-3.02%</u>
Total	20,025,845.72	19,985,995.93	-39,849.79	-0.20%

Subtotals by Tax Base	Pay 2019 Certified Levy	Pay 2020 Certified Levy	Increase (Decrease)	Percent Change
Referendum Market Value Net Tax Capacity	10,753,587.48	10,457,653.50	-295,933.98	-2.75%
	<u>9,272,258.24</u>	<u>9,528,342.43</u>	<u>256,084.19</u>	<u>2.76%</u>
Total	20,025,845.72	19,985,995.93	-39,849.79	-0.20%

Subtotals by Truth in Taxation Category	Pay 2019 Certified Levy	Pay 2020 Certified Levy	Increase (Decrease)	Percent Change
Voter Approved	13,980,817.44	12,862,515.54	-1,118,301.90	-8.00%
Other	<u>6,045,028.28</u>	<u>7,123,480.39</u>	<u>1,078,452.11</u>	<u>17.84%</u>
Total	20,025,845.72	19,985,995.93	-39,849.79	-0.20%

Levy History

	Pay 20 Certified Levy	Pay 19 Certified Levy	Pay 18 Certified Levy	Pay 17 Certified Levy	Pay 16 Certified Levy
General Fund	\$14,132,123.97	\$14,009,102.49	\$13,506,213.15	\$10,212,684.88	\$10,374,684.46
Community Services	\$417,154.44	\$410,997.28	\$412,076.54	\$401,904.62	\$407,503.44
Debt Service	\$5,436,717.52	\$5,605,745.95	\$5,337,839.20	\$4,962,475.10	\$4,765,914.22
Total	\$19,985,995.93	\$20,025,845.72	\$19,256,128.89	\$15,577,064.60	\$15,548,102.12
Difference	(\$39,849.79)	\$769,716.83	\$3,679,064.29	\$28,962.48	(\$31,931.16)
Percent Change	-0.20%	4.00%	23.62%	0.19%	-0.20%



2019-20 General Fund Budget Revision

12/9/2019

2019-20 General Fund Budget Revision

- Key factors for adjusting budget from adopted to revised:
 - Audited information for previous fiscal year finalized
 - October 1 enrollment data no longer a projection
 - Employment Agreements are finalized
 - New staff have been hired
 - Achievement & Integration approval
 - Lease purchase financing for district shop
 - Sale of iPads
 - Special Education revenue

Enrollment Projection

Average Daily Membership							
	Pre-K	KG	1-3	4-6	7-12	Total	Weighted
2018-19 Adopted	39.40	257.10	817.10	921.80	2,054.0	4,089.40	4,500.20
2018-19 Revised	45.10	255.70	799.89	902.44	2,070.3	4,073.3	4,487.4
2018-19 Actual	41.21	248.38	797.56	911.04	2,051.9	4,050.1	4,460.48
2019-20 Adopted	43.80	254.9	791.3	880.9	2,074.4	4,045.3	4,460.2
2019-20 Revised	39.00	243.50	759.90	888.70	2,070.4	4,001.5	4,415.6

Revenue Revision

	18-19 Revised Budget	18-19 Audited Results	19-20 Adopted Budget	19-20 Revised Budget
Property Tax	\$ 13,611,213	\$ 13,573,959	\$ 14,009,102	\$ 14,009,102
State Sources	\$ 37,704,088	\$ 38,699,984	\$ 38,552,096	\$ 39,328,004
Federal Sources	\$ 1,209,715	\$ 1,501,946	\$ 1,209,715	\$ 1,319,715
Local Sources	\$ 1,403,278	\$ 1,781,577	\$ 1,403,278	\$ 2,315,278
Total	\$ 53,928,294	\$ 55,557,466	\$ 55,174,191	\$ 56,972,099

Expenditure Revision

	18-19 Revised Budget	18-19 Audit Results	19-20 Adopted Budget	19-20 Revised Budget
Salaries & Benefits	\$ 42,451,567	\$ 43,516,720	\$ 44,865,528	\$ 45,766,708
Purchased Services	\$ 6,571,576	\$ 6,966,379	\$ 6,654,511	\$ 7,373,867
Supplies/Other	\$ 2,380,988	\$ 2,166,465	\$ 2,317,076	\$ 2,529,557
Capital/Equipment	\$ 2,089,593	\$ 2,608,972	\$ 1,891,411	\$ 1,911,311
Total	\$ 53,493,724	\$ 55,258,536	\$ 55,728,526	\$ 57,581,443

General Fund Budget

FUND SUMMARY

	2018-19	2018-19	2019-20	2019-20
	Revised	Audit	Adopted	Revised
	Budget	Results	Budget	Budget
Beginning Fund Balance*	\$16,712,990	\$16,712,990	\$17,147,560	\$17,011,920
Annual Revenue	<u>53,928,294</u>	<u>55,557,466</u>	<u>55,174,191</u>	<u>56,972,099</u>
Total Sources	70,641,284	72,270,456	72,321,751	73,984,019
Annual Expenditures	<u>53,493,724</u>	<u>55,258,536</u>	<u>55,728,526</u>	<u>57,580,443</u>
Ending Fund Balance*	\$17,147,560	\$17,011,920	\$16,593,225	\$16,403,576
Unassigned Fund Balance	\$11,296,256	\$10,790,670	\$10,204,229	\$10,066,417
Unassigned Percentage	21.10%	19.53%	18.31%	17.48%

*Beginning and ending fund balances include unrestricted and restricted dollars

THANK YOU!

COMMENTS & QUESTIONS?

Purpose

The purpose of this mid-year update to the School Board is to report about progress towards our Northfield High School Improvement Plan and to share activities, accomplishments, and challenges occurring at NHS.

What Is Going Well?

*Raider Nation (Academics, Activities, Athletics, Acceptance)

*Flex Year 2:

Recent Flex Expectations Update presented to all NHS students in CCR

*1st Site Improvement Goal - college ready theme:

Student choice for one of three tests on the ACT state testing day: ACT, Accuplacer, ASVAB

*2nd School Improvement Goal - parent satisfaction items:

Positive emails highlighting student success

NHS new conference model rollout

*3rd School Improvement Plan Goal - passing rates for NHS students and those students identified for interventions by MTSS (Multi-Tiered Systems of Support)

What Problems Are We Trying To Solve?

Flex Logistics

While we said that Flex is going well, it is a program that requires intense supervision.

Rounding

Our administration met with staff members and learned areas that we can focus on for continuous improvement.

English Language (EL) Enrollment

We continue to look at our EL services at NHS as we have had an increase in our EL enrollment this year.

Summary

Every single day, when students and staff members walk into Northfield High School, they find exciting opportunities for academic and social interactions, exceptional teaching, and cooperative and collaborative learning. There are lasting relationships being formed and strengthened here daily. NHS is a school that works and it works well!

It continues to be an honor and a joy to be back here at Northfield High School. I thank the students and staff, and you as leaders in this great district.

Northfield High School

2019-20 Update

What Is Going Well?



- **Raider Nation** (Academics, Activities, Athletics and Acceptance)
- **Flex Period** Year 2
(School Improvement Plan - SIP):
- **SIP Goal 1:** ACT/Accuplacer/ASVAB choice for juniors on spring testing day
- **SIP Goal 2:** Positive Emails to families and conference restructure
- **SIP Goal 3:** At the end of Q1, 97% of NHS students had earned a passing grade in their classes. 70% of MTSS students passed all of their classes in Q1

What Problems Are We Trying To Solve?

- Flex Logistics
- Rounding
- English Language (EL) Enrollment



Thank You and Questions





**Northfield High School Fall
2019 School Board Report
Joel Olson
2019-20**

9-12 Student Enrollment: 1290

Total Co-Curricular Participants: 613

48% of students participate in MSHSL or other competitive/performance activity

I. MSHSL

Winter Athletics 7 – 12

Boys: Cross country - 59
Soccer - 58
Football - 104

Total: 221

Girls: Cross Country - 44
Soccer - 58
Swim/Dive - 63
Tennis - 31
Volleyball - 47

Total: 243

Other Competitive Activities 9 – 12

Bowling - 28
Cheer - 15
Knowledge Bowl - 35 participants
Mock Trial - 18 participants
Math Team - 5
Science Olympiad - 10 participants
Chess - 14 participants
Mock Trial - 24

Total: 149

II. NON-MSHSL

Clubs and Organizations

Link Crew	R.A.L.I.E	FCA	Student Council
Yearbook	National Honor Society	GSA	
Pep Band	DECA	Diversity Club	

III. Achievements, Accomplishments, Awards

- The Girls Swimming & Diving Team won the Section 1AA Swimming & Diving Championship Meet. The swimmers & divers qualified 3 relays and 2 divers for State.
- The volleyball team won the Big 9 for the 3rd year in a row.
- The Bowling team earned a trip to state.

State Meet Individual Participants:

- Girls' Swim/Dive
 - Alice Zhang 12, Tatum Hauck 12, Ella Palmquist 12, Signe Hauck 12, Anna Scheglowski 10 V, Caroline Peterson 12 Zibby Hanifl, 10, Ella Kelm 12, Ellen Varley 11, Lindsay Sundby, 10, Christina Narveson 12, Samantha Sundby 12 Paige Steenblock 10, Liv Fossum 10, Ananda Myint 9, Mia Mollenhauer 12, Chloe Mellgren 12, Ava O'Hara Branter Siri Narveso
- Girls' Cross Country
 - Nicole Theberath

Academic Awards: Gold = 3.75-4.0 Silver= 3.5-3.74**Silver**

Girls' Tennis

Gold

Football

Girls' Swim/Dive

Volleyball

Fine Arts

- Fall Musical
 - "Little Shop of Horrors"

NCAA/National Letter of Intent/Scholarship and Post Secondary Athletic Commitments:

Drew Woodley - Wrestling, Iowa State

Bronwyn Timperley - Volleyball, Northern Colorado

Ella Kelm - Diving, Mankato State

Dome Time Used in 2018-19: 92 hours



TO: School Board Members
Dr. Hillmann, Superintendent

FROM: Cheryl Hall, Director of Special Services

DATE: December 4, 2019

RE: Request to hire additional non-licensed Special Education EA/PCA

Consider approval of the following increase for a non-licensed special education assistant PCA at Greenvale Park Elementary required to provide special education services to support individual student needs as determined by the Individual Education Program Plan (IEP) until the end of the school year. These additions are requested at this time due to the increased needs to provide care, safety and support across all school environments.

The total projected cost of salary and benefits is \$22,600 with approximately 55% of the salary reimbursed through special education revenue for a net cost of \$17,155.

<u>Building</u>	<u>Position</u>	<u>FTE</u>	<u>Rationale</u>
Greenvale Park	EA/PCA	6.75 hrs/day	Increased need for care and safety for identified students

Total Salary and Benefit	\$22,600
55% of Reimbursed Salary	<u>\$ 5,445</u>
Total Unreimbursed Cost:	\$17,155

Policy 510 SCHOOL ACTIVITIES

I. GENERAL STATEMENT OF POLICY PURPOSE

The purpose of this policy is to impart to students, employees, and the community the school district's policy related to the student activity program.

II. GENERAL STATEMENT OF POLICY

School activities provide additional opportunities for students to pursue special interests that contribute to their physical, mental and emotional well-being. They are of secondary importance to the formal instructional program; however, they complement the instructional program by providing students with additional opportunities for growth and development.

H.III. RESPONSIBILITY

- A. The school board expects all students who participate in school sponsored activities to represent the school and community in a responsible manner. All rules pertaining to student conduct and student discipline extend to school activities.
- B. The school board expects all spectators at school sponsored activities, including parents, employees, and other members of the public, to behave in an appropriate manner at those activities. Students and employees may be subject to discipline and parents and other spectators may be subject to sanctions for engaging in misbehavior or inappropriate, illegal or unsportsmanlike behavior at these activities or events.
- C. The superintendent or designee shall be responsible for disseminating information needed to inform students, parents, staff, and the community of the opportunities available within the school activity program and the rules of participation.
- E.D. Those students who participate in Minnesota State High School League (MSHSL) activities must also abide by the league rules. It shall be the responsibility of those employees who conduct MSHSL activities to familiarize students and parents with all applicable rules, penalties, and opportunities.
- E.E. The superintendent or designee shall be responsible for conducting an annual evaluation of school activity programs and presenting the results and any recommendations to the school board.
- F. The school board will ensure that any funds raised for extracurricular activities will be spent only on extracurricular activities.

Policy 510 School Activities

Adopted: 3/12/07; Revised: INSERT DATE HERE

School Board

INDEPENDENT SCHOOL DISTRICT 659

Northfield, MN

Legal References: Minn. Stat. § 123B.49 (~~Cocurricular and Extracurricular Activities; Insurance~~)

Cross References: Board Policy 503 (Student Attendance)

Board Policy 506 (Student Discipline)

Board Policy 713 (Student Activity Accounting)

MSBA Service Manual, Chapter 5, Various Educational Programs

Policy 524.2 USE OF TECHNOLOGY AND TELECOMMUNICATION SYSTEMS BY STUDENTS

I. PURPOSE

The school district provides technology and telecommunications resources for district students to support and enhance student learning. Access to and use of technology resources for students and employees is a fundamental part of education. This policy covers district student use of all technology and telecommunications resources in the district. The purpose of this policy is to govern and guide the appropriate use of these resources.

II. GENERAL STATEMENT OF POLICY

The school district provides students with access to computers and peripherals, district networks, Internet, software applications and other technology services in order to support and enhance student learning and to prepare them for work and life in the 21st Century.

III. ACCEPTABLE/UNACCEPTABLE USES

1. Each student shall act responsibly when utilizing technology resources.
 - a. The use of the school district networks/computers/peripherals and Internet/software applications and systems is a privilege that can be revoked at any time for abusive behavior. All activity and utilization of district technology resources must comply with the District Discipline Guidelines and School Board Policies.
 - b. Access to the Internet will be for educational purposes only, and students will not use the school district technology resources to access, review, display, store, upload, download, distribute, post, receive, transmit, or print pornographic, obscene or sexually explicit materials or language, or other visual depictions that are harmful to minors.
 - c. Students will not use the school district technology resources to access, display, store, upload, download, distribute or print materials that advocate violence, harassment or discrimination (hate literature) or are disruptive in any way.
 - d. Students will not send abusive, intimidating, harassing, or unwanted material causing the work of others to be disrupted.
 - e. Students will not use the school district technology resources to vandalize, damage or disable the property of another person, will not make deliberate attempts to degrade, vandalize or disrupt equipment, software, or system performance, will not violate the network's security in any way, and will not use the school district network/Internet/email system in any way so as to disrupt the use of the system by other users.
 - f. Students will not use the school district technology resources to gain unauthorized access to resources, passwords, accounts, information or files without direct permission from the district.
 - g. Students will not use school district technology resources to violate copyright laws, download or pirate software or plagiarize information, or engage in any illegal act or violate any local, state, or federal statute or law.

- a. The district may examine or make copies of files that are suspected of misuse, or that have been corrupted or damaged. Files may be subject to search by law enforcement agencies if files contain information, which may be used as evidence in a court of law.
 - b. An individual investigation or search will be conducted if school authorities have a reasonable suspicion that the search will uncover a violation of law or school district policy. The school district will cooperate fully with local, state and federal authorities in any investigation concerning or related to any illegal activities and activities not in compliance with school district policies.
5. Each student shall be aware that data and other materials in files maintained on school district property may be subject to review, disclosure or discovery under State and Federal legislation, including the Minnesota Government Data Practices Act.
 - a. The School District can and will monitor the online activities of all employees and students, and employ "filtering" protection measures during any use by employees and/or students. The "filtering" measures are intended to block Internet sites that contain violent, obscene, pornographic or sexually explicit materials. The district will comply with any and all state and federal requirements around Internet filtering for student use. The use of this software does not guarantee that students or staff will not be able to obtain objectionable or pornographic materials over the Internet, but the chances have been minimized.
 - b. It is mandatory that staff closely monitor and supervise student use of the Internet and all other technology resources at school to ensure appropriate, educational use.

IV. PARENTS' RESPONSIBILITY; NOTIFICATION OF STUDENT INTERNET USE

Outside of school, parents bear responsibility for the same guidance of Internet use as they exercise with information sources such as television, telephones, radio, movies, and other possibly offensive media. Parents are responsible for monitoring their student's use of the school district system and of the Internet if the student is accessing the school district system from home or a remote location.

Policy 524.2 Use of Technology and Telecommunications Systems by Students

Adopted: 4/13/98; Revised: 7/19/01, 5/10/04, 6/10/13; Updated: INSERT DATE HERE

School Board

INDEPENDENT SCHOOL DISTRICT 659

Northfield, Minnesota

Legal References: 15 U.S.C. § 6501 et seq. (Children's Online Privacy Protection Act)

17 U.S.C. § 101 et seq. (Copyrights)

47 U.S.C. § 254 (Children's Internet Protection Act of 2000 (CIPA))

47 C.F.R. § 54.520 (FCC rules implementing CIPA)

Minn. Stat. § 121A.031 (School Student Bullying Policy)

Minn. Stat. § 125B.15 (Internet Access for Students)

Minn. Stat. § 125B.26 (Telecommunications/Internet Access Equity Act)

Tinker v. Des Moines Indep. Cmty. Sch. Dist., 393 U.S. 503, 89 S.Ct. 733, 21 L.Ed.2d 731 (1969)

United States v. Amer. Library Assoc., 539 U.S. 194, 123 S.Ct. 2297, 56 L.Ed.2d 221 (2003) 524-11

Doninger v. Niehoff, 527 F.3d 41 (2nd Cir. 2008)

R.S. v. Minnewaska Area Sch. Dist. No. 2149, No. 12-588, 2012 WL 3870868 (D. Minn. 2012)

Tatro v. Univ. of Minnesota, 800 N.W.2d 811 (Minn. App. 2011), aff'd on other grounds 816 N.W.2d 509 (Minn. 2012)

S.J.W. v. Lee's Summit R-7 Sch. Dist., 696 F.3d 771 (8th Cir. 2012)

Policy 524.2 USE OF TECHNOLOGY AND TELECOMMUNICATION SYSTEMS BY STUDENTS

I. PURPOSE

The school district provides technology and telecommunications resources for district students to support and enhance student learning. Access to and use of technology resources for students and employees is a fundamental part of education. This policy covers district student use of all technology and telecommunications resources in the district. The purpose of this policy is to govern and guide the appropriate use of these resources.

II. GENERAL STATEMENT OF POLICY

The school district provides students with access to computers and peripherals, district networks, Internet, software applications and other technology services in order to support and enhance student learning and to prepare them for work and life in the 21st Century.

III. ACCEPTABLE/UNACCEPTABLE USES

1. Each student shall act responsibly when utilizing technology resources.
 - a. The use of the school district networks/computers/peripherals and Internet/software applications and systems is a privilege that can be revoked at any time for abusive behavior. All activity and utilization of district technology resources must comply with the District Discipline Guidelines and School Board Policies.
 - b. Access to the Internet will be for educational purposes only, and students will not use the school district technology resources to access, review, display, store, upload, download, distribute, post, receive, transmit, or print pornographic, obscene or sexually explicit materials or language, or other visual depictions that are harmful to minors.
 - c. Students will not use the school district technology resources to access, display, store, upload, download, distribute or print materials that advocate violence, harassment or discrimination (hate literature) or are disruptive in any way.
 - d. Students will not send abusive, intimidating, harassing, or unwanted material causing the work of others to be disrupted.
 - e. Students will not use the school district technology resources to vandalize, damage or disable the property of another person, will not make deliberate attempts to degrade, vandalize or disrupt equipment, software, or system performance, will not violate the network's security in any way, and will not use the school district network/Internet/email system in any way so as to disrupt the use of the system by other users.
 - f. Students will not use the school district technology resources to gain unauthorized access to resources, passwords, accounts, information or files without direct permission from the district.
 - g. Students will not use school district technology resources to violate copyright laws, download or pirate software or plagiarize information, or engage in any illegal act or violate any local, state, or federal statute or law.

- h. Students will not send or forward unnecessary or frivolous emails or messages in any quantity to other users of the district email system. Transmission of chain letters and pyramid schemes is strictly prohibited.
 - i. Students will not use school district technology resources for commercial purposes, political lobbying or solicitation of any kind.
 - j. No non-district owned equipment (computers, printers, peripherals, etc.) can be used to access the school or district data networks and file servers.
 - k. Students will not use district technology resources to communicate under a false name or designation or a name or designation they are not authorized to use, including instances in conjunction with representing that they are somehow acting on behalf of or under the auspices of the school district.
 - l. Students will not use the name "Northfield Public Schools" in any form or use any symbol or logo or graphic used by Northfield Schools without the district's prior consent.
 - m. Students will use electronic information resources in compliance with all existing school board policies.
2. Each student shall respect private passwords, copyright and other intellectual property rights.
- a. Copying of data, files or using passwords belonging to others will be considered a violation of school district policies, a violation of law, and may constitute fraud, plagiarism or theft.
 - b. Software licensed by the school district must only be used in accordance with applicable license specifications and agreements. Illegal copying and/or installing of software on district computers is strictly prohibited.
 - c. Modifying or damaging information without authorization including but not limited to altering data, introducing viruses or damaging files or data is unethical and a violation of school district policies.
3. Each student shall abide by security restrictions on all systems and information.
- a. Distributing or making your password or another person's password or access code available to others or otherwise attempting to evade, disable or "crack" passwords, desktop security systems, or other security precautions, or assisting others in doing so threatens work, privacy and the integrity of school district information, and is a serious violation of school district policy.
 - b. Attempts to "bypass" virus protection software on workstations or servers are violations of district security procedures.
 - c. Software or applications are generally installed by District technology services staff. Software or applications may only be installed by students with specific permission from the District.
4. Each student shall recognize limitations to privacy and use of electronic communications. Employees, staff and students do not own school district technology and telecommunications equipment or software. The school district reserves the right to access user files at any time to protect the integrity of the systems and property of the school district.

- a. The district may examine or make copies of files that are suspected of misuse, or that have been corrupted or damaged. Files may be subject to search by law enforcement agencies if files contain information, which may be used as evidence in a court of law.
 - b. An individual investigation or search will be conducted if school authorities have a reasonable suspicion that the search will uncover a violation of law or school district policy. The school district will cooperate fully with local, state and federal authorities in any investigation concerning or related to any illegal activities and activities not in compliance with school district policies.
5. Each student shall be aware that data and other materials in files maintained on school district property may be subject to review, disclosure or discovery under State and Federal legislation, including the Minnesota Government Data Practices Act.
- a. The School District can and will monitor the online activities of all employees and students, and employ “filtering” protection measures during any use by employees and/or students. The “filtering” measures are intended to block Internet sites that contain violent, obscene, pornographic or sexually explicit materials. The district will comply with any and all state and federal requirements around Internet filtering for student use. The use of this software does not guarantee that students or staff will not be able to obtain objectionable or pornographic materials over the Internet, but the chances have been minimized.
 - b. It is mandatory that staff closely monitor and supervise student use of the Internet and all other technology resources at school to ensure appropriate, educational use.

IV. PARENTS’ RESPONSIBILITY; NOTIFICATION OF STUDENT INTERNET USE

Outside of school, parents bear responsibility for the same guidance of Internet use as they exercise with information sources such as television, telephones, radio, movies, and other possibly offensive media. Parents are responsible for monitoring their student's use of the school district system and of the Internet if the student is accessing the school district system from home or a remote location.

Policy 524.2 Use of Technology and Telecommunications Systems by Students

Adopted: 4/13/98; Revised: 7/19/01, 5/10/04, 6/10/13; Updated: INSERT DATE HERE

School Board

INDEPENDENT SCHOOL DISTRICT 659

Northfield, Minnesota

Legal References: 15 U.S.C. § 6501 et seq. (Children’s Online Privacy Protection Act)

17 U.S.C. § 101 et seq. (Copyrights)

47 U.S.C. § 254 (Children’s Internet Protection Act of 2000 (CIPA))

47 C.F.R. § 54.520 (FCC rules implementing CIPA)

Minn. Stat. § 121A.031 (School Student Bullying Policy)

Minn. Stat. § 125B.15 (Internet Access for Students)

Minn. Stat. § 125B.26 (Telecommunications/Internet Access Equity Act)

Tinker v. Des Moines Indep. Cmty. Sch. Dist., 393 U.S. 503, 89 S.Ct. 733, 21 L.Ed.2d 731 (1969)

United States v. Amer. Library Assoc., 539 U.S. 194, 123 S.Ct. 2297, 56 L.Ed.2d 221 (2003) 524-11

Doninger v. Niehoff, 527 F.3d 41 (2nd Cir. 2008)

R.S. v. Minnewaska Area Sch. Dist. No. 2149, No. 12-588, 2012 WL 3870868 (D. Minn. 2012)

Tatro v. Univ. of Minnesota, 800 N.W.2d 811 (Minn. App. 2011), aff’d on other grounds 816 N.W.2d 509 (Minn. 2012)

S.J.W. v. Lee’s Summit R-7 Sch. Dist., 696 F.3d 771 (8th Cir. 2012)

Kowalski v. Berkeley County Sch., 652 F.3d 565 (4th Cir. 2011)
Layshock v. Hermitage Sch. Dist., 650 F.3d 205 (3rd Cir. 2011)
Parents, Families and Friends of Lesbians and Gays, Inc. v. Camdenton
R-III Sch. Dist., 853 F.Supp.2d 888 (W.D. Mo. 2012)
M.T. v. Cent. York Sch. Dist., 937 A.2d 538 (Pa. Commw. Ct. 2007)

Cross References: MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)
MSBA/MASA Model Policy 406 (Public and Private Personnel Data)
MSBA/MASA Model Policy 505 (Distribution of Nonschool-Sponsored Materials on School Premises by
Students and Employees)
MSBA/MASA Model Policy 506 (Student Discipline)
MSBA/MASA Model Policy 514 (Bullying Prohibition Policy)
MSBA/MASA Model Policy 515 (Protection and Privacy of Pupil Records)
MSBA/MASA Model Policy 519 (Interviews of Students by Outside Agencies)
MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination)
MSBA/MASA Model Policy 522 (Student Sex Nondiscrimination)
MSBA/MASA Model Policy 603 (Curriculum Development)
MSBA/MASA Model Policy 604 (Instructional Curriculum)
MSBA/MASA Model Policy 606 (Textbooks and Instructional Materials)
MSBA/MASA Model Policy 806 (Crisis Management Policy)
MSBA/MASA Model Policy 904 (Distribution of Materials on School District Property by Nonschool Persons)

Policy 532 USE OF PEACE OFFICERS AND CRISIS TEAMS TO REMOVE STUDENTS WITH IEPs FROM SCHOOL GROUNDS

I. PURPOSE

The purpose of this policy is to describe the appropriate use of peace officers and crisis teams to remove, if necessary, a student with an individualized education program (IEP) from school grounds.

II. GENERAL STATEMENT OF POLICY

The school district is committed to promoting learning environments that are safe for all members of the school community. It further believes that students are the first priority and that they should be reasonably protected from physical or emotional harm at all school locations and during all school activities.

In general, all students, including those with IEPs, are subject to the terms of the school district's discipline policy. Building level administrators have the leadership responsibility to maintain a safe, secure, and orderly educational environment within which learning can occur. Corrective action to discipline a student and/or modify a student's behavior will be taken by staff when a student's behavior violates the school district's discipline policy.

If a student with an IEP engages in conduct which, in the judgment of school personnel, endangers or may endanger the health, safety, or property of the student, other students, staff members, or school property, that student may be removed from school grounds in accordance with this policy.

III. DEFINITIONS

For purposes of this policy, the following terms have the meaning given them in this section:

- A. "Student with an IEP" or "the student" means a student who is eligible to receive special education and related services pursuant to the terms of an IEP or an individual interagency intervention plan (IIIP).
- B. "Peace officer" means an employee or an elected or appointed official of a political subdivision or law enforcement agency who is licensed by the Board of Peace Officer Standards and Training, charged with the prevention and detection of crime and the enforcement of general criminal laws of the state and who has the full power of arrest. The term "peace officer" includes a person who serves as a sheriff, a deputy sheriff, a police officer, or a state patrol trooper.
- C. "Police liaison officer" is a peace officer who, pursuant to an agreement between the school district and a political subdivision or law enforcement agency, is assigned to a school building for all or a portion of the school day to provide law

enforcement assistance and support to the building administration and to promote school safety, security, and positive relationships with students.

- D. "Crisis team" means a group of persons, which may include teachers and non-teaching school personnel, selected by the building administrator in each school building who have received crisis intervention training and are responsible for becoming actively involved with resolving crises. The building administrator or designee shall serve as the leader of the crisis team.
- E. The phrase "remove the student from school grounds" is the act of securing the person of a student with an IEP and escorting that student from the school building or school activity at which the student with an IEP is located.
- F. "Emergency" means a situation where immediate intervention is needed to protect a child or other individual from physical injury.
- G. All other terms and phrases used in this policy shall be defined in accordance with applicable state and federal law or ordinary and customary usage.

IV. REMOVAL OF STUDENTS WITH IEPs FROM SCHOOL GROUNDS:

A. Removal By Crisis Team

If the behavior of a student with an IEP escalates to the point where the student's behavior endangers or may endanger the health, safety, or property of the student, other students, staff members, or school property, the school building's crisis team may be summoned. The crisis team may attempt to de-escalate the student's behavior by means including, but not limited to, those described in the student's IEP and/or behavior intervention plan. When such measures fail, or when the crisis team determines that the student's behavior continues to endanger or may endanger the health, safety, or property of the student, other students, staff members, or school property, the crisis team may remove the student from school grounds.

If the student's behavior cannot be safely managed, school personnel may immediately request assistance from the police liaison officer or a peace officer.

B. Removal By Police Liaison Officer or Peace Officer

If a student with an IEP engages in conduct which endangers or may endanger the health, safety, or property of the student, other students, staff members, or school property, the school building's crisis team, building administrator, or the building administrator's designee, may request that the police liaison officer or a peace officer remove the student from school grounds.

If a student with an IEP is restrained or removed from a classroom, school building, or school grounds by a peace officer at the request of a school administrator or school staff person during the school day twice in a 30-day period, the student's IEP team must meet to determine if the student's IEP is adequate or if additional evaluation is needed.

Whether or not a student with an IEP engages in conduct which endangers or may endanger the health, safety, or property of the student, other students, staff members, or school property, school district personnel may report a crime committed by a student with an IEP to appropriate authorities. If the school district reports a crime committed by a student with an IEP, school personnel shall transmit copies of the special education and disciplinary records of the student for consideration by appropriate authorities to whom it reports the crime, to the extent that the transmission is permitted by the Family Education Rights and Privacy Act (FERPA), the Minnesota Government Data Practices Act, and school district's policy, Protection and Privacy of Pupil Records.

The fact that a student with an IEP is covered by special education law does not prevent state law enforcement and judicial authorities from exercising their responsibilities with regard to the application of federal and state law to crimes committed by a student with an IEP.

C. Reasonable Force Permitted

In removing a student with an IEP from school grounds, a building administrator, other crisis team members, or the police liaison officer or other agents of the school district, whether or not members of a crisis team, may use reasonable force when it is necessary under the circumstances to correct or restrain a student or prevent bodily harm or death to another.

In removing a student with an IEP from school grounds, police liaison officers and school district personnel are further prohibited from engaging in the following conduct:

1. Corporal punishment is prohibited by Minn. Stat. § 121A.58.
2. Requiring a child to assume and maintain a specified physical position, activity, or posture that induces physical pain.
3. Totally or partially restricting a child's senses as punishment.
4. Denying or restricting a child's access to equipment and devices such as walkers, wheel chairs, hearing aids and communication boards that facilitate the child's functioning except when temporarily removing the equipment or device is needed to prevent injury to the child or others or serious damage to the equipment or device, in which case the equipment or device shall be returned to the child as soon as possible.
5. Interacting with a child in a manner that constitutes sexual abuse, neglect, or physical abuse under Minn. Stat. § 626.556.
6. Physical holding (as defined in Minn. Stat. § 125A.0941) that restricts or impairs a child's ability to breathe, restricts or impairs a child's ability to communicate distress, places pressure or weight on a child's head, throat, neck, chest, lungs, sternum, diaphragm, back, or abdomen, or results in straddling a child's torso;
7. Withholding regularly scheduled meals or water; and/or
8. Denying a child access to toilet facilities.

D. Parental Notification

The building administrator or designee shall make reasonable efforts to notify the student's parent or guardian of the student's removal from school grounds as soon as possible following the removal.

E. Continued Removals; Review of IEP

Continued and repeated use of the removal process described herein must be reviewed in the development of the individual student's IEP or IIIP.

F. Effect of Policy in an Emergency; Use of Restrictive Procedures

A student with an IEP may be removed in accordance with this policy regardless of whether the student's conduct would create an emergency.

If the school district seeks to remove a student with an IEP from school grounds under this policy due to behaviors that constitute an emergency and the student's IEP, IIIP, or behavior intervention plan authorizes the use of one or more restrictive procedures, the crisis team may employ those restrictive procedures, in addition to any reasonable force that may be necessary, to facilitate the student's removal from school grounds, as long as the crisis team members who are implementing the restrictive procedures have received the training required by Minn. Stat § 125A.0942, Subd. 5, and otherwise comply with the requirements of Stat § 125A.0942.

G. Reporting to the Minnesota Department of Education (MDE)

Annually, stakeholders may recommend, as necessary, to the Commissioner of MDE (Commissioner) specific and measurable implementation and outcome goals for reducing the use of restrictive procedures. The Commissioner must submit to the Legislature a report on districts' progress in reducing the use of restrictive procedures that recommends how to further reduce these procedures and eliminate the use of ~~prone restraints~~ seclusion. By ~~June 30~~ January 15, April 15, July 15, and October 15 of each year, districts must report ~~summary data on the use of restrictive procedures to the MDE~~, in a form and manner determined by the Commissioner, about individual students who have been secluded. By July 15 each year, districts must report summary data. The summary data must include information ~~about~~ on the use of restrictive procedures for the prior school year, July 1 through June 30, including the use of reasonable force by school personnel that is consistent with the definition of physical holding or seclusion of a child with a disability.

Policy 532 Use Of Peace Officers And Crisis Teams To Remove Students With IEPs From School Grounds

Adopted: 3/8/2004; Updated 4/2011; Revised 7/11/11, 5/15/13, 5/16/16; Revised: INSERT DATE HERE

School Board

INDEPENDENT SCHOOL DISTRICT 659

Northfield, Minnesota

Legal References: 20 U.S.C. § 1415(k)(6) (Individuals with Disabilities Education Improvement Act of 2004 (IDEA))
34 C.F.R. § 300.535 (IDEA Regulation Regarding Involvement of Law Enforcement)
20 U.S.C. 1232g *et seq.* (Family Educational Rights and Privacy (FERPA))
Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)
Minn. Stat. §§ 121A.40-121A.56 (Minnesota Pupil Fair Dismissal Act)

Minn. Stat. § 121A.582 (Student Discipline; Reasonable Force)
Minn. Stat. § 121A.61 (Discipline and Removal of Students from Class)
Minn. Stat. § 121A.67, Subd. 2 (Aversive and Deprivation Procedures)
Minn. Stat. § 125A.094-125A.0942 (Restrictive Procedures for Children with Disabilities)
Minn. Stat. § 609.06 (Authorized Use of Force)
Minn. Stat. § 609.379 (Permitted Actions)

Cross References: School District Policy 506 (Student Discipline)
School District Policy 507 (Corporal Punishment)
School District Policy 515 (Protection and Privacy of Pupil Records)
School District Policy 525 (Violence Protection)
School District Policy 806 (Student Welfare / Crisis Management Policy)

Policy 534 UNPAID MEAL CHARGES - NEW

I. PURPOSE

The purpose of this policy is to ensure that students receive healthy and nutritious meals through the school district's nutrition program and that school district employees, families, and students have a shared understanding of expectations regarding meal charges. The policy seeks to allow students to receive the nutrition they need to stay focused during the school day and minimize identification of students with insufficient funds to pay for school meals as well as to maintain the financial integrity of the school nutrition program.

II. PAYMENT OF MEALS

- A. All students will have individual meal accounts with a separate 4-digit PIN (Personal Identification Number) for each student/user in the family to record individual meal purchases. When an account reaches zero or there is insufficient funds a student shall not be allowed to purchase a la carte items until the negative account balance is paid. Families may pay for meals by using cash, check or Revtrak online payment system. Payments may be made daily and sent to any school the student attends. Checks should be made out to Northfield Public Schools and must include the student's first and last name and personal identification number (PIN). Cash payments will be accepted in a sealed envelope with the student and parent's first and last name, PIN number, and the amount of payment written on the outside of the envelope. Payments may also be mailed to Northfield Public Schools, Child Nutrition Office, 1400 Division Street South, Northfield, MN 55057. All schools have payment envelopes and collection boxes placed in the Child Nutrition area for receipt of payments. Each school collects and posts money daily into individual meal accounts. Money collected will be posted into the account as it is turned in or at least by 10:30 am and again by 2:00 pm. All other cash or check payments will be posted the following day.

See Negative Balance and NSF procedure for payment of meals.

- B. If the school district receives school lunch aid under Minn. Stat. § 124D.111, it must make lunch available without charge to all participating students who qualify for free or reduced-price meals regardless of account balance.
- C. The school district does not provide alternate meals, but will allow a student with an outstanding meal charge debt to purchase a reimbursable meal.
- D. When a student has a negative account balance, the student will not be allowed to charge an a la carte item.
- F. If a parent or guardian chooses to send in one payment that is to be divided between sibling accounts, the parent or guardian must specify how the funds are to be distributed

to the students' accounts. Funds may not be transferred between sibling accounts unless written permission is received from the parent or guardian.

III. LOW OR NEGATIVE ACCOUNT BALANCES NOTIFICATION AND UNPAID MEAL CHARGES

- A. The school district will make reasonable efforts to notify families when meal account balances are low or fall below zero.
- B. Reminders for payment of outstanding student meal balances will not demean or stigmatize any student participating in the school lunch program.
- C. The school district will make reasonable efforts to communicate with families to resolve the matter of unpaid charges. Where appropriate, families may be encouraged to apply for free and reduced-price meals for their children.
- D. The school district will make reasonable efforts to collect unpaid meal charges classified as delinquent debt. Unpaid meal charges are designated as delinquent debt when payment is overdue, the debt is considered collectable, and efforts are being made to collect it.
- E. The school district may not deny any student the opportunity to participate in graduation ceremonies or other commencement activities due to unpaid meal charges.
- F. Negative balances of more than \$30, not paid prior to *end of the school year*, will be turned over to the superintendent or superintendent's designee for collection. Collection options may include, but are not limited to, use of collection agencies, claims in the conciliation court, or any other legal method permitted by law.
- G. The school district may not enlist the assistance of non-school district employees, such as volunteers, to engage in debt collection efforts.
- H. The superintendent or designee will develop procedures for collecting unpaid meal charges and notification of low or negative balances. Refer to negative balance and NSF procedure guidelines.

IV. COMMUNICATION OF POLICY

- A. This policy and any pertinent supporting information shall be provided in writing (i.e., mail, email, back-to-school packet, student handbook, etc.) to:
 - 1. all households at or before the start of each school year;
 - 2. students and families who transfer into the school district, at the time of enrollment; and
 - 3. all school district personnel who are responsible for enforcing this policy.

- B. The school district may post the policy on the school district's website, in addition to providing the required written notification described above.

Policy 534 Unpaid Meal Charges

Adopted: INSERT DATE HERE

Legal References:

Minn. Stat. § 124D.111, Subd. 4
42 U.S.C. § 1751 *et seq.* (Healthy and Hunger-Free Kids Act)
7 C.F.R. § 210 *et seq.* (School Lunch Program Regulations)
7 C.F.R. § 220.8 (School Breakfast Program Regulations)
USDA Policy Memorandum SP 46-2016, Unpaid Meal Charges: Local Meal Charge Policies (2016)
USDA Policy Memorandum SP 47-2016, Unpaid Meal Charges: Clarification on Collection of Delinquent Meal Payments (2016)
USDA Policy Memorandum SP 23-2017, Unpaid Meal Charges: Guidance and Q&A
Minn. Op. Atty. Gen. 169j (May 14, 2019) (*Letter to Ricker*)

Policy 535 SERVICE ANIMALS IN SCHOOLS - NEW

I. PURPOSE

The purpose of this policy is to establish parameters for the use of service animals by students, employees, and visitors within school buildings and on school grounds.

II. GENERAL STATEMENT OF POLICY

Individuals with disabilities shall be permitted to bring their service animals into school buildings or on school grounds in accordance with, and subject to, this policy.

III. DEFINITIONS

A. Service Animal

A “service animal” is a dog (regardless of breed or size) or miniature horse that is individually trained to perform “work or tasks” for the benefit of an individual with a disability, including an individual with a physical, sensory, psychiatric, intellectual, or mental disability. Other species of animals, whether wild or domestic, trained or untrained, are not service animals. Service animals are working animals that perform valuable functions; they are not pets. The work or tasks performed by the service animal must be directly related to the individual’s disability. An animal accompanying an individual for the sole purpose of providing emotional support, therapy, comfort, or companionship is not a service animal.

B. Handler

A “handler” is an individual with a disability who uses a service animal. In the case of an individual who is unable to care for and supervise the service animal for reasons such as age or disability, “handler” means the person who cares for and supervises the animal on that individual’s behalf. School district personnel are not responsible for the care, supervision, or handling responsibilities of a service animal.

C. Work or Tasks

1. “Work or tasks” are those functions performed by a service animal.
2. Examples of “work or tasks” include, but are not limited to, assisting individuals who are blind or have low vision with navigation and other tasks, alerting individuals who are deaf or hard of hearing to the presence of people or sounds, providing non-violent protection or rescue work, pulling a wheelchair, assisting an individual during a seizure, alerting individuals to the presence of allergens, retrieving items such as medicine or the telephone, providing physical support and assistance with balance and stability to individuals with mobility disabilities, and

helping persons with psychiatric and neurological disabilities by preventing or interrupting impulsive or destructive behaviors.

3. The crime deterrent effects of an animal's presence and the provision of emotional support, well-being, comfort, or companionship are not "work or tasks" for the purposes of this policy.

D. Trainer

A "trainer" is a person who is training a service animal and is affiliated with a recognized training program for service animals.

IV. ACCESS TO PROGRAMS AND ACTIVITIES; PERMITTED INQUIRIES

- A. In general, handlers (i.e., individuals with disabilities or trainers) are permitted to be accompanied by their service animals in all areas of school district properties where members of the public, students, and employees are allowed to go. A handler has the right to be accompanied by a service animal whenever and to the same extent that the handler has the right: (a) to be present on school district property or in school district facilities; (b) to attend or participate in a school- sponsored event, activity, or program; or (c) to be transported in a vehicle that is operated by or on behalf of the school district.
- B. When an individual with a disability brings a service animal to a school district property, school district employees shall not ask about the nature or extent of a person's disability, but may make the following two inquiries to determine whether the animal qualifies as a service animal:
 1. Is the service animal required because of a disability; and
 2. What work or tasks is the service animal trained to perform.
- C. School district employees shall not make these inquiries of an individual with a disability bringing a service animal to school district property when it is readily apparent that an animal is trained to do work or perform tasks for an individual with a disability. However, school district employees may inquire whether the individual with a disability has completed and submitted the request form described in Part VI. below.
- D. An individual with a disability may not be required to provide documentation such as proof that the animal has been certified, trained, or licensed as a service animal.

V. REQUIREMENTS FOR ALL SERVICE ANIMALS

- A. The service animal must be required for the individual with a disability.
- B. The service animal must be individually trained to do work or tasks for the benefit of the individual with a disability.

- C. A service animal must have a harness, leash, or other tether, unless either the handler is unable, because of a disability, to use a harness, leash, or other tether, or the use of a harness, leash, or other tether would interfere with the service animal's safe, effective performance of work or tasks, in which case, the service animal must be otherwise under the handler's control (e.g., voice control, signals, or other effective means).
- D. The service animal must be housebroken.
- E. The service animal must be under the control of its handler at all times. The handler is responsible for the care and supervision of a service animal, including walking the service animal, feeding the service animal, grooming the service animal, providing veterinary care to the service animal, and responding to the service animal's need to relieve itself, including the proper disposal of the service animal's waste.
- F. The school district is not responsible for providing a staff member to walk the service animal or to provide any other care or assistance to the animal.
- G. In the case of a student who is unable to care for and/or supervise his or her service animal, the student's parent/guardian is responsible for arranging for such care and supervision. In the case of an employee or other individual who is unable to care for and/or supervise his or her service animal, the employee or other individual's authorized representative is responsible for arranging for a service animal's care and supervision.
- H. The service animal must be properly licensed and vaccinated in accordance with applicable state laws and local ordinances.

VI. REQUESTING THE USE OF A SERVICE ANIMAL AT SCHOOL

- A. Students with a disability seeking to be accompanied by a service animal are requested to submit the Approval Request Form to the building principal of the school the student attends. The principal will notify the superintendent or the administrator designated with responsibility to address such requests. School district employees seeking to be accompanied by a service animal are requested to submit the Approval Request Form to the superintendent or the administrator designated with responsibility to address such requests.
- B. Students or employees seeking to bring a service animal onto district premises are requested to identify whether the need for the service animal is required because of a disability and to describe the work or tasks that the service animal is trained to perform.
- C. The owner of the service animal shall provide written evidence that the service animal has received all vaccinations required by state law or local ordinance.

VII. REMOVAL OR EXCLUSION OF A SERVICE ANIMAL

- A. A school official may require a handler to remove a service animal from school district property, a school building, or a school-sponsored program or activity, if:
 - 1. Any of the requirements described in Part V., above, are not met.
 - 2. The service animal is out of control and/or the handler does not effectively control the animal's behavior;
 - 3. The presence of the service animal would fundamentally alter the nature of a service, program or activity; or
 - 4. The service animal behaves in a way that poses a direct threat to the health or safety of others, has a history of such behavior, or otherwise poses a significant health or safety risk to others that cannot be eliminated by reasonable accommodations.
- B. If the service animal is properly excluded, the school district shall give the individual with a disability the opportunity to participate in the service, program, or activity without the service animal, unless such individual has violated a law or school rule or regulation that would warrant the removal of the individual.

VIII. ADDITIONAL LIMITATIONS FOR MINIATURE HORSES

In assessing whether a miniature horse may be permitted in a school building or on school grounds as a service animal, the following factors shall be considered:

- A. The type, size, and weight of the miniature horse and whether the facility can accommodate these features;
- B. Whether the handler has sufficient control of the miniature horse;
- C. Whether the miniature horse is housebroken; and
- D. Whether the miniature horse's presence in a specific building or on school grounds compromises legitimate health and safety requirements.

IX. ALLERGIES; FEAR OF ANIMALS

If a student or employee notifies the school district that he or she is allergic to a service animal, the school district will balance the rights of the individuals involved. In general, allergies that are not life threatening are not a valid reason for prohibiting the presence of a service animal. Fear of animals is generally not a valid reason for prohibiting the presence of a service animal.

X. NON-SERVICE ANIMALS FOR STUDENTS WITH INDIVIDUALIZED EDUCATION PROGRAMS (IEPS) OR SECTION 504 PLANS

If a special education student or a student with a Section 504 plan seeks to bring an animal onto school property that is not a service animal, the request shall be referred to the student's IEP

team or Section 504 team, as appropriate, to determine whether the animal is necessary for the student to receive a free appropriate public education (FAPE) or, in the case of a Section 504 student, to reasonably accommodate the student's access to the school district's programs and activities.

XI. NON-SERVICE ANIMAL AS AN ACCOMMODATION FOR EMPLOYEES

If an employee seeks to bring an animal onto school property that is not a service animal, the request shall be referred to the superintendent or the administrator designated to handle such requests. A school district employee who is a qualified individual with a disability will be allowed to bring such animal onto school property when it is determined that such use is required to enable the employee to perform the essential functions of his or her position or to enjoy the benefits of employment in a manner comparable to those similarly situated non-disabled employees.

XII. LIABILITY

- A. The owner of the service animal is responsible for any harm or injury to an individual and for any property damage caused by the service animal while on school district property.
- B. An individual who, directly or indirectly through statements or conduct, intentionally misrepresents an animal in that person's possession as a service animal may be subject to criminal liability.

Policy 535 Service Animals in Schools

Adopted: INSERT DATE HERE

Legal References: Section 504 of the Rehabilitation Act of 1973

28 C.F.R. § 35.104, 28 C.F.R. § 35.130(b)(7), and 28 C.F.R. § 35.136 (ADA Regulations)

20 U.S.C. § 1400 *et seq.* (Individuals with Disabilities Education Act)

Minn. Stat. § 256C.02 (Public Accommodations for Persons with Disabilities)

Minn. Stat. § 363A.19 (Discrimination Against Blind, Deaf, or Other Persons with Physical or Sensory Disabilities Prohibited)

Minn. Stat. § 609.226 (Harm Caused by Dog)

Minn. Stat. § 609.833 (Misrepresentation of Service Animal)

Cross References: MSBA/MASA Policy 402 (Disability Nondiscrimination Policy)

MSBA/MASA Policy 521 (Student Disability Nondiscrimination)

Policy 535 Form: APPROVAL REQUEST FORM FOR USE OF A SERVICE ANIMAL

Please turn in your request to the Director of Student Services (Students)
or the Director of Human Resources (Employees)

Student/Employee Name: _____ Date: _____

Parent or authorized representative name(s) and contact information (*please include email, phone number, and address*): _____

Building: _____

Type of service animal: _____

Name of service animal: _____ Name of handler: _____

Is the service animal required because of a disability: _____

What work or tasks is the service animal trained to perform: _____

Checklist for Completion of Form

Attached is documentation that the service animal is:

____ Properly licensed

____ Properly and currently vaccinated

I have read and understand the School District's policy regarding service animals and will abide by the terms of the policy.

I understand that if my service animal: is out of control and/or the animal's handler does not effectively control the animal's behavior; is not housebroken or the animal's presence or behavior fundamentally interferes in the functions of the School District; or behaves in a way that poses a direct threat to the health or safety of others, has a history of such behavior, or otherwise poses a direct threat to the health and safety of others that cannot be eliminated by reasonable modifications, the School District has the discretion to exclude or remove my service animal from its property.

I agree to be responsible for any and all damage to School District property, personal property, and any injuries to individuals caused by my service animal. I agree to indemnify, defend, and hold harmless the School District, its school board members, administrators, employees, and agents, from and against any and all claims, actions, suits, judgments, and demands brought by any party arising on account of, or in connection with, any activity of or damage caused by my service animal.

Superintendent/Administrator Signature: _____ Date: _____

Parent/Guardian Signature: _____ Date: _____

Employee Signature: _____ Date: _____

Note: This Registration/Agreement is valid until the end of the current school year. It must be renewed prior to the start of each subsequent school year or whenever a different service animal will be used.

Policy 603 CURRICULUM DEVELOPMENT, IMPLEMENTATION AND DELIVERY

I. PURPOSE

The purpose of this policy is to provide direction for continuous review and improvement of the school curriculum.

II. GENERAL STATEMENT OF POLICY

The District maintains a cyclical program improvement process of assessment, development, implementation, and measurement that annually reviews and plans for improvement of curriculum, instruction, and assessment, including state graduation standards (M.S. 120B.11, Subd.2) and in accordance M.S. 120B.11 and Policy 616 - School District System Accountability. All required instructional programs, as designated in Policy 648 Instructional Programs, participate in the Program Improvement Process.

III. RESPONSIBILITY

The School Board is accountable for all curriculum and in that capacity assigns the responsibilities as described ~~in IV~~ below.

IV. Responsibilities:

- A. The Superintendent, through his or her designee, is responsible for:
 1. Curriculum development and for determining the most effective way of conducting research on the school district's curriculum needs and establishing a long range curriculum development program. Timelines shall be determined by the superintendent or designee that will provide for periodic reviews of each curriculum area. Development and implementation of procedures related to the Program Improvement Process that comply with federal and state law and rule, and reflect best practices in the field of curriculum development including opportunity for input from district and building administrators, teachers, students, parents, community, and field professionals.
 2. Approving curricula for implementation in the District.
- B. Principals, under the supervision of the Superintendent, are responsible for monitoring implementation of the District curriculum.
- C. Teachers, under the supervision of Principals, are responsible for delivering the District curriculum directly to students.
- D. A district advisory committee shall provide assistance at the request of the superintendent. The advisory committee membership shall be a reflection of the community and, to the extent possible, shall reflect the diversity of the district and its school sites, and shall include parent, teacher, support staff, student, community residents, and administration representation, and shall provide translation to the extent appropriate and practicable. Whenever possible, parents

and other community residents shall comprise at least two-thirds of advisory committee members.

- E. Within the ongoing process of curriculum development, the following needs shall be addressed:
1. Provide for articulation of courses of study from kindergarten through grade twelve.
 2. Identify minimum objectives for each course and at each elementary grade level.
 3. Provide for continuing evaluation of programs for the purpose of attaining school district objectives.
 4. Provide a program for ongoing monitoring of student progress.
 5. Provide for specific, particular, and special needs of all members of the student community.
 6. Develop a local literacy plan to have every child reading at or above grade level no later than the end of grade 3, including English learners, and teachers providing comprehensive, scientifically based reading instruction consistent with law.
 7. Integrate required and elective course standards in the scope and sequence of the district curriculum.
 8. Meet all applicable requirements of the Minnesota Department of Education and federal law.
- F. Students identified as not reading at grade level by the end of kindergarten, grade 1, and grade 2 must be screened for characteristics of dyslexia. Students in grade 3 or higher who demonstrate a reading difficulty to a classroom teacher must be screened for characteristics of dyslexia, unless a different reason for the reading difficulty has been identified. See Minn. Stat. § 120B.12, Subd. 2.
- G. Students who do not meet or exceed Minnesota academic standards, as measured by the Minnesota Comprehensive Assessments that are administered during high school, shall be informed that admission to a public school is free and available to any resident under 21 years of age or who meets the requirements of Minn. Stat. § 120A.20, Subd. 1(c). A student's plan under this section shall continue while the student is enrolled.
- H. The superintendent shall be responsible for keeping the school board informed of all state-mandated curriculum changes, as well as recommended discretionary changes, and for periodically presenting recommended modifications for school board review and approval.
- I. The superintendent shall have discretionary authority to develop guidelines and directives to implement school board policy relating to curriculum development.

Policy 603 Curriculum Development, Implementation & Delivery

Adopted: 9/27/2004; Revised: INSERT DATE HERE

School Board

INDEPENDENT SCHOOL DISTRICT 659

Northfield, Minnesota

Legal References: Minn. Stat. § 120B.10 (Findings: Improving Instruction and Curriculum)
Minn. Stat. § 120B.11 (School District Process)
Minn. Stat. § 120B.12 (Reading Proficiently no Later than the End of Grade 3)
Minn. Stat. § 120B.125(f) (Planning for Students' Successful Transition to Postsecondary Education and Employment)
Minn. Rules Part 3500.0550 (Inclusive Educational Program)
Minn. Rules Parts 3501.0640-3501.0655 (Academic Standards for Language Arts)
Minn. Rules Parts 3501.0700-3501.0745 (Academic Standards for Mathematics)
Minn. Rules Parts 3501.0800-3501.0815 (Academic Standards for the Arts)
Minn. Rules Parts 3501.0900-3501.0955 (Academic Standards in Science)
Minn. Rules Parts 3501.1000-3501.1190 (Graduation-Required Assessment for Diploma) (repealed)
Minn. L. 2013, Ch. 116, Art. 2, § 22)
Minn. Rules Parts 3501.1200-3501.1210 (Academic Standards for English Language Development)
Minn. Rules Parts 3501.1300-3501.1345 (Academic Standards for Social Studies)
Minn. Rules Parts 3501.1400-3501.1410 (Academic Standards for Physical Education)
20 U.S.C. § 6301, et seq. (Every Student Succeeds Act)

Cross References: MSBA/MASA Model Policy 604 (Instructional Curriculum)
MSBA/MASA Model Policy 605 (Alternative Programs)
MSBA/MASA Model Policy 613 (Graduation Requirements)
MSBA/MASA Model Policy 614 (School District Testing Plan and Procedure)
MSBA/MASA Model Policy 615 (Testing Accommodations, Modifications, and Exemptions for IEPs, Section 504 Plans, and LEP Students)
MSBA/MASA Model Policy 616 (School District System Accountability)
MSBA/MASA Model Policy 617 (School District Ensurance of Preparatory and High School Standards)
MSBA/MASA Model Policy 618 (Assessment of Student Achievement)
MSBA/MASA Model Policy 619 (Staff Development for Standards)
MSBA/MASA Model Policy 620 (Credit for Learning)
MSBA/MASA Model Policy 623 (Mandatory Summer School Instruction)
Policy 616 - School District System Accountability
Policy 648 - Instructional Programs

Policy 611 HOME SCHOOLING

I. PURPOSE

The purpose of this policy is to recognize and provide guidelines in accordance with state law for parents who wish to have their children receive education in a home school that is an alternative to an accredited public or private school.

II. GENERAL STATEMENT OF POLICY

The Compulsory Attendance Law (Minn. Stat. § 120A.22) provides that the parent or guardian of a child is primarily responsible for assuring that the child acquires knowledge and skills that are essential for effective citizenship.

III. CONDITIONS FOR HOME SCHOOLING

The person in charge of a home school must provide instruction and meet the requirements specified in Minn. Stat. § 120A.22.

IV. IMMUNIZATION

The parent or guardian of a home-schooled child shall submit statements as required by Minn. Stat. § 121A.15, Subds. 1, 2, 3, 4, and 12, on the appropriate Minnesota Department of Education form, to the superintendent of the school district in which the child resides by October 1 of the first year of homeschooling in Minnesota and the grade 7 year. (Minn. Stat. § 121A.15, Subd. 8)

V. TEXTBOOKS, INSTRUCTIONAL MATERIAL, STANDARD TESTS

Upon formal request as required by law, the school district will provide textbooks, (including a teacher's edition, guide, or other materials that accompany a textbook when the edition, guide, or materials are packaged physically or electronically with textbooks for student use), individualized instructional or cooperative learning materials (including teacher materials that accompany pupil materials), software or other educational technology, and standardized tests and loan or provide them for use by a home-schooled child as provided in Minn. Stat. § 123B.42 and Minn. Rules Ch. 3540. The school district is not required to expend any amount for this purpose that exceeds the amount it receives pursuant to Minn. Stat. §§ 123B.40-123B.48 for this purpose. If curriculum has both physical and electronic components, the school district will, at the request of the student or the student's parent or guardian, make the electronic component accessible to a resident student provided that the school district does not incur more than an incidental cost as a result of providing access electronically.

VI. PUPIL SUPPORT SERVICES

Upon formal request as required by law, the school district will provide pupil support services in the form of health services and counseling and guidance services to a home-schooled child as provided by Minn. Stat. § 123B.44 and Minn. Rules Ch. 3540. The school district is not required to expend an amount for any of these purposes that

exceeds the amount it receives pursuant to Minn. Stat. §§ 123B.40-123B.48 for any of these purposes.

VII. EXTRACURRICULAR ACTIVITIES

Resident pupils who receive instruction in a home school (where five or fewer students receive instruction) may fully participate in extracurricular activities of the school district on the same basis as other public school students. (Minn. Stat. §§ 123B.36, Subd. 1, and 123B.49, Subd. 4)

VIII. SHARED TIME PROGRAMS

Enrollment in class offerings of the school district.

- A. A home-schooled child who is a resident of the school district may enroll in classes in the school district as a shared time pupil on the same basis as other nonpublic school students. The provisions of this policy shall not be determinative of whether the school district allows the enrollment of any pupils on a shared-time basis.
- B. The school district may limit enrollment of shared-time pupils in such classes based on the capacity of a program, class, grade level, or school building. The school board and administration retain sole discretion and control over scheduling of all classes and assignment of shared time pupils to classes.

IX. OPTIONAL COOPERATIVE ARRANGEMENTS

A. Activities

- 1. Minnesota State High School League sponsored activities (in which ~~where~~ six or more students receive instruction in the home school or the home school students are not residents of the school district).

A home school which is a member of the Minnesota State High School League may request that the school district enter into a cooperative sponsorship arrangement as provided in Minnesota State High School League Bylaws 403.00. The approval of such an arrangement shall be at the discretion of the school board.

- a. The home school must become a member of the Minnesota State High School League in accordance with the rules of the Minnesota State High School League.
- b. The home school is solely responsible for any costs or fees associated with its application for and/or subsequent membership in the Minnesota State High School League.
- c. The home school is responsible for any and all costs associated with its participation in a cooperative sponsorship arrangement as well as any school district activity fees associated with the Minnesota State High School League activity.

2. Non-Minnesota State High School League activities in which ~~where~~ six or more students receive instruction in the home school. A home-schooled child may participate in non-Minnesota State High School League activities offered by the school district upon application and approval from the school board to participate in the activity and the payment of any activity fees associated with the activity. However home school students may not be charged higher activity fees than other public school students. An approval shall be granted at the discretion of the school board.

B. Transportation Services

1. The school district may provide nonpublic nonregular transportation services to a home-schooled child.
2. The school district retains sole discretion, control and management of scheduling routes, establishment of the location of bus stops, manner and method of transportation, control and discipline of school children, and any other matter relating to the provision of transportation services.

Policy 611 Home Schooling

Adopted: 1/14/2008; Updated 7/11, 5/12; Revised: INSERT DATE HERE

School Board

INDEPENDENT SCHOOL DISTRICT 659

Northfield, MN

Legal References: Minn. Stat. § 124D.03 (Enrollment Options Program)
Minn. Stat. § 120A.22 (Compulsory Instruction)
Minn. Stat. § 120A.24 (Reporting)
Minn. Stat. § 120A.26 (Enforcement and Prosecution)
Minn. Stat. § 123B.49 (Cocurricular and Extracurricular Activities)
Minn. Stat. § 121A.15 (Health Standards; Immunizations; School Children)
Minn. Stat. § 123B.36 (School Boards May Require Fees)
Minn. Stat. § 123B.41 (Definitions)
Minn. Stat. § 123B.42 (Textbooks, Individual Instruction Material, Standard Tests)
Minn. Stat. § 123B.44 (Provision of Pupil Support Services)
Minn. Stat. § 123B.86 (Equal Treatment - Transportation)
Minn. Stat. § 123B.92 (Transportation Aid Entitlement)
Minn. Rules Ch. 3540 (Textbooks, Individualized Instruction Materials, Standardized Tests)

Cross References: Board Policy 558 (Nonresident Open Enrollment)
Board Policy 510 (School Activities)

NORTHFIELD PUBLIC SCHOOLS

School Board Minutes

November 25, 2019

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: Goerwitz, Hardy, Stratmoen, Quinnell, Baraniak, Iverson and Pritchard.
- II. Approval of Agenda/Table File
On a motion by Quinnell, seconded by Iverson, the Board approved the Agenda.
- III. Public Comment
 - Public comment was given by Kristin Nesseth, 5765 1115th Street East, regarding later school start time for secondary students.
 - Public comment was given by Shelly Cole, 3301 Culver Trail, Faribault, regarding later school start time for secondary students.
- IV. Announcements and Recognitions
 - Dr. Hillmann shared a copy of *The Periscope*, a Northfield High School magazine published by Art Teacher Terry Rydberg and her students.
- V. Items for Discussion and Reports
 - A. FY2019 Audit Results and Presentation
Craig Popenhagen, Principal with CliftonLarsonAllen, LLP, presented the results of the 2018-19 fiscal year audit. His comments focused on the executive audit summary. The auditors issued a clean opinion on financial statements with no comments, and issued what is known as a “clean” audit report. Val Mertesdorf, Director of Finance, provided comments on the projected versus audited general fund budget results. The Board of Education commended Director Mertesdorf and the finance office staff for their excellent work.
 - B. Bridgewater Elementary School Update
Principal Nancy Antoine provided an update about progress towards School Improvement Plan goals, and shared activities, accomplishments and challenges occurring at Bridgewater Elementary School. Ms. Antoine reported enrichment groups and the second year of CCC are going well, and they are looking forward to moving into their new secure office space this weekend, and the new special education suite scheduled for completion over winter break. Concerns include children’s mental health and how it affects learning, and Everyday Math curriculum versus a mastery curriculum. Bridgewater has approximately 600 students; these large numbers tax building space and the staff.
 - C. Later School Start Time Update
Dr. Hillmann provided an update on the later school start time planning process and feedback. He provided a summary of the feedback sessions held at Bridgewater, Greenvale Park, Sibley, Northfield Middle School and Northfield High School. Additionally, feedback was solicited from the District Youth Council and from parents at two public sessions held last week. He also reviewed busing information received from Benjamin Bus. A feedback session is scheduled at the ALC and an online feedback form is available to parents and will remain open through December 6. The Board has scheduled a work session on Monday, December 16 to further discuss this issue and the concept plan. Joel Olson, Director of Activities, and representatives from Benjamin Bus will participate in the work session.
 - D. Policy Committee Recommendations

Dr. Hillmann presented the Policy Committee's recommendations on policies 301, 302, 303, 304, 305, 306 and 310. This will be an item for individual action at the next Board meeting.

E. Start Time for School Board Meetings

The Board continued discussion about the potential of starting regular school board meetings earlier than the existing 7:00 p.m. start time. After consideration the Board concluded the start time for school board meetings should remain at 7:00 p.m.

VI. Committee Reports

Julie Pritchard provided a recap of the November 2019 Schools for Equity in Education general membership meeting.
Julie Pritchard provided a recap of the November 2019 Northfield Forward meeting.

VII. Consent Agenda

On a motion by Goerwitz, seconded by Baraniak, the Board approved the following Consent Agenda items:

A. Minutes

- Minutes of the Regular School Board meeting held on November 12, 2019.

B. Gift Agreement

- \$1,000 Give To The Max donation to Sibley Elementary from The Rodgers Family Foundation
- \$2,000 to offset costs of free/reduced, sports/activity fees from The Rodgers Family Foundation
- Two audio systems with flex microphones valued at \$1,370.00/each from Lightspeed Technologies
- \$1,000.00 Give to the Max donation to ALC from The Rodgers Family Foundation

C. Personnel Items

a) Appointments

1. Josephine Beacom, KidVentures Student Site Assistant for up to 17 hours/week at Greenvale Park, beginning 11/25/2019; \$9.86/hr.
2. Abby Hedquist, Special Ed EA PCA for 5.75 hours/day at the High School, beginning 12/2/2019-6/8/2020; Step 4-\$17.10/hr.
3. Anna Hershberger, Long Term Substitute General Ed EA Media for 5.5 hours/day at Greenvale Park, beginning 12/2/2019-12/20/2019; Step 1-\$15.34/hr.
4. Nicole Rasmussen, Supervisory EA Cafeteria for 2 hours/day Bridgewater, beginning 11/19/2019-6/5/2020; Step 1-\$15.34/hr.
5. William Seeberg, Special Education Teacher Homebound Instruction for up to 10 hours/week with the District, beginning 11/22/2019-6/5/2020; BA+60, Step 15.

b) Increase/Decrease/Change in Assignment

1. Correction: Holly Olmscheid, 1.0 FTE Mathematics Teacher at BA, Step 5 at the High School, change to BA+15, Step 5, effective 08/26/2019.
2. Charlie Alvarez, Teacher at Greenvale Park, add Targeted Services PLUS Teacher for up to 1.25 hours/day Mon.-Thurs. at Greenvale Park, effective 12/2/2019-6/5/2020; Yr. 5-\$27.73/hr.
3. Julia Kallestad, KidVentures Student Site Assistant at Greenvale Park, change to KidVentures Substitute Student Site Assistant with Community Services, effective 11/18/2019.
4. Adam Karsko, 1.0 FTE Night Lead Custodian with Engineer License at the High School, change to 1.0 FTE Head Custodian at Greenvale Park/New GVP, effective 12/16/2019. Step 1-Head Custodian.
5. Ellen Mucha, .5 Assistant Speech Coach at the High School, change to 1.0 Assistant Speech Coach at the High School, effective 11/18/2019.
6. Nives Bakic, Special Ed EA PCA for 6.75 hours/day and Bus duty for 1.75 hours/day at the Middle School, change to Special Ed EA PCA for 6.75 hours/day at the Middle School, effective 11/25/2019.
7. Jose Gonzalez Ramirez, General Recreation with Community Services, change to Program Supervisor with Community Services, effective 11/22/2019-5/31/2020; \$10.50/hr.
8. Erica Hubers, Special Ed EA PCA for 18 hours/week at Longfellow, change to Special Ed EA PCA for 7 hours/week at Longfellow, effective 11/22/2019-6/10/2020.

9. Adam Karsko, 1.0 FTE Night Lead/Engineer with License at the High School, change to 1.0 FTE Head Custodian at Greenvale Park/New GVP, effective 12/16/2019; Step 3-Head Custodian.
 10. Lesly Martinez Reyes, Special Ed EA PCA for 6.5 hours/day, Supervisory for .50 hours/day, and Bus duty for .33 hours/day at Bridgewater, change to Special Ed EA PCA for 6.5 hours/day and Supervisory for .50 hours/day at Bridgewater, effective 11/19/2019.
 11. Arlene Tuma, ECFE/Sib Care for 13.5 hours/week at the NCRC, change to ECFE/Sib Care for 15.25 hours/week at the NCRC, effective 11/14/2019-12/5/2019.
- c) Leave of Absence
1. Update: Erica Hubers, Special Ed EA at Longfellow, Leave of Absence, effective 10/21/2019-12/2/2019.
 2. Kim Tousignant, Office Specialist at the Middle School, Family/Medical Leave of Absence, effective 11/18/2019 on an intermittent basis for up to 60 workdays.
- d) Retirements/Resignations/Terminations
1. Gloria Sterud, Educational Assistant at the Middle School, resignation effective 12/20/2019.
 2. Melanie Roy, School Psychologist at the High School, resignation effective 11/25/2019.

VIII. Superintendent's Report

A. Items for Individual Action

1. FY2019 Audit.

On a motion by Iverson, seconded by Goerwitz, the Board approved the 2018-19 audit report as presented.

2. Non-Substantive Policy Changes

On a motion by Goerwitz, seconded by Baraniak, the Board authorized the Superintendent's Office to update MSBA model policies used by the District for non-substantive changes without further Board approval.

IX. Items for Information

- A. Construction Update #17. Dr. Hillmann provided an update on the District's construction projects.
- B. Fundraiser Report. Director of Finance Val Mertesdorf reviewed the Fundraising Report as required by Policy 713 Student Activity Accounting.
- C. MSBA Board Member Recognition Luncheon, January 16, 2020. Board Clerk Noel Stratmoen will be honored for his 40 years of service on the Northfield School District Board of Education at the Minnesota School Boards Association Conference on Thursday, January 16, 2020, 11:30 a.m. - 12:30 p.m. Board members are invited to attend this celebration of Noel's years of service. Noel is the fourth most tenured school board member in the State of Minnesota.

X. Future Meetings

- A. Monday, December 9, 2019, 7:00 p.m., Regular Board Meeting, NHS Media Center
- B. Monday, December 16, 2019, 5:00 p.m., Board Work Session, NHS Media Center
- C. Monday, January 13, 2020, 7:00 p.m., Organizational Board Meeting followed by the Regular Board Meeting, NHS Media Center

XI. Adjournment

On a motion by Stratmoen, seconded by Goerwitz, the Board adjourned at 9:17 p.m.

Noel Stratmoen
School Board Clerk

NORTHFIELD SCHOOL DISTRICT GIFT AGREEMENT

This agreement made this 22 day of November, 2019, by and between The Rodgers Family Foundation, hereinafter the "Donor", and Independent School District No. 659, Northfield, Minnesota, pursuant to the District's policy for receiving gifts and donations, as follows:

TERMS

\$1,000 Give to the Max donation to the Northfield Middle School, ck# 1004.

The Rodgers Family Foundation
Donor

By: Received at Northfield Middle School office

Approved by resolution of the School Board on the _____ day of _____, _____.

INDEPENDENT SCHOOL DISTRICT No. 659

By: _____

Clerk

NORTHFIELD SCHOOL DISTRICT GIFT AGREEMENT

This agreement made this 3 day of December, 2019, by and between Cannon River Sportsmen's Club, hereinafter the "Donor", and Independent School District No. 659, Northfield, Minnesota, pursuant to the District's policy for receiving gifts and donations, as follows:

TERMS

B.A.S.S. Fishing donation, ck #1926, \$1,200.00.

Cannon River Sportsmen's Club
Donor

By: Received in Community Services office

Approved by resolution of the School Board on the _____ day of _____, _____.

INDEPENDENT SCHOOL DISTRICT No. 659

By: _____

Clerk

RESOLUTION ACCEPTING DONATIONS

The following resolution was moved by _____ and seconded by _____:

WHEREAS, Minnesota Statutes 123B.02, Sub. 6 provides: “ The board may receive, for the benefit of the district, bequests, donations, or gifts for any proper purpose and apply the same to the purpose designated. In that behalf, the board may act as trustee of any trust created for the benefit of the district, or for the benefit of pupils thereof, including trusts created to provide pupils of the district with advanced education after completion of high school, in the advancement of education.”; and

WHEREAS, Minnesota Statutes 465.03 provides: “Any city, county, school district or town may accept a grant or devise of real or personal property and maintain such property for the benefit of its citizens in accordance with the terms prescribed by the donor. Nothing herein shall authorize such acceptance or use for religious or sectarian purposes. Every such acceptance shall be by resolution of the governing body adopted by a two-thirds majority of its members, expressing such terms in full.”; and

WHEREAS, every such acceptance shall be by resolution of the governing body adopted by a two-thirds majority of its members, expressing such terms in full;

THEREFORE, BE IT RESOLVED, that the School Board of Northfield Public Schools, ISD 659, gratefully accepts the following donations as identified below:

Donor	Item	Designated Purpose (if any)
The Rodgers Family Foundation	\$1,000.00	Northfield Middle School
Cannon River Sportsmen’s Club	\$1,200.00	B.A.S.S. Fishing

The vote on adoption of the Resolution was as follows:

Aye:

Nay:

Absent:

Whereupon, said Resolution was declared duly adopted.

By: Julie Pritchard, Chair

By: Noel Stratmoen, Clerk

NORTHFIELD PUBLIC SCHOOLS

PRINCIPALS' & ASSISTANT PRINCIPALS' SENIORITY LIST

2019-20 SCHOOL YEAR

Prepared and Distributed by Human Resources Office

PRINCIPALS' AND ASST. PRINCIPALS' SENIORITY LIST

11/14/2019

Number	Name	Adjusted Hire Date	File Folder Number	License Area	Level	Expiration	Position Description	FTE Assigned
1	Gelineau, Gregory P 6th Year	8/5/1998	332550	MATHEMATICS SOCIAL STUDIES -ALL- SECONDARY SCHOOL PRINCIPAL	7-12 7-12 Sec Admin	6/30/2020 6/30/2020 6/30/2020	Middle School Principal	1.0
2	Sannes, Scott R 6th Year	8/2/1999	342666	COACHING ELEMENTARY EDUCATION PRINCIPAL K-12	7-12 1-6 District	6/30/2022 6/30/2022 6/30/2022	Sibley Principal	1.0
3	Leer, Joel P 6th Year	7/1/2006	333291	ENGLISH/LANGUAGE ARTS COACHING PRINCIPAL K-12	7-12 7-12 District	6/30/2024 6/30/2024 6/30/2024	High School Principal	1.0
4	Antoine, Nancy J. 6th Year	7/1/2007	309311	MATHEMATICS PRINCIPAL K-12	7-12 District	6/30/2023 6/30/2023	Bridgewater Principal	1.0
5	Richardson, Samuel S Ed.S.	7/3/2017	388909	ELEMENTARY EDUCATION PRINCIPAL K-12	1-6 District	6/30/2021 6/30/2021	Greenvale Park Principal	1.0
1	Eckhoff, Jeffrey D 6th Year	8/24/1983	282006	LIFE SCIENCES SCIENCE 5-9 SECONDARY SCHOOL PRINCIPAL	7-12 5-9 Sec Admin	6/30/2020 6/30/2020 6/30/2020	HS Assistant Principal	1.0
2	Thompson, Maren L Ed.S.	8/20/2001	305244	LIFE SCIENCES PRINCIPAL K-12 SECONDARY GUIDANCE AND COUNSELING MIDDLE SCHOOL GUIDANCE & COUNSELING	7-12 District 7-12 Middle Sch	6/30/2024 6/30/2024 6/30/2024 6/30/2024	High School Assistant Principal/ School Connectedness/ Truancy Prevention Coordinator	1.0
3	O'Keefe, Michael J 6th Year	8/3/2015	385745	ELEMENTARY EDUCATION PRINCIPAL K-12	1-6 District	6/30/2021 6/30/2021	Middle School Assistant Principal	1.0

NORTHFIELD PUBLIC SCHOOLS

SENIORITY LIST

2019-20 SCHOOL YEAR

Prepared and Distributed by Human Resources Office

	Name	Page	Name	Page	Name	Page	Name	Page
	Ackerman, Ann M	9	Dahle, Kevin L	2	Haar, Rebecca J	1	Kruse, Ann C	12
	Allin, Amy L	5	Dahnert, Jennifer A	14	Hagberg, Stephanie R.	7	Kuehl, Heather H	10
	Allison, Jennifer K	11	Danielson, Adam B	4	Haley, Paige W	14	Kust, Daniel P	2
	Alvarez Jr, Ruben	7	Danielson, Christa A	6	Halvorson, Denise A	2		
	Alvarez, Charlie D	12	Davis, Douglas D	3	Hand, Brenda A	5	Landry, Lily E	9
	Amundson, Danielle R	4	Dayneko, Jacob J	14	Hansen, Shelley K	7	Lane, Karen K	3
	Amy, Natalie A	13	Devries, Sara A	10	Hanson, Inger L	11	Langevin, Mark A	4
	Auge, Mark J	3	Dimick, Kimbra R	10	Hanson, Katie A	13	Lanza, Suzanne K	11
			Ditlevson, Lydia R	6	Harding, Jacalyn M	4	Larsen, Melissa A	5
	Bailey, Erin K	10	Docken, Whitney A	13	Harrity-Davidson, Mary E	3	Larson, Anne C	2
	Balow, Tyler P	11	Dokken, Tina A	7	Harstad, Kristen C	7	Lauritzen-Kohel, Jill M	2
	Baragary, Paula M	7	Dorey, Amy C	10	Hauck, Karna E	2	Leaphart, Ada M	15
	Battaglia, Lisa A	1	Downs, Lindsey J	6	Hebzyński, Kelly M	11	Lindstrom, Joyce M	12
	Bauer, Michelle A	5	Draeger, Lindsey L	14	Hehr, Ann M	5	Link, Jennifer M	13
	Bauman, Theresa H	14	Driscoll, Leah S	12	Heil, Gretchen O	7	Lofquist, Darren A	8
	Beaulieu, Stephen J	7	Driscoll, Ryan J	8	Herman, Debra J	6	Lompart, Jennifer H	6
	Bendett, Michelle	14	Duba, Carolyn K	8	Hetzel, Sheila M	11	Lorang, Rebecca A	12
	Benhart, Ashley B	13	Dube, Sean D	13	Hoff, Mikayla M	15	Lynch, Angela F	15
	Berg-Wall, Matthew D	11	Duchene, Sarah J	7	Holden, Dana L	3		
I	Bernhard, Paul J.	8			Holland, Cara L	15	Magnuson, Mary K	1
	Betcher, Krista P	1	Eastman, Kyle J	9	Holmquist, Christopher C	5	Mahal, Stephanie M	8
N	Bielenberg, Kiersten E	4	Eddy, Paul R	3	Hovden, Lisa M	6	Malecha, Rebecca L	13
	Biwer-Bekhechi, Julie M	7	Eliason, Angela L	8	Howard, Christine E	13	Maney, Mary Katherine B	14
D	Bloom, Sarah F	14	Ellerbusch, Brittany R	9	Howard, Christopher L	6	Martens, Sarah M.C.	7
	Bolton, Susan N	11	Ensrud, Jan B.B.	4	Hummel, Kristin N	2	Mathews, Makenzie R	15
E	Born, Mairin K	8	Ensrud, Mark A	2			Mathison, Anthony A	1
	Borup, Melissa K	14	Ericksen, Molly D.B.	12	Jandro, Dawn M	4	Mathison, Cheryl W	1
X	Bothun, Stefanie A	10	Estrella, Rafael	10	Jarvis, Anne L	5	Matson, Maren E	10
	Bulfer, Briana M	10			Jaynes, Andrew T	5	Maus, Peter D	12
	Burkhead, Monika H	1	Fatze, Christopher J	15	Jerdee, Ann M.H.	10	McDonough, Tammy F	9
	Burnham, Renee M	9	Faust, Tyler L	10	Johnson, Craig R	3	McKay, Jaclyn D	8
	Burton, Erik O.	14	Flicek, Kathy A	4	Johnson, Kelly J	8	McLaughlin, Anne E	12
	Bushey, Caitlin A	14	Flom, Ashley D	11	Johnson, Kristen K	3	McManus, Laura C	10
			Foehrkolb, Kelley L	12	Johnson, Kristin G	14	Medin, Kimberly A	15
	Cade, Kristen M.E.	1	Forbord, Jamie A	12	Johnson, Mark T	2	Meehan, Katrina D	3
	Cade, Stephen H.E.	6	Fox, Nancy C	5	Johnson, Roanne M	1	Mehrkins, Rhea P	5
	Campbell, Anne M	11	Frederick, Diane M	5	Jones, Jennifer L	13	Messer, Rebecca J	5
	Carlson, Stephani L	9	Freier, Ethan J	3			Mikkelsen, Curtis D	2
	Casson, Kathleen S	11	Fruci, Erin M	11	Karlsrud, Shari D	8	Mikkelsen, Sara H	4
	Charlton, Pamela A	3			King, Elizabeth A	3	Miller, Amanda J	4
	Chlan, Vicky A	1	Gaertner, Michelle E	10	Kohl, Gail H	1	Moeller, Amy A	2
	Clarey, Alisha K	11	Gainey, Rebecca A	6	Kortbein, Tiffany R	10	Moening, Pamela J	12
	Cooney, Noreen L	5	Garcia Jr, Robert	8	Kortuem, Kristi M	12	Molloy, Shawna L	13
	Coudret, Raymond T	2	Glassing, Rebecca S	7	Korynta, Marcy R	11	Momberg, Mary E	6
	Craft, Kristen A	10	Golla, Dylan R	14	Kovach, Linda M	4	Mucha, Ellen M	5
	Crase, Danielle M	11	Graupmann, Emileana M	6	Kremin, Megan J	13	Muniak, Edward M	14
	Czech, Natalie A	9	Gross, Lydia	14	Kruger, Natalie A	8	Musicant, Elizabeth O	15
			Guggisberg, Richard L	5	Kruse, Angela K	11	Myers, Jacie L	7

	Name	Page	Name	Page	Name	Page	Name	Page
	Nagy, Diane R	10	Sand, John J	7	Tacheny, Amy L	8	Yamry, Corrine E	7
	Navarro, Deborah D	13	Sand, Leah LI	7	Taggart, Steven M	8	Youngblut, Mary Beth	1
	Nelson, Karen M.R.	11	Sasse, Anita L	10	Talbot Peterson, Laura A	9	Yule, Brent W	13
	Nelson, Lisa J	1	Sawyer, Darrell J	4	Taylor, Daniel J	10		
	Nivala, Jessica A.M.	9	Sawyer, Jamin V	13	Taylor, Lori L	9	Zach, Sari L	3
	Nohava, Erin J	11	Saxton West, Jody L	4	Temple, Linda M	9	Ziemann, Elizabeth J	9
	Norrie, Katherine M	4	Schnorr, John R	1	Thompson, Jonathan D	15	Zupfer-Rice, Carrie B	1
	Northrup, Ashley W.	7	Schock, Angela A	13	Thornton, Mark W	3		
			Schrader, Amanda R	6	Timerson, Bridget L	11		
	O'Connor, Catherine A	9	Schultz, Micah T	11	Tisdale, Brigitte A	5		
	Olivier, Heather E	7	Schuster, Renae C	2	Torbenson, Diane L	1		
	Olmscheid, Holly A	14	Schwaab, Sherry L	4	Toure-Keita, Maimouna	15		
	O'Neill, Christopher G	4	Scoville-Riazi, Christopher A	11	Tracy, Amanda G	5		
	Ostermann, April D	3	Seeborg, Paula J	4	Tran, Lahna B	5		
	Otte, Allison L	8	Seitz, Deborah S	5	Trebelhorn, Erica L	11		
	Otte, Molly J.E.	14	Serie-Amunrud, Joy L	13	Trebelhorn, Renae T	2		
	Otting, Kelleen K	10	Sherman, Karleen G	9	Trotman, Ellen J	11		
	Ousley, Paul H	10	Sherman, Michael T	15	Truman, Nathan R	4		
			Sherry, Lynsi J	13	Turnacliff, Rose M	6		
I	Palmquist, Pamela L	4	Sickler, Gregory T	3				
	Papke, Nicole S	6	Sickler, Michelle M	3	Valentine, Elizabeth A	6		
N	Patterson, Rebekah A	8	Sieger, Amanda M.S.	5	Veltri, Alicia A	14		
	Peterson, Betsy L	13	Sieve, Amy C	5	Viesselman, Karl E	6		
D	Peterson, Lori L	7	Sjoberg, Caroline F	14	Vind, Laura E	13		
	Phenow, Dustee D	11	Slegers, Kimberly A	2				
E	Pietsch, Ryan D	7	Smith, Janet L	13	Warner, Lori K	12		
	Piper, David L	2	Soderlund, Amber L	12	Waters, Katherine P	13		
X	Polzin, Ashly M	14	Sonneg, Michelle M	3	Webster, Sara A	9		
	Prestemon, Kari J	7	Sorenson, Dawn M	3	Weiland, Jane E	8		
	Pudas, Heather K	8	Spitzack, Joshua M	12	Weinmann, Earl J	2		
	Puppe, Susan B	13	Spitzack, Melissa R	8	Weis, Lisa C	6		
			Staab, Geoffrey D	10	Whitney, Jonathan D	12		
	Randall, Amy L	12	Stanaway, Paul D	2	Wiebe, Jamie L	9		
	Rasmussen, Deborah U	3	Stanina, Scott G	9	Wiebe, Travis J	6		
	Rauk, Brent E	5	Stanton Ims, Heather D	4	Wiertsema-Miller, Kathy J	4		
	Reed, Melissa J	8	Steele, Michelle L	3	Wiese, Diane L.	12		
	Riesgraf, Daniel S	6	Stellner, Brynne E	13	Will, Tania R	1		
	Riley, Patrick N	7	Stevens, Brian C	6	Williams, Mary B	1		
	Robb, Lisa A.K.	8	Streefland, Jennifer L	6	Wilson, Kathleen A	14		
	Robia, Mary D	8	Stulken, Shelley N.	12	Wilson, Theresa M	14		
	Rolling, Rachel M	14	Sullivan, Bob T	1	Winter, Kari J	12		
	Roth, Kyle R	12	Swan McDonald, Eric J	11	Witt, Margaret S	6		
	Roy, Melanie E	15	Swan McDonald, Sarah E	4	Woitalla, Mark A	1		
	Rubin, Anna M	11	Sweeney, Bambijo Allison	10	Wolner, Julie E	2		
	Rud, Jodie L	12	Swenson, Erik T	9	Woodstrup, Katherine A	8		
	Ryan, Tiffany C	12	Swenson, Gina Q	10				
	Ryden, Heather H	4						

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
1	Chlan, Vicky A	9/1/1980	MA+30	0270040	110000	MATHEMATICS	7-12	6/30/2023	High School, Mathematics, Teacher	1.00
2	Schnorr, John R	10/24/1984	MA+60	0281180	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2020	Longfellow/ALC, Speech/Lang Pathologist	1.00
3	Mathison, Cheryl W	9/1/1985	MA	0297580	000745	TEACHER-COORD WORK EXP DISADVANTAG	Voc High Scho	6/30/2023	Longfellow/ALC, Secondary, Teacher	1.00
	Mathison, Cheryl W	9/1/1985	MA	0297580	000750	TEACHER/COORD WORK EXP HANDICAPPED	Voc High Scho	6/30/2023	Longfellow/ALC, Secondary, Teacher	
	Mathison, Cheryl W	9/1/1985	MA	0297580	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2023	Longfellow/ALC, Secondary, Teacher	
4	Torbenson, Diane L	9/1/1987	MA+60	0307242	180100	ELEMENTARY EDUCATION	1-6	6/30/2020	Greenvale Park, Elementary, Licensed Instr Support Staff	1.00
5	Magnuson, Mary K	9/1/1988	MA	0292046	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2022	High School, Severely Multiply Impaired, Teacher	1.00
	Magnuson, Mary K	9/1/1988	MA	0292046	199802	MODERATE TO SEVERE MENTALLY HDCP	K-12	6/30/2022	High School, DCD: Mild-Moderate, Teacher	
6	Kohl, Gail H	9/1/1988	MA	0316675	180100	ELEMENTARY EDUCATION	K-6	6/30/2021	Bridgewater, Elementary, Teacher	1.00
7	Sullivan, Bob T	9/1/1989	MA+60	0321832	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2022	High School, English/Language Art, Teacher	1.00
	Sullivan, Bob T	9/1/1989	MA+60	0321832	080450	COACHING	7-12	6/30/2022	High School, English/Language Art, Teacher	
	Sullivan, Bob T	9/1/1989	MA+60	0321832	933000	PRINCIPAL K-12	District	6/30/2021	High School, English/Language Art, Teacher	
8	Youngblut, Mary Beth	9/1/1989	MA	0307941	180100	ELEMENTARY EDUCATION	K-6	6/30/2020	Greenvale Park, Elementary, Teacher	1.00
9	Betcher, Krista P	9/1/1990	MA+30	312009	180100	ELEMENTARY EDUCATION	1-6	6/30/2020	LOA	LOA
	Betcher, Krista P	9/1/1990	MA+30	312009	190201	LEARNING DISABILITIES	K-12	6/30/2020	LOA	
	Betcher, Krista P	9/1/1990	MA+30	312009	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2020	LOA	
	Betcher, Krista P	9/1/1990	MA+30	312009	50196	READING	K-12	6/30/2020	LOA	
10	Woitalla, Mark A	9/1/1991	MA+30	0311695	100000	INDUSTRIAL ARTS	5-12	6/30/2024	High School, Technology and Engineering, Teacher	1.00
	Woitalla, Mark A	9/1/1991	MA+30	0311695	300100	CONSTRUCTION CAREERS	7-12	6/30/2024	High School, Technology and Engineering, Teacher	
11	Mathison, Anthony A	9/1/1991	MA	0304219	080300	PHYSICAL EDUCATION	K-12	6/30/2021	Bridgewater, Elementary, Teacher	1.00
	Mathison, Anthony A	9/1/1991	MA	0304219	080450	COACHING	7-12	6/30/2021	Bridgewater, Elementary, Teacher	
	Mathison, Anthony A	9/1/1991	MA	0304219	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2021	Bridgewater, Elementary, Teacher	
12	Nelson, Lisa J	9/1/1991	MA	0330573	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Greenvale Park, Title I, Teacher	1.00
13	Burkhead, Monika H	9/23/1991	MA+60	0326371	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Middle School, Elementary, Teacher	1.00
14	Haar, Rebecca J	1/14/1992	MA+60	0336369	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Sibley, Elementary, Teacher	1.00
15	Battaglia, Lisa A	9/1/1992	MA+60	0315567	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2024	High School, ADSIS, Teacher	1.00
	Battaglia, Lisa A	9/1/1992	MA+60	0315567	050196	READING	K-12	6/30/2024	High School, ADSIS, Teacher	
	Battaglia, Lisa A	9/1/1992	MA+60	0315567	160000	TEACHER/COORDINATOR WORK BASED LRNC	9-12	6/30/2024	High School, ADSIS, Teacher	
	Battaglia, Lisa A	9/1/1992	MA+60	0315567	190201	LEARNING DISABILITIES	K-12	6/30/2024	High School, ADSIS, Teacher	
16	Zupfer-Rice, Carrie B	9/1/1992	MA+60	0328365	180100	ELEMENTARY EDUCATION	1-6	6/30/2023	Greenvale Park, Specific Learning Disability, Teacher	1.00
	Zupfer-Rice, Carrie B	9/1/1992	MA+60	0328365	190201	LEARNING DISABILITIES	K-12	6/30/2023	Greenvale Park, Specific Learning Disability, Teacher	
	Zupfer-Rice, Carrie B	9/1/1992	MA+60	0328365	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2023	Greenvale Park, Specific Learning Disability, Teacher	
17	Will, Tania R	9/1/1992	MA+45	0320366	080450	COACHING	7-12	6/30/2022	Sibley, Elementary, Licensed Instr Support Staff	1.00
	Will, Tania R	9/1/1992	MA+45	0320366	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Sibley, Elementary, Licensed Instr Support Staff	
18	Cade, Kristen M.E.	9/1/1992	MA+45	0337935	180100	ELEMENTARY EDUCATION	K-6	6/30/2020	Bridgewater, Kindergarten, Teacher	1.00
19	Williams, Mary B	9/1/1992	MA+15	0280057	120000	MUSIC	K-12	6/30/2024	High School, Music, Teacher	1.00
20	Johnson, Roanne M	9/1/1992	MA+15	0338309	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Bridgewater, Specific Learning Disability, Teacher	1.00
	Johnson, Roanne M	9/1/1992	MA+15	0338309	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2021	Bridgewater, Specific Learning Disability, Teacher	
	Johnson, Roanne M	9/1/1992	MA+15	0338309	190201	LEARNING DISABILITIES	K-12	6/30/2021	Bridgewater, Specific Learning Disability, Teacher	

21	Stanaway, Paul D	9/1/1992	MA	0326362	080300	PHYSICAL EDUCATION	K-12	6/30/2024	Middle School, Physical Education, Teacher	1.00
	Stanaway, Paul D	9/1/1992	MA	0326362	080450	COACHING	7-12	6/30/2024	Middle School, Physical Education, Teacher	
	Stanaway, Paul D	9/1/1992	MA	0326362	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2024	Middle School, Physical Education, Teacher	
22	Hauck, Karna E	9/1/1992	MA	0336042	020000	VISUAL ARTS	K-12	6/30/2024	High School, Art, Teacher	0.97
23	Mikkelsen, Curtis D	9/1/1992	BA+60	0339668	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2020	Middle School, Social Studies, Teacher	1.00
24	Johnson, Mark T	9/1/1992	BA+45	0311841	080300	PHYSICAL EDUCATION	K-12	6/30/2024	Middle School, Physical Education, Teacher	1.00
	Johnson, Mark T	9/1/1992	BA+45	0311841	080450	COACHING	7-12	6/30/2024	Middle School, Physical Education, Teacher	
	Johnson, Mark T	9/1/1992	BA+45	0311841	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2024	Middle School, Physical Education, Teacher	
	Johnson, Mark T	9/1/1992	BA+45	0311841	190201	LEARNING DISABILITIES	K-12	6/30/2024	Middle School, Physical Education, Teacher	
25	Hummel, Kristin N	9/1/1992	BA	0341486	120100	CLASSROOM MUSIC	K-12	6/30/2020	Bridgewater, Elementary, Teacher	1.00
	Hummel, Kristin N	9/1/1992	BA	0341486	120401	VOCAL MUSIC	K-12	6/30/2020	Bridgewater, Elementary, Teacher	
26	Weinmann, Earl J	9/1/1993	MA+60	0295342	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2020	Middle School, Social Studies, Teacher	1.00
	Weinmann, Earl J	9/1/1993	MA+60	0295342	210000	DRIVER EDUCATION	7-12	6/30/2020	Middle School, Social Studies, Teacher	
27	Slegers, Kimberly A	9/1/1993	MA+30	0336947	080100	HEALTH EDUCATION	K-12	6/30/2020	High School, Physical Education & Health, Teacher	1.00
	Slegers, Kimberly A	9/1/1993	MA+30	0336947	080300	PHYSICAL EDUCATION	K-12	6/30/2020	High School, Physical Education, Teacher	
	Slegers, Kimberly A	9/1/1993	MA+30	0336947	080450	COACHING	7-12	6/30/2020	High School, Physical Education, Teacher	
28	Kust, Daniel P	9/1/1993	MA+15	0300536	080450	COACHING	7-12	6/30/2024	Middle School, Elementary, Teacher	1.00
	Kust, Daniel P	9/1/1993	MA+15	0300536	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Middle School, Elementary, Teacher	
	Kust, Daniel P	9/1/1993	MA+15	0300536	940301	MIDDLE SCHOOL GUIDANCE & COUNSELING	Middle Sch	6/30/2024	Middle School, Elementary, Teacher	
	Kust, Daniel P	9/1/1993	MA+15	0300536	940302	ELEMENTARY GUIDANCE & COUNSELING	1-6	6/30/2024	Middle School, Elementary, Teacher	
29	Dahle, Kevin L	9/1/1993	MA	0292749	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2022	High School, Social Studies, Teacher	1.00
	Dahle, Kevin L	9/1/1993	MA	0292749	210000	DRIVER EDUCATION	7-12	6/30/2022	High School, Social Studies, Teacher	
30	Piper, David L	9/1/1993	BA+30	0286635	190201	LEARNING DISABILITIES	K-12	6/30/2021	Middle School, Specific Learning Disability, Teacher	1.00
	Piper, David L	9/1/1993	BA+30	0286635	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2021	Middle School, Specific Learning Disability, Teacher	
31	Wolner, Julie E	1/24/1994	MA	0310689	140050	BUSINESS	5-12	6/30/2020	High School, Business, Teacher	1.00
	Wolner, Julie E	1/24/1994	MA	0310689	140710	ADMINISTRATIVE SUPPORT OCCUPATIONS	Voc High Schoo	6/30/2020	High School, Business & Office Ed, Teacher	
	Wolner, Julie E	1/24/1994	MA	0310689	149992	BUSINESS ED (EXCEPT SHORTHAND)	7-12	6/30/2020	High School, Business, Teacher	
	Wolner, Julie E	1/24/1994	MA	0310689	149997	KEYBOARDING FOR COMPUTER APPL	K-8	6/30/2020	High School, Business & Office Ed, Teacher	
32	Schuster, Renae C	9/1/1994	MA+60	0334444	080450	COACHING	7-12	6/30/2024	Bridgewater, Elementary, Teacher	1.00
	Schuster, Renae C	9/1/1994	MA+60	0334444	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Bridgewater, Elementary, Teacher	
33	Lauritzen-Kohel, Jill M	9/1/1994	MA+60	0351936	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2023	High School, English/Language Art, Teacher	1.00
	Lauritzen-Kohel, Jill M	9/1/1994	MA+60	0351936	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2023	High School, English/Language Art, Teacher	
34	Moeller, Amy A	9/1/1994	MA+30	0351676	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2022	High School, English/Language Art, Teacher	0.60
35	Halvorson, Denise A	9/1/1994	MA	0311562	060208	FRENCH	1-6	6/30/2020	High School & Middle School, Foreign Language, Teacher	1.00
	Halvorson, Denise A	9/1/1994	MA	0311562	060208	FRENCH	7-12	6/30/2020	High School & Middle School, Foreign Language, Teacher	
36	Trebelhorn, Renae T	9/1/1994	MA	0319386	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2022	Middle School, DCD & Severely Multiply Impaired, Teacher	1.00
	Trebelhorn, Renae T	9/1/1994	MA	0319386	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2022	Middle School, DCD & Severely Multiply Impaired, Teacher	
	Trebelhorn, Renae T	9/1/1994	MA	0319386	199802	MODERATE TO SEVERE MENTALLY HDCP	K-12	6/30/2022	Middle School, DCD & Severely Multiply Impaired, Teacher	
37	Ensrud, Mark A	9/1/1994	MA	0351090	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2022	High School, Guidance, Guidance Counselor	1.00
	Ensrud, Mark A	9/1/1994	MA	0351090	940310	SCHOOL COUNSELOR	K-12	6/30/2022	High School, Guidance, Guidance Counselor	
38	Larson, Anne C	9/1/1995	MA+45	0313541	180100	ELEMENTARY EDUCATION	K-6	6/30/2021	Greenvale Park, Elementary, Teacher	1.00
39	Coudret, Raymond T	9/1/1995	MA+45	0326047	110000	MATHEMATICS	7-12	6/30/2024	High School, Mathematics, Teacher	1.00
	Coudret, Raymond T	9/1/1995	MA+45	0326047	933000	PRINCIPAL K-12	District	6/30/2024	High School, Mathematics, Teacher	

40	Sorenson, Dawn M	9/1/1995	MA	0318191	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2022	Longfellow/ALC, Developmentally Delayed, Teacher	1.00
41	Harrity-Davidson, Mary E	9/1/1995	BA+30	0268253	050500	SPEECH	7-12	6/30/2024	Middle School & ALC, Physical Education, Teacher	0.83
	Harrity-Davidson, Mary E	9/1/1995	BA+30	0268253	080300	PHYSICAL EDUCATION	K-12	6/30/2024	Middle School & ALC, Physical Education, Teacher	
	Harrity-Davidson, Mary E	9/1/1995	BA+30	0268253	080450	COACHING	7-12	6/30/2024	Middle School & ALC, Physical Education, Teacher	
42	Auge, Mark J	9/1/1996	MA+45	0331004	130200	LIFE SCIENCES	7-12	6/30/2021	High School, Science, Teacher	1.00
	Auge, Mark J	9/1/1996	MA+45	0331004	130500	SCIENCE 5-9	7-12	6/30/2021	High School, Science, Teacher	
43	Sonnega, Michelle M	9/1/1996	MA+15	0346945	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2021	High School, English/Language Art, Teacher	1.00
44	Eddy, Paul R	9/1/1996	MA	0329128	110000	MATHEMATICS	7-12	6/30/2023	High School, Mathematics, Teacher	1.00
45	Johnson, Craig R	9/1/1997	MA+60	0335976	080450	COACHING	7-12	6/30/2024	High School, Science, Teacher	1.00
	Johnson, Craig R	9/1/1997	MA+60	0335976	130200	LIFE SCIENCES	7-12	6/30/2024	High School, Science, Teacher	
46	Meehan, Katrina D	9/1/1997	MA+60	0350739	130200	LIFE SCIENCES	7-12	6/30/2023	Middle School, Science, Teacher	1.00
	Meehan, Katrina D	9/1/1997	MA+60	0350739	130500	SCIENCE 5-9	5-9	6/30/2023	Middle School, Science, Teacher	
47	Ostermann, April D	9/1/1997	MA+60	0362161	060219	SPANISH	1-6	6/30/2024	Sibley, Elementary, Teacher	1.00
	Ostermann, April D	9/1/1997	MA+60	0362161	060301	BILINGUAL/BICULTURAL EDUCATION	K-12	6/30/2024	Sibley, Elementary, Teacher	
	Ostermann, April D	9/1/1997	MA+60	0362161	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Sibley, Elementary, Teacher	
48	Thornton, Mark W	9/1/1997	MA	0336699	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2020	High School, Social Studies, Teacher	1.00
49	Steele, Michelle L	9/1/1997	MA	0346040	080300	PHYSICAL EDUCATION	K-12	6/30/2023	Middle School, Physical Education & DAPE, Teacher	1.00
	Steele, Michelle L	9/1/1997	MA	0346040	080450	COACHING	7-12	6/30/2023	Middle School, Physical Education & DAPE, Teacher	
	Steele, Michelle L	9/1/1997	MA	0346040	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2023	Middle School, Physical Education & DAPE, Teacher	
50	Davis, Douglas D	9/1/1997	MA	0350423	080300	PHYSICAL EDUCATION	K-12	6/30/2022	High School, Physical Education, Teacher	1.00
	Davis, Douglas D	9/1/1997	MA	0350423	080450	COACHING	7-12	6/30/2022	High School, Physical Education, Teacher	
	Davis, Douglas D	9/1/1997	MA	0350423	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2022	High School, Physical Education, Teacher	
51	Sickler, Michelle M	9/1/1998	MA+45	0374733	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Greenvale Park, Elementary, Teacher	1.00
52	Lane, Karen K	9/1/1998	MA+30	0329464	080450	COACHING	7-12	6/30/2022	Bridgewater, Elementary, Teacher	1.00
	Lane, Karen K	9/1/1998	MA+30	0329464	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Bridgewater, Elementary, Teacher	
53	Johnson, Kristen K	9/1/1998	MA+15	0321459	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Greenvale Park, Elementary, Teacher	1.00
	Johnson, Kristen K	9/1/1998	MA+15	0321459	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2024	Greenvale Park, Elementary, Teacher	
54	Sickler, Gregory T	9/1/1998	MA	0333933	080450	COACHING	7-12	6/30/2024	Bridgewater, Elementary, Teacher	1.00
	Sickler, Gregory T	9/1/1998	MA	0333933	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Bridgewater, Elementary, Teacher	
55	King, Elizabeth A	9/1/1998	MA	0374077	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Bridgewater, Elementary, Teacher	1.00
56	Holden, Dana L	9/8/1998	MA+45	0371741	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Bridgewater, Elementary, Teacher	1.00
57	Rasmussen, Deborah U	1/26/1999	MA	0377990	940300	SECONDARY GUIDANCE AND COUNSELING	7-12	6/30/2022	High School, Guidance, Guidance Counselor	1.00
58	Zach, Sari L	9/1/1999	MA+60	0310297	180100	ELEMENTARY EDUCATION	1-6	6/30/2020	Greenvale Park, Elementary, Teacher	1.00
59	Charlton, Pamela A	9/1/1999	MA+60	0350065	050196	READING	K-12	6/30/2022	Bridgewater, Elementary, Teacher	1.00
	Charlton, Pamela A	9/1/1999	MA+60	0350065	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Bridgewater, Elementary, Teacher	
60	Schwaab, Sherry L	9/1/1999	MA+60	0381002	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Bridgewater, Elementary, Teacher	1.00
61	Freier, Ethan J	9/1/1999	MA+30	0313477	120100	CLASSROOM MUSIC	5-12	6/30/2021	Middle School, Music, Teacher	1.00
	Freier, Ethan J	9/1/1999	MA+30	0313477	120501	BAND	K-12	6/30/2021	Middle School, Music, Teacher	
	Freier, Ethan J	9/1/1999	MA+30	0313477	120502	ORCHESTRA	K-12	6/30/2021	Middle School, Music, Teacher	

62	Jandro, Dawn M	9/1/1999	MA	0339455	050000	ENGLISH/LANGUAGE ARTS	Middle Sch	6/30/2020	Sibley, Elementary, Teacher	1.00
	Jandro, Dawn M	9/1/1999	MA	0339455	080450	COACHING	7-12	6/30/2020	Sibley, Elementary, Teacher	
	Jandro, Dawn M	9/1/1999	MA	0339455	180100	ELEMENTARY EDUCATION	1-6	6/30/2020	Sibley, Elementary, Teacher	
63	Flicek, Kathy A	12/13/1999	MA+60	0354747	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Greenvale Park, Kindergarten, Teacher	1.00
64	Kovach, Linda M	1/10/2000	MA+60	0356238	050000	ENGLISH/LANGUAGE ARTS	Middle Sch	6/30/2023	Middle School, Elementary, Teacher	1.00
	Kovach, Linda M	1/10/2000	MA+60	0356238	180100	ELEMENTARY EDUCATION	1-6	6/30/2023	Middle School, Elementary, Teacher	
65	Swan McDonald, Sarah E	9/1/2000	MA+60	0371147	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2021	High School, Social Studies, Teacher	1.00
66	Sawyer, Darrell J	9/1/2000	MA+60	0372790	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2021	Middle School, Social Studies, Teacher	1.00
67	Mikkelsen, Sara H	9/1/2000	MA+60	0387279	050196	READING	K-12	6/30/2022	Middle School, Elementary, Teacher	0.80
	Mikkelsen, Sara H	9/1/2000	MA+60	0387279	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Middle School, Elementary, Teacher	
68	Ensrud, Jan B.B.	9/1/2000	MA+60	0387984	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2023	Middle School, English/Language Art, Teacher	1.00
	Ensrud, Jan B.B.	9/1/2000	MA+60	0387984	060219	SPANISH	7-12	6/30/2023	Middle School, English/Language Art, Teacher	
69	Miller, Amanda J	9/1/2000	MA+60	0388666	090100	FAMILY AND CONSUMER SCIENCES	5-12	6/30/2021	Greenvale Park, Media Center, Teacher	1.00
	Miller, Amanda J	9/1/2000	MA+60	0388666	941000	LIBRARY MEDIA SPECIALIST	K-12	6/30/2021	Greenvale Park, Media Center, Teacher	
70	Danielson, Adam B	9/1/2000	MA+45	0386093	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Bridgewater, Elementary, Licensed Instr Support Staff	1.00
71	Norrie, Katherine M	9/1/2000	MA	0385389	020000	VISUAL ARTS	K-12	6/30/2023	High School, Art, Teacher	0.80
72	Truman, Nathan R	9/1/2000	MA	0387965	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Bridgewater, Elementary, Teacher	1.00
	Truman, Nathan R	9/1/2000	MA	0387965	210000	DRIVER EDUCATION	9-12	6/30/2023	Bridgewater, Elementary, Teacher	
73	Seeberg, Paula J	9/1/2001	MA+60	0307536	180100	ELEMENTARY EDUCATION	K-6	6/30/2020	Sibley, Elementary, Teacher	1.00
74	Wiertsema-Miller, Kathy J	9/1/2001	MA+60	0327873	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2023	High School, Guidance, Guidance Counselor	1.00
	Wiertsema-Miller, Kathy J	9/1/2001	MA+60	0327873	940310	SCHOOL COUNSELOR	K-12	6/30/2023	High School, Guidance, Guidance Counselor	
75	Bielenberg, Kiersten E	9/1/2001	MA+60	0350756	080300	PHYSICAL EDUCATION	K-12	6/30/2022	District-Wide, Physically Impaired, DAPE Specialist	1.00
	Bielenberg, Kiersten E	9/1/2001	MA+60	0350756	080450	COACHING	7-12	6/30/2022	District-Wide, Physically Impaired, DAPE Specialist	
	Bielenberg, Kiersten E	9/1/2001	MA+60	0350756	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2022	District-Wide, Physically Impaired, DAPE Specialist	
	Bielenberg, Kiersten E	9/1/2001	MA+60	0350756	190310	PHYSICAL AND HEALTH DISABILITIES	B-12	6/30/2022	District-Wide, Physically Impaired, DAPE Specialist	
76	Ryden, Heather H	9/1/2001	MA+60	0352379	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Greenvale Park, Elementary, Licensed Instr Support Staff	1.00
	Ryden, Heather H	9/1/2001	MA+60	0352379	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2022	Greenvale Park, Elementary, Licensed Instr Support Staff	
	Ryden, Heather H	9/1/2001	MA+60	0352379	190201	LEARNING DISABILITIES	K-12	6/30/2022	Greenvale Park, Elementary, Licensed Instr Support Staff	
	Ryden, Heather H	9/1/2001	MA+60	0352379	933000	PROF ADMIN - PRINCIPAL	K-12	6/30/2021	Greenvale Park, Elementary, Licensed Instr Support Staff	
77	Saxton West, Jody L	9/1/2001	MA+60	0362766	130200	LIFE SCIENCES	7-12	6/30/2023	High School, Science, Teacher	1.00
	Saxton West, Jody L	9/1/2001	MA+60	0362766	130600	SCIENCE 5-8	5-8	6/30/2023	High School, Science, Teacher	
78	Stanton Ims, Heather D	9/1/2001	MA+60	0368562	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2020	Middle School, Secondary, Social Worker	1.00
79	Langevin, Mark A	9/1/2001	MA+60	0374420	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Middle School, Elementary, Teacher	1.00
80	Amundson, Danielle R	9/1/2001	MA+60	0377846	060219	SPANISH	1-6	6/30/2022	Greenvale Park, Elementary, Teacher	1.00
	Amundson, Danielle R	9/1/2001	MA+60	0377846	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Greenvale Park, Elementary, Teacher	
81	O'Neill, Christopher G	9/1/2001	MA+60	0394434	060219	SPANISH	K-8	6/30/2022	Middle School, Elementary, Teacher	1.00
	O'Neill, Christopher G	9/1/2001	MA+60	0394434	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Middle School, Elementary, Teacher	
82	Harding, Jacalyn M	9/1/2001	MA+45	0341451	180100	ELEMENTARY EDUCATION	K-6	6/30/2020	Greenvale Park, Elementary, Teacher	1.00
	Harding, Jacalyn M	9/1/2001	MA+45	0341451	180102	PRE-KINDERGARTEN	Pre K	6/30/2020	Greenvale Park, Elementary, Teacher	
83	Palmquist, Pamela L	9/1/2001	MA+45	0376487	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2022	MS/HS Speech/Language Pathologist	1.00

84	Fox, Nancy C	9/1/2001	MA+45	0384927	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Sibley, Elementary, Teacher	1.00
	Fox, Nancy C	9/1/2001	MA+45	0384927	180102	PRE-KINDERGARTEN	Pre K	6/30/2023	Sibley, Elementary, Teacher	
85	Messer, Rebecca J	9/1/2001	MA+45	0396914	130300	PHYSICAL SCIENCES (PHYSICS & CHEM)	7-12	6/30/2023	High School, Science, Teacher	1.00
86	Mehrkens, Rhea P	9/1/2001	MA+45	397123	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	LOA	LOA
87	Mucha, Ellen M	9/1/2001	MA+30	0327482	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2023	High School, English/Language Art, Teacher	0.60
88	Sieve, Amy C	9/1/2001	MA+15	0283287	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2020	Middle School, Media Center, Teacher	1.00
	Sieve, Amy C	9/1/2001	MA+15	0283287	940400	LIBRARIAN	K-12	6/30/2020	Middle School, Media Center, Teacher	
	Sieve, Amy C	9/1/2001	MA+15	0283287	941000	LIBRARY MEDIA SPECIALIST	K-12	6/30/2020	Middle School, Media Center, Teacher	
89	Frederick, Diane M	9/1/2001	MA+15	0325516	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Middle School, Specific Learning Disability, Teacher	1.00
	Frederick, Diane M	9/1/2001	MA+15	0325516	190201	LEARNING DISABILITIES	K-12	6/30/2024	Middle School, Specific Learning Disability, Teacher	
	Frederick, Diane M	9/1/2001	MA+15	0325516	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2024	Middle School, Specific Learning Disability, Teacher	
90	Cooney, Noreen L	9/1/2001	MA	0352763	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2022	Sibley, SPED-Multiple Disabilities, Social Worker	1.00
91	Rauk, Brent E	9/1/2001	MA	0360799	080450	COACHING	7-12	6/30/2024	Middle School, Mathematics, Teacher	1.00
	Rauk, Brent E	9/1/2001	MA	0360799	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Middle School, Mathematics, Teacher	
92	Guggisberg, Richard L	9/1/2001	MA	0377143	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Sibley, Elementary, Teacher	1.00
93	Tracy, Amanda G	9/1/2001	MA	0389558	060219	SPANISH	7-12	6/30/2021	High School, Foreign Language, Teacher	0.80
	Tracy, Amanda G	9/1/2001	MA	0389558	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	High School, Foreign Language, Teacher	
94	Sieger, Amanda M.S.	9/1/2001	MA	0394685	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Sibley, Elementary, Teacher	1.00
	Sieger, Amanda M.S.	9/1/2001	MA	0394685	180102	PRE-KINDERGARTEN	Pre K	6/30/2022	Sibley, Elementary, Teacher	
95	Tisdale, Brigitte A	9/1/2001	BA+30	0370091	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Greenvale Park, Title I, Teacher	0.80
96	Holmquist, Christopher C	1/28/2002	BA	0310919	020000	VISUAL ARTS	7-12	6/30/2023	High School, Art, Teacher	1.00
97	Jarvis, Anne L	9/1/2002	MA+60	0301554	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Middle School, Elementary, Teacher	1.00
98	Allin, Amy L	9/1/2002	MA+60	0328035	130200	LIFE SCIENCES	7-12	6/30/2023	Middle School, Science, Teacher	1.00
	Allin, Amy L	9/1/2002	MA+60	0328035	130400	EARTH AND SPACE SCIENCE	7-12	6/30/2023	Middle School, Science, Teacher	
99	Larsen, Melissa A	9/1/2002	MA+60	0403927	933000	PRINCIPAL K-12	District	6/30/2021	Greenvale Park, Elementary, Licensed Instr Support Staff	1.00
	Larsen, Melissa A	9/1/2002	MA+60	0403927	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2023	Greenvale Park, Elementary, Licensed Instr Support Staff	
100	Hand, Brenda A	9/1/2002	MA+45	0375929	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2021	Bridgewater, Limited English Proficiency, Teacher	1.00
101	Bauer, Michelle A	9/1/2002	MA+30	0344814	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2021	High School, English/Language Art, Teacher	1.00
102	Seitz, Deborah S	9/1/2002	MA+15	0318182	050196	READING	K-12	6/30/2022	Middle School, Emotional/Behavioral Disorder, Teacher	1.00
	Seitz, Deborah S	9/1/2002	MA+15	0318182	080450	COACHING	7-12	6/30/2022	Middle School, Emotional/Behavioral Disorder, Teacher	
	Seitz, Deborah S	9/1/2002	MA+15	0318182	130200	LIFE SCIENCES	7-12	6/30/2022	Middle School, Emotional/Behavioral Disorder, Teacher	
	Seitz, Deborah S	9/1/2002	MA+15	0318182	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2022	Middle School, Emotional/Behavioral Disorder, Teacher	
	Seitz, Deborah S	9/1/2002	MA+15	0318182	190201	LEARNING DISABILITIES	K-12	6/30/2022	Middle School, Emotional/Behavioral Disorder, Teacher	
103	Hehr, Ann M	9/1/2002	MA+15	0388265	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Sibley, Media Center, Teacher	1.00
	Hehr, Ann M	9/1/2002	MA+15	0388265	941000	LIBRARY MEDIA SPECIALIST	K-12	6/30/2023	Sibley, Media Center, Teacher	
104	Jaynes, Andrew T	9/1/2002	MA	0382975	080300	PHYSICAL EDUCATION	K-12	6/30/2023	Sibley, Elementary, Teacher	1.00
	Jaynes, Andrew T	9/1/2002	MA	0382975	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2023	Sibley, Elementary, Teacher	
105	Tran, Lahna B	9/1/2002	MA	0397901	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Bridgewater, Kindergarten, Teacher	1.00

106	Cade, Stephen H.E.	9/1/2002	MA	0405291	060219	SPANISH	K-12	6/30/2021	High School, Foreign Language, Teacher	1.00
107	Streefland, Jennifer L	2/10/2003	MA+60	0404809	940310	SCHOOL COUNSELOR	K-12	6/30/2023	Middle School, Guidance, Guidance Counselor	1.00
108	Turnacliiff, Rose M	9/1/2003	MA+45	0303267	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2024	Middle School, Secondary & ADSIS, Teacher	1.00
	Turnacliiff, Rose M	9/1/2003	MA+45	0303267	050196	READING	K-12	6/30/2024	Middle School, Secondary & ADSIS, Teacher	
109	Papke, Nicole S	9/1/2003	MA+45	0342407	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Greenvale Park, Title I, Teacher	1.00
110	Graupmann, Emileana M	9/1/2003	MA+15	0410457	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2024	High School, Social Studies, Teacher	1.00
111	Lompart, Jennifer H	9/1/2003	MA	0384568	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2022	High School, Limited English Proficiency, Teacher	1.00
	Lompart, Jennifer H	9/1/2003	MA	0384568	060219	SPANISH	K-12	6/30/2022	High School, Limited English Proficiency, Teacher	
112	Wiebe, Travis J	9/1/2003	MA	0408928	130301	CHEMISTRY	9-12	6/30/2020	High School, Science, Teacher	1.00
113	Momberg, Mary E	9/1/2003	MA	0417723	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Middle School, ASD, DCD, Severely Multiply Impaired, Teacher	1.00
	Momberg, Mary E	9/1/2003	MA	0417723	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2021	Middle School, ASD, DCD, Severely Multiply Impaired, Teacher	
	Momberg, Mary E	9/1/2003	MA	0417723	190201	LEARNING DISABILITIES	K-12	6/30/2021	Middle School, ASD, DCD, Severely Multiply Impaired, Teacher	
	Momberg, Mary E	9/1/2003	MA	0417723	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2021	Middle School, ASD, DCD, Severely Multiply Impaired, Teacher	
114	Downs, Lindsey J	2/9/2004	MA+45	0414129	180100	ELEMENTARY EDUCATION	K-6	6/30/2020	Sibley, Kindergarten, Teacher	1.00
	Downs, Lindsey J	2/9/2004	MA+45	0414129	180105	PRE-PRIMARY	AGE 3 - K	6/30/2020	Sibley, Kindergarten, Teacher	
115	Hovden, Lisa M	9/1/2004	MA+60	0408530	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2020	Middle School, Social Studies, Teacher	1.00
116	Danielson, Christa A	9/1/2004	MA+60	0417939	180100	ELEMENTARY EDUCATION	K-6	6/30/2021	Bridgewater, Kindergarten, Teacher	1.00
	Danielson, Christa A	9/1/2004	MA+60	0417939	180105	PRE-PRIMARY	AGE 3 - K	6/30/2021	Bridgewater, Kindergarten, Teacher	
117	Viesselman, Karl E	9/1/2004	MA+45	0324020	080450	COACHING	7-12	6/30/2024	High School, Mathematics, Teacher	1.00
	Viesselman, Karl E	9/1/2004	MA+45	0324020	110000	MATHEMATICS	7-12	6/30/2024	High School, Mathematics, Teacher	
118	Ditlevson, Lydia R	9/1/2004	MA+30	0295289	000750	TEACHER/COORD WORK EXP HANDICAPPED	Voc High School	6/30/2021	Sibley, Physically Impaired, DCD, Severely Multiply Impaired, Teacher	1.00
	Ditlevson, Lydia R	9/1/2004	MA+30	0295289	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2021	Sibley, Physically Impaired, DCD, Severely Multiply Impaired, Teacher	
	Ditlevson, Lydia R	9/1/2004	MA+30	0295289	190201	LEARNING DISABILITIES	K-12	6/30/2021	Sibley, Physically Impaired, DCD, Severely Multiply Impaired, Teacher	
	Ditlevson, Lydia R	9/1/2004	MA+30	0295289	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2021	Sibley, Physically Impaired, DCD, Severely Multiply Impaired, Teacher	
	Ditlevson, Lydia R	9/1/2004	MA+30	0295289	199802	MODERATE TO SEVERE MENTALLY HDCP	K-12	6/30/2021	Sibley, Physically Impaired, DCD, Severely Multiply Impaired, Teacher	
119	Schrader, Amanda R	9/1/2004	MA+30	0419020	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2020	Sibley, Limited English Proficiency, Teacher	1.00
120	Gainey, Rebecca A	9/1/2004	MA+15	0303750	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Sibley, Elementary, Licensed Instr Support Staff	1.00
121	Riesgraf, Daniel S	9/1/2004	MA+15	0381148	080100	HEALTH EDUCATION	K-12	6/30/2022	Middle School, Health, Teacher	1.00
	Riesgraf, Daniel S	9/1/2004	MA+15	0381148	080300	PHYSICAL EDUCATION	K-12	6/30/2022	Middle School, Health, Teacher	
122	Stevens, Brian C	9/1/2004	BA+30	0416847	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2020	High School, Social Studies, Teacher	1.00
123	Valentine, Elizabeth A	9/1/2005	MA	0365433	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2020	Sibley, Limited English Proficiency, Teacher	1.00
124	Howard, Christopher L	9/1/2005	BA+60	0423952	060219	SPANISH	K-12	6/30/2021	Middle School, Foreign Language, Teacher	1.00
125	Herman, Debra J	9/1/2005	BA+15	0335543	180100	ELEMENTARY EDUCATION	1-6	6/30/2020	Sibley, Autistic Spectrum Disorders, Teacher	1.00
	Herman, Debra J	9/1/2005	BA+15	0335543	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2020	Sibley, Autistic Spectrum Disorders, Teacher	
	Herman, Debra J	9/1/2005	BA+15	0335543	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2020	Sibley, Autistic Spectrum Disorders, Teacher	
126	Witt, Margaret S	1/9/2006	MA	0281667	180100	ELEMENTARY EDUCATION	K-6	6/30/2020	Sibley, Elementary, Licensed Instr Support Staff	1.00
127	Weis, Lisa C	9/1/2006	MA+15	0339439	080100	HEALTH EDUCATION	K-12	6/30/2024	Middle School, Health, Teacher	1.00
	Weis, Lisa C	9/1/2006	MA+15	0339439	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2024	Middle School, Health, Teacher	
	Weis, Lisa C	9/1/2006	MA+15	0339439	190201	LEARNING DISABILITIES	K-12	6/30/2024	Middle School, Health, Teacher	
	Weis, Lisa C	9/1/2006	MA+15	0339439	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2024	Middle School, Health, Teacher	

	Weis, Lisa C	9/1/2006	MA+15	0339439	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2024	Middle School, Health, Teacher	
128	Glassing, Rebecca S	9/1/2006	MA+15	0344145	080450	COACHING	7-12	6/30/2023	High School, Media Center, Teacher	1.00
	Glassing, Rebecca S	9/1/2006	MA+15	0344145	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	High School, Media Center, Teacher	
	Glassing, Rebecca S	9/1/2006	MA+15	0344145	941000	LIBRARY MEDIA SPECIALIST	K-12	6/30/2023	High School, Media Center, Teacher	
129	Prestemon, Kari J	9/1/2006	MA	0327656	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2020	High School, Secondary, Social Worker	0.80
130	Dokken, Tina A	9/1/2006	BA+60	0397079	110000	MATHEMATICS	7-12	6/30/2022	Middle School, Mathematics, Teacher	1.00
131	Martens, Sarah M.C.	9/1/2006	BA+60	0419401	060219	SPANISH	K-12	6/30/2020	High School, Foreign Language, Teacher	1.00
132	Harstad, Kristen C	9/1/2006	BA+30	0309584	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2020	Sibley, Autistic Spectrum Disorders, Teacher	1.00
	Harstad, Kristen C	9/1/2006	BA+30	0309584	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2020	Sibley, Autistic Spectrum Disorders, Teacher	
	Harstad, Kristen C	9/1/2006	BA+30	0309584	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2020	Sibley, Autistic Spectrum Disorders, Teacher	
133	Sand, Leah LI	1/22/2007	MA+30	0375623	050196	READING	K-12	6/30/2024	High School, Physical Education & DAPE, Teacher	1.00
	Sand, Leah LI	1/22/2007	MA+30	0375623	080100	HEALTH EDUCATION	5-12	6/30/2024	High School, Physical Education & DAPE, Teacher	
	Sand, Leah LI	1/22/2007	MA+30	0375623	080300	PHYSICAL EDUCATION	K-12	6/30/2024	High School, Physical Education & DAPE, Teacher	
	Sand, Leah LI	1/22/2007	MA+30	0375623	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2024	High School, Physical Education & DAPE, Teacher	
134	Riley, Patrick N	9/1/2007	MA+60	0436268	130301	CHEMISTRY	9-12	6/30/2023	High School, Science, Teacher	1.00
135	Hansen, Shelley K	9/1/2007	MA+45	0306994	940300	SECONDARY GUIDANCE AND COUNSELING	7-12	6/30/2020	Longfellow/ALC, Secondary, Social Worker	0.80
	Hansen, Shelley K	9/1/2007	MA+45	0306994	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2020	Longfellow/ALC, Secondary, Social Worker	0.80
136	Peterson, Lori L	9/1/2007	MA	0405742	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2020	Middle School, Emotional/Behavioral Disorder, Teacher	1.00
137	Beaulieu, Stephen J	9/1/2007	MA	0418894	110000	MATHEMATICS	5-12	6/30/2020	High School, Mathematics, Teacher	1.00
138	Pietsch, Ryan D	9/1/2007	MA	0434807	080300	PHYSICAL EDUCATION	K-12	6/30/2023	Sibley, Elementary, Teacher	1.00
139	Biwer-Bekhechi, Julie M	9/1/2007	BA+30	0350193	060208	FRENCH	7-12	6/30/2020	Middle School, Foreign Language, Teacher	0.40
	Biwer-Bekhechi, Julie M	9/1/2007	BA+30	0350193	060219	SPANISH	7-12	6/30/2020	Middle School, Foreign Language, Teacher	
140	Myers, Jacie L	9/1/2007	BA+30	427364	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	LOA	LOA
	Myers, Jacie L	9/1/2007	BA+30	427364	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2023	LOA	
	Myers, Jacie L	9/1/2007	BA+30	427364	190201	LEARNING DISABILITIES	K-12	6/30/2023	LOA	
141	Duchene, Sarah J	9/26/2007	MA	0420417	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Bridgewater, Elementary, Teacher	1.00
142	Hagberg, Stephanie R.	10/10/2007	MA	0414626	180100	ELEMENTARY EDUCATION	K-6	6/30/2020	Greenvale Park, Kindergarten, Teacher	1.00
	Hagberg, Stephanie R.	10/10/2007	MA	0414626	180105	PRE-PRIMARY	AGE 3 - K	6/30/2020	Greenvale Park, Kindergarten, Teacher	
143	Heil, Gretchen O	2/26/2008	BA	0432979	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Sibley, Kindergarten, Teacher	1.00
	Heil, Gretchen O	2/26/2008	BA	0432979	180105	PRE-PRIMARY	AGE 3 - K	6/30/2023	Sibley, Kindergarten, Teacher	
144	Northrup, Ashley W.	9/1/2008	MA+60	0443152	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2020	Longfellow/ALC, SPED-Multiple Disabilities, Psychologist	1.00
145	Alvarez Jr, Ruben	9/1/2008	MA+60	443564	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2024	LOA	LOA
	Alvarez Jr, Ruben	9/1/2008	MA+60	443564	060219	SPANISH	K-12	6/30/2024	LOA	
	Alvarez Jr, Ruben	9/1/2008	MA+60	443564	180100	ELEMENTARY EDUCATION	K-12	6/30/2024	LOA	
146	Olivier, Heather E	9/1/2008	MA+15	0417718	120500	INSTR(BAND/ORCH) AND CLASSROOM MUSIC	K-12	6/30/2020	Middle School, Music, Teacher	1.00
147	Yamry, Corrine E	9/1/2008	MA+15	0439262	940310	SCHOOL COUNSELOR	K-12	6/30/2024	Middle School, Guidance, Guidance Counselor	1.00
148	Sand, John J	9/1/2008	MA	0379243	080100	HEALTH EDUCATION	5-12	6/30/2024	High School, Physical Education, Teacher	1.00
	Sand, John J	9/1/2008	MA	0379243	080300	PHYSICAL EDUCATION	K-12	6/30/2024	High School, Physical Education, Teacher	
149	Baragary, Paula M	9/1/2008	MA	0396394	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Sibley, Elementary, Teacher	1.00

	Baragary, Paula M	9/1/2008	MA	0396394	180102	PRE-KINDERGARTEN	Pre K	6/30/2022	Sibley, Elementary, Teacher	
150	Spitzack, Melissa R	9/1/2008	MA	0436511	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2023	Sibley, Elementary, Teacher	1.00
	Spitzack, Melissa R	9/1/2008	MA	0436511	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Sibley, Elementary, Teacher	
151	Otte, Allison L	9/1/2008	BA	0441723	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2024	Sibley, Kindergarten, Teacher	1.00
	Otte, Allison L	9/1/2008	BA	0441723	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Sibley, Kindergarten, Teacher	
152	Tacheny, Amy L	2/16/2009	MA+30	0446157	050196	READING	K-12	6/30/2021	Middle School, Elementary, Teacher	1.00
	Tacheny, Amy L	2/16/2009	MA+30	0446157	060219	SPANISH	K-8	6/30/2021	Middle School, Elementary, Teacher	
	Tacheny, Amy L	2/16/2009	MA+30	0446157	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Middle School, Elementary, Teacher	
153	Duba, Carolyn K	9/1/2009	MA+45	0369423	180102	PRE-KINDERGARTEN	Pre K	6/30/2024	High School, SPED-Multiple Disabilities, Psychologist	0.95
	Duba, Carolyn K	9/1/2009	MA+45	0369423	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2024	High School, SPED-Multiple Disabilities, Psychologist	
154	Kruger, Natalie A	9/1/2009	MA+15	0448289	120500	INSTR(BAND/ORCH) AND CLASSROOM MUSIC	K-12	6/30/2020	District-Wide, Music, Teacher	1.00
155	Pudas, Heather K	9/1/2009	MA	0375721	180100	ELEMENTARY EDUCATION	1-6	6/30/2020	District-Wide, Deaf-Hard-of-Hearing, Teacher	1.00
	Pudas, Heather K	9/1/2009	MA	0375721	190497	DEAF OR HARD OF HEARING	B-12	6/30/2020	District-Wide, Deaf-Hard-of-Hearing, Teacher	
156	Lofquist, Darren A	9/1/2009	MA	0441688	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2024	Bridgewater, Elementary, Teacher	1.00
	Lofquist, Darren A	9/1/2009	MA	0441688	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Bridgewater, Elementary, Teacher	
157	Robia, Mary D	9/1/2009	MA	448121	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2020	LOA	LOA
158	Eliason, Angela L	9/1/2009	BA+30	0447201	120400	VOCAL AND CLASSROOM MUSIC	K-12	6/30/2021	Greenvale Park, Elementary, Teacher	1.00
159	Garcia Jr, Robert	9/1/2009	BA+15	0443954	180100	ELEMENTARY EDUCATION	K-6	6/30/2020	Greenvale Park, Elementary, Teacher	1.00
160	Woodstrup, Katherine A	9/24/2009	BA+15	0448124	020000	VISUAL ARTS	K-12	6/30/2020	Bridgewater, Elementary, Teacher	1.00
	Woodstrup, Katherine A	9/24/2009	BA+15	0448124	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2020	Bridgewater, Elementary, Teacher	
161	Weiland, Jane E	9/1/2010	MA+60	0455190	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2021	Middle School, English/Language Art, Teacher	1.00
162	Johnson, Kelly J	9/1/2010	MA+45	0403741	060219	SPANISH	K-8	6/30/2023	Sibley, Elementary, Teacher	1.00
	Johnson, Kelly J	9/1/2010	MA+45	0403741	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Sibley, Elementary, Teacher	
163	Reed, Melissa J	9/1/2010	MA+45	0430540	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2023	Sibley, SPED-Multiple Disabilities, Psychologist	1.00
164	Bernhard, Paul J.	9/1/2010	MA+15	0418457	080100	HEALTH EDUCATION	5-12	6/30/2020	Bridgewater, Elementary, Teacher	1.00
	Bernhard, Paul J.	9/1/2010	MA+15	0418457	080300	PHYSICAL EDUCATION	K-12	6/30/2020	Bridgewater, Elementary, Teacher	
165	Driscoll, Ryan J	9/1/2010	MA	0425151	080300	PHYSICAL EDUCATION	K-12	6/30/2021	Greenvale Park, Elementary & DAPE, Teacher	1.00
	Driscoll, Ryan J	9/1/2010	MA	0425151	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2021	Greenvale Park, Elementary & DAPE, Teacher	
166	Karlsrud, Shari D	9/1/2010	MA	0436262	090100	FAMILY AND CONSUMER SCIENCES	5-12	6/30/2023	High School, FACS, Teacher	1.00
167	McKay, Jaclyn D	9/1/2010	MA	0446505	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2021	High School, English/Language Art, Teacher	1.00
168	Mahal, Stephanie M	9/1/2010	MA	NBCOT	N/A	OCCUPATIONAL THERAPIST	MA	3/30/2021	District-Wide, SPED-Multiple Disabilities, Occupational Therapist	1.00
169	Taggart, Steven M	9/1/2010	BA+30	0425369	100100	TECHNOLOGY	5-12	6/30/2021	Middle School, Technology and Engineering, Teacher	1.00
	Taggart, Steven M	9/1/2010	BA+30	0425369	300100	CONSTRUCTION CAREERS	7-12	6/30/2021	Middle School, Technology and Engineering, Teacher	
170	Born, Mairin K	9/1/2010	BA	0415512	180100	ELEMENTARY EDUCATION	K-6	6/30/2020	Sibley, Kindergarten, Teacher	1.00
	Born, Mairin K	9/1/2010	BA	0415512	180105	PRE-PRIMARY	AGE 3 - K	6/30/2020	Sibley, Kindergarten, Teacher	
171	Patterson, Rebekah A	3/9/2011	BA	0447494	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2020	Bridgewater, Elementary, Teacher	0.55
	Patterson, Rebekah A	3/9/2011	BA	0447494	180100	ELEMENTARY EDUCATION	K-6	6/30/2020	Bridgewater, Elementary, Teacher	
172	Robb, Lisa A.K.	9/1/2011	MA+60	0360715	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2022	High School, Limited English Proficiency, Teacher	1.00

	Robb, Lisa A.K.	9/1/2011	MA+60	0360715	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	High School, Limited English Proficiency, Teacher	
	Robb, Lisa A.K.	9/1/2011	MA+60	0360715	050196	READING	K-12	6/30/2022	High School, Limited English Proficiency, Teacher	
173	Talbot Peterson, Laura A	9/1/2011	MA+60	0380954	060208	FRENCH	K-12	6/30/2022	Middle School, Mathematics, Teacher	1.00
	Talbot Peterson, Laura A	9/1/2011	MA+60	0380954	110000	MATHEMATICS	7-12	6/30/2022	Middle School, Mathematics, Teacher	
174	Webster, Sara A	9/1/2011	MA+60	0449170	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2020	Longfellow/ALC, Speech/Lang Pathologist	0.50
	Webster, Sara A	9/1/2011	MA+60	0449170	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2020	Longfellow/ALC, Speech/Lang Pathologist	
175	Ellerbusch, Brittany R	9/1/2011	MA+60	0452391	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Bridgewater, Elementary, Teacher	1.00
176	Ziemann, Elizabeth J	9/1/2011	MA+45	0333356	060219	SPANISH	K-12	6/30/2022	Greenvale Park, Kindergarten, Teacher	1.00
	Ziemann, Elizabeth J	9/1/2011	MA+45	0333356	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Greenvale Park, Kindergarten, Teacher	
177	Swenson, Erik T	9/1/2011	MA+30	0377423	180100	ELEMENTARY EDUCATION	K-6	6/30/2021	Bridgewater, Elementary, Teacher	1.00
178	McDonough, Tammy F	9/1/2011	MA+15	0306877	130200	LIFE SCIENCES	7-12	6/30/2022	High School, Science, Teacher	1.00
	McDonough, Tammy F	9/1/2011	MA+15	0306877	130500	SCIENCE 5-9	5-9	6/30/2022	High School, Science, Teacher	
179	O'Connor, Catherine A	9/1/2011	MA+15	0439096	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2024	Longfellow/ALC, Developmentally Delayed & ASD, Teacher	1.00
	O'Connor, Catherine A	9/1/2011	MA+15	0439096	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Longfellow/ALC, Developmentally Delayed & ASD, Teacher	
	O'Connor, Catherine A	9/1/2011	MA+15	0439096	190202	AUTISM SPECTRUM DISORDERS	B-Age 6	6/30/2024	Longfellow/ALC, Developmentally Delayed & ASD, Teacher	
	O'Connor, Catherine A	9/1/2011	MA+15	0439096	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2024	Longfellow/ALC, Developmentally Delayed & ASD, Teacher	
180	Eastman, Kyle J	9/1/2011	MA	0412956	120400	VOCAL AND CLASSROOM MUSIC	K-12	6/30/2020	High School, Music, Teacher	1.00
	Eastman, Kyle J	9/1/2011	MA	0412956	120500	INSTR(BAND/ORCH) AND CLASSROOM MUSIC	K-12	6/30/2020	High School, Music, Teacher	
181	Burnham, Renee M	9/1/2011	MA	0439166	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2024	Longfellow/ALC, Secondary, Teacher	1.00
	Burnham, Renee M	9/1/2011	MA	0439166	050196	READING	K-12	6/30/2024	Longfellow/ALC, Secondary, Teacher	
182	Sherman, Karleen G	9/1/2011	MA	0441313	050196	READING	K-12	6/30/2022	Sibley, Specific Learning Disability, Teacher	1.00
	Sherman, Karleen G	9/1/2011	MA	0441313	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Sibley, Specific Learning Disability, Teacher	
	Sherman, Karleen G	9/1/2011	MA	0441313	180105	PRE-PRIMARY	AGE 3 - K	6/30/2022	Sibley, Specific Learning Disability, Teacher	
	Sherman, Karleen G	9/1/2011	MA	0441313	190201	LEARNING DISABILITIES	K-12	6/30/2022	Sibley, Specific Learning Disability, Teacher	
	Sherman, Karleen G	9/1/2011	MA	0441313	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2022	Sibley, Specific Learning Disability, Teacher	
183	Carlson, Stephani L	9/1/2011	MA	0452136	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2021	Greenvale Park, ASD & EBD, Teacher	1.00
	Carlson, Stephani L	9/1/2011	MA	0452136	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2021	Greenvale Park, ASD & EBD, Teacher	
184	Wiebe, Jamie L	9/1/2011	MA	0461585	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2022	Bridgewater, SPED-Multiple Disabilities, Social Worker	1.00
185	Stanina, Scott G	9/1/2012	MA+60	0403026	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2023	High School, English/Language Art, Teacher	1.00
186	Ackerman, Ann M	9/1/2012	MA+60	0454480	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2021	Sibley/GVP, Speech/Lang Pathologist	1.00
187	Czech, Natalie A	9/1/2012	MA+30	0463932	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2022	Bridgewater, EBD & SLD, Teacher	1.00
	Czech, Natalie A	9/1/2012	MA+30	0463932	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Bridgewater, EBD & SLD, Teacher	
	Czech, Natalie A	9/1/2012	MA+30	0463932	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2022	Bridgewater, EBD & SLD, Teacher	
	Czech, Natalie A	9/1/2012	MA+30	0463932	190201	LEARNING DISABILITIES	K-12	6/30/2022	Bridgewater, EBD & SLD, Teacher	
188	Taylor, Lori L	9/1/2012	MA	0339870	060219	SPANISH	7-12	6/30/2020	High School, Foreign Language, Teacher	1.00
189	Temple, Linda M	9/1/2012	MA	0345544	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Bridgewater, Elementary, Teacher	1.00
190	Nivala, Jessica A.M	9/1/2012	MA	0454310	180100	ELEMENTARY EDUCATION	K-6	6/30/2021	Greenvale Park, Elementary, Teacher	1.00
	Nivala, Jessica A.M	9/1/2012	MA	0454310	180105	PRE-PRIMARY	AGE 3 - K	6/30/2021	Greenvale Park, Elementary, Teacher	
191	Landry, Lily E	9/1/2012	MA	0456237	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2021	Greenvale Park, Elementary, Teacher	1.00
	Landry, Lily E	9/1/2012	MA	0456237	110000	MATHEMATICS	5-8	6/30/2021	Greenvale Park, Elementary, Teacher	
	Landry, Lily E	9/1/2012	MA	0456237	180100	ELEMENTARY EDUCATION	K-6	6/30/2021	Greenvale Park, Elementary, Teacher	

192	Bulfer, Briana M	9/1/2012	BA+30	0414383	110000	MATHEMATICS	5-8	6/30/2020	Greenvale Park, Elementary, Teacher	1.00
	Bulfer, Briana M	9/1/2012	BA+30	0414383	130600	SCIENCE 5-8	5-8	6/30/2020	Greenvale Park, Elementary, Teacher	
	Bulfer, Briana M	9/1/2012	BA+30	0414383	180100	ELEMENTARY EDUCATION	K-6	6/30/2020	Greenvale Park, Elementary, Teacher	
193	Nagy, Diane R	9/6/2012	MA	0364677	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Bridgewater, Elementary, Licensed Instr Support Staff	1.00
194	Gaertner, Michelle E	9/10/2012	BA+30	0464494	190201	LEARNING DISABILITIES	K-12	6/30/2022	Middle School, Specific Learning Disability, Teacher	1.00
	Gaertner, Michelle E	9/10/2012	BA+30	0464494	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2022	Middle School, Specific Learning Disability, Teacher	
195	Bailey, Erin K	12/3/2012		466046	960700	COMMUNITY EDUCATION DIRECTOR	Pre K - Ad	6/30/2024	Community Services Director	1.00
196	Jerdee, Ann M.H.	9/1/2013	MA+60	0371271	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2021	Middle School, English/Language Art, Teacher	1.00
197	Staab, Geoffrey D	9/1/2013	MA+45	0398360	110000	MATHEMATICS	5-12	6/30/2022	High School, Mathematics, Teacher	1.00
198	Dimick, Kimbra R	9/1/2013	MA+30	0452158	050196	READING	K-12	6/30/2021	Greenvale Park, Elementary, Teacher	1.00
	Dimick, Kimbra R	9/1/2013	MA+30	0452158	130600	SCIENCE 5-8	5-8	6/30/2021	Greenvale Park, Elementary, Teacher	
	Dimick, Kimbra R	9/1/2013	MA+30	0452158	180100	ELEMENTARY EDUCATION	K-6	6/30/2021	Greenvale Park, Elementary, Teacher	
199	Devries, Sara A	9/1/2013	MA+30	0465608	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2023	Bridgewater, Elementary, Teacher	1.00
	Devries, Sara A	9/1/2013	MA+30	0465608	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Bridgewater, Elementary, Teacher	
200	Swenson, Gina Q	9/1/2013	MA+15	0351379	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Sibley, Elementary, Teacher	1.00
	Swenson, Gina Q	9/1/2013	MA+15	0351379	180102	PRE-KINDERGARTEN	Pre K	6/30/2024	Sibley, Elementary, Teacher	
201	Matson, Maren E	9/1/2013	MA+15	0436478	050196	READING	K-12	6/30/2023	Sibley, Kindergarten, Teacher	1.00
	Matson, Maren E	9/1/2013	MA+15	0436478	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Sibley, Kindergarten, Teacher	
202	Sasse, Anita L	9/1/2013	MA+15	0472345	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2024	Sibley, Elementary, Teacher	1.00
	Sasse, Anita L	9/1/2013	MA+15	0472345	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Sibley, Elementary, Teacher	
203	McManus, Laura C	9/1/2013	MA	0366000	180100	ELEMENTARY EDUCATION	K-6	6/30/2020	Sibley, Elementary, Teacher	1.00
204	Kortbein, Tiffany R	9/1/2013	BA+30	0474180	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Greenvale Park, Kindergarten, Teacher	1.00
205	Estrella, Rafael	9/1/2013	BA	0445459	020000	VISUAL ARTS	K-12	6/30/2020	Middle School, Art, Teacher	1.00
206	Bothun, Stefanie A	9/1/2013	BA	0465766	120500	INSTR(BAND/ORCH) AND CLASSROOM MUSIC	K-12	6/30/2024	District-Wide, Music, Teacher	1.00
207	Kuehl, Heather H	9/6/2013	BA+30	0336068	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2023	Middle School, English/Language Art, Teacher	1.00
208	Faust, Tyler L	4/16/2014	MA	0478472	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2020	Bridgewater, Emotional/Behavioral Disorder, Teacher	1.00
	Faust, Tyler L	4/16/2014	MA	0478472	190201	LEARNING DISABILITIES	K-12	6/30/2020	Bridgewater, Emotional/Behavioral Disorder, Teacher	
	Faust, Tyler L	4/16/2014	MA	0478472	990000	SHORT CALL SUBSTITUTE	Pre K - Ad	6/30/2020	Bridgewater, Emotional/Behavioral Disorder, Teacher	
209	Dorey, Amy C	8/1/2014	MA	0440044	190202	AUTISM SPECTRUM DISORDERS	B-Age 6	6/30/2020	Longfellow/ALC, Developmentally Delayed, Teacher	1.00
	Dorey, Amy C	8/1/2014	MA	0440044	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2020	Longfellow/ALC, Developmentally Delayed, Teacher	
210	Sweeney, Bambijo Allison	9/1/2014	MA+60	0478412	180100	ELEMENTARY EDUCATION	K-6	6/30/2021	Sibley, Elementary, Teacher	1.00
211	Taylor, Daniel J	9/1/2014	MA+45	0479712	130200	LIFE SCIENCES	9-12	6/30/2021	High School, Science, Teacher	1.00
	Taylor, Daniel J	9/1/2014	MA+45	0479712	130301	CHEMISTRY	9-12	6/30/2021	High School, Science, Teacher	
212	Ousley, Paul H	9/1/2014	MA	0279049	120500	INSTR(BAND/ORCH) AND CLASSROOM MUSIC	K-12	6/30/2024	High School, Music, Teacher	1.00
	Ousley, Paul H	9/1/2014	MA	0279049	120501	BAND	K-12	6/30/2024	High School, Music, Teacher	
213	Craft, Kristen A	9/1/2014	MA	0355508	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Sibley, Elementary, Teacher	1.00
214	Otting, Kelleen K	9/1/2014	MA	0413951	050196	READING	K-12	6/30/2020	Sibley, Specific Learning Disability, Teacher	1.00
	Otting, Kelleen K	9/1/2014	MA	0413951	190201	LEARNING DISABILITIES	K-12	6/30/2020	Sibley, Specific Learning Disability, Teacher	
	Otting, Kelleen K	9/1/2014	MA	0413951	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2020	Sibley, Specific Learning Disability, Teacher	

215	Trebelhorn, Erica L	9/1/2014	MA	0426782	020000	VISUAL ARTS	K-12	6/30/2020	Sibley, Elementary, Teacher	1.00
216	Nohava, Erin J	9/1/2014	MA	0445937	180100	ELEMENTARY EDUCATION	K-6	6/30/2020	Bridgewater, Elementary, Teacher	1.00
	Nohava, Erin J	9/1/2014	MA	0445937	180105	PRE-PRIMARY	AGE 3 - K	6/30/2020	Bridgewater, Elementary, Teacher	
217	Scoville-Riazi, Christopher A	9/1/2014	MA	0456345	020000	VISUAL ARTS	K-12	6/30/2021	Longfellow/ALC, Secondary, Teacher	0.83
218	Lanza, Suzanne K	9/1/2014	MA	0463289	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Bridgewater, Elementary, Teacher	1.00
219	Casson, Kathleen S	9/1/2014	MA	0465038	060209	GERMAN	K-12	6/30/2020	High School, Foreign Language, Teacher	1.00
220	Phenow, Dustee D	9/1/2014	MA	0466915	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Bridgewater, Media Center, Teacher	1.00
	Phenow, Dustee D	9/1/2014	MA	0466915	941000	LIBRARY MEDIA SPECIALIST	K-12	6/30/2024	Bridgewater, Media Center, Teacher	
221	Flom, Ashley D	9/1/2014	BA+15	0448085	190201	LEARNING DISABILITIES	K-12	6/30/2020	Middle School, Specific Learning Disability, Teacher	1.00
	Flom, Ashley D	9/1/2014	BA+15	0448085	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2020	Middle School, Specific Learning Disability, Teacher	
222	Rubin, Anna M	9/1/2014	BA+15	0472588	060219	SPANISH	K-12	6/30/2021	Bridgewater, Elementary, Teacher	1.00
	Rubin, Anna M	9/1/2014	BA+15	0472588	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Bridgewater, Elementary, Teacher	
223	Fruci, Erin M	9/1/2014	BA+15	0480528	110000	MATHEMATICS	5-12	6/30/2020	Middle School, Mathematics, Teacher	1.00
224	Schultz, Micah T	9/15/2014	BA	0479449	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2020	Longfellow/ALC, Secondary, Teacher	1.00
225	Kruse, Angela K	9/25/2014	MA	0468383	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2023	Bridgewater, Speech/Lang Pathologist	1.00
226	Bolton, Susan N	2/24/2015	MA	0466026	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Bridgewater, ADSIS, Teacher	1.00
227	Hanson, Inger L	9/1/2015	MA+60	0365367	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2024	ALC, EL, Teacher	1.00
228	Swan McDonald, Eric J	9/1/2015	MA+60	0395024	130200	LIFE SCIENCES	7-12	6/30/2024	High School & ALC, Science, Teacher	1.00
	Swan McDonald, Eric J	9/1/2015	MA+60	0395024	130200	LIFE SCIENCES	Middle Sch	6/30/2024	High School & ALC, Science, Teacher	
229	Berg-Wall, Matthew D	9/1/2015	MA+60	0401202	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2023	Greenvale Park, Limited English Proficiency, Teacher	1.00
230	Korynta, Marcy R	9/1/2015	MA+60	0488421	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2021	Middle School, SPED-Multiple Disabilities, Psychologist	1.00
231	Trotman, Ellen J	9/1/2015	MA+45	0390961	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2021	Greenvale Park, Limited English Proficiency, Teacher	1.00
	Trotman, Ellen J	9/1/2015	MA+45	0390961	180150	EARLY CHILDHOOD EDUCATION	Pre K-3	6/30/2021	Greenvale Park, Limited English Proficiency, Teacher	
232	Hetzel, Sheila M	9/1/2015	MA+45	0473301	180100	ELEMENTARY EDUCATION	1-6	6/30/2020	Greenvale Park, Elementary, Teacher	1.00
233	Cruse, Danielle M	9/1/2015	MA+15	0489257	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2023	High School, EBD & Health Disabilities - Other, Teacher	1.00
	Cruse, Danielle M	9/1/2015	MA+15	0489257	190201	LEARNING DISABILITIES	K-12	6/30/2023	High School, EBD & Health Disabilities - Other, Teacher	
234	Maus, Peter D	9/1/2015	MA	0267172	080450	COACHING	7-12	6/30/2023	Middle School, Mathematics, Teacher	0.60
	Maus, Peter D	9/1/2015	MA	0267172	110000	MATHEMATICS	7-12	6/30/2023	Middle School, Mathematics, Teacher	
234	Nelson, Karen M.R.	9/1/2015	MA	0368951	090101	CONSUMER AND HOME MAKING OCCUPATION	Voc High Schoc	6/30/2022	High School, FACS, Teacher	1.00
235	Hebzyński, Kelly M	9/1/2015	MA	0395763	110000	MATHEMATICS	7-12	6/30/2022	Middle School, Mathematics, Teacher	1.00
236	Clarey, Alisha K	9/1/2015	MA	0413963	180100	ELEMENTARY EDUCATION	K-6	6/30/2020	Greenvale Park, Elementary, Teacher	1.00
	Clarey, Alisha K	9/1/2015	MA	0413963	180105	PRE-PRIMARY	AGE 3 - K	6/30/2020	Greenvale Park, Elementary, Teacher	
237	Balow, Tyler P	9/1/2015	MA	0453830	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2022	High School, Social Studies, Teacher	1.00
238	Allison, Jennifer K	9/1/2015	MA	0478744	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Bridgewater, Kindergarten, Teacher	1.00
239	Campbell, Anne M	9/1/2015	MA	0489505	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2022	High School, Emotional/Behavioral Disorder, Teacher	1.00

240	Timerson, Bridget L	9/1/2015	BA	0360887	180100	ELEMENTARY EDUCATION	1-6	6/30/2020	Greenvale Park, Elementary, Teacher	1.00
241	Spitzack, Joshua M	9/1/2015	BA	0463097	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2022	Greenvale Park, Elementary, Teacher	1.00
	Spitzack, Joshua M	9/1/2015	BA	0463097	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Greenvale Park, Elementary, Teacher	
242	Rud, Jodie L	9/1/2015	BA	0475040	180100	ELEMENTARY EDUCATION	K-6	6/30/2021	Sibley, Elementary, Teacher	1.00
243	Lindstrom, Joyce M	10/22/2015	BA+60	0200685	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2020	Greenvale Park, Limited English Proficiency, Teacher	1.00
	Lindstrom, Joyce M	10/22/2015	BA+60	0200685	180100	ELEMENTARY EDUCATION	1-6	6/30/2020	Greenvale Park, Limited English Proficiency, Teacher	
244	Whitney, Jonathan D	2/2/2016	MA	0485613	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2023	High School, Social Studies, Teacher	1.00
245	Roth, Kyle R	2/15/2016	MA	0463240	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Longfellow/ALC, Developmentally Delayed, Teacher	1.00
	Roth, Kyle R	2/15/2016	MA	0463240	190497	DEAF OR HARD OF HEARING	B-12	6/30/2024	Longfellow/ALC, Developmentally Delayed, Teacher	
	Roth, Kyle R	2/15/2016	MA	0463240	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2024	Longfellow/ALC, Developmentally Delayed, Teacher	
246	Foehrkolb, Kelley L	7/1/2016	MA+30	0493243	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	District-Wide, Autistic Spectrum Disorders, Licensed Instr Support Staff	1.00
	Foehrkolb, Kelley L	7/1/2016	MA+30	0493243	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2023	District-Wide, Autistic Spectrum Disorders, Licensed Instr Support Staff	
	Foehrkolb, Kelley L	7/1/2016	MA+30	0493243	190201	LEARNING DISABILITIES	K-12	6/30/2023	District-Wide, Autistic Spectrum Disorders, Licensed Instr Support Staff	
	Foehrkolb, Kelley L	7/1/2016	MA+30	0493243	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2023	District-Wide, Autistic Spectrum Disorders, Licensed Instr Support Staff	
	Foehrkolb, Kelley L	7/1/2016	MA+30	0493243	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2023	District-Wide, Autistic Spectrum Disorders, Licensed Instr Support Staff	
247	Warner, Lori K	7/1/2016	BA	NBCOT	N/A	OCCUPATIONAL THERAPIST/AT	BA	3/30/2021	District-Wide, SPED-Multiple Disabilities, Occupational Therapist	0.30
248	Ericksen, Molly D B.	9/1/2016	MA+60	0429426	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2022	Bridgewater, SPED-Multiple Disabilities, Psychologist	1.00
249	Kortuem, Kristi M	9/1/2016	MA+45	0389360	110000	MATHEMATICS	7-12	6/30/2023	High School, Mathematics & ADSIS, Teacher	1.00
250	McLaughlin, Anne E	9/1/2016	MA+15	393314	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	LOA	LOA
251	Stulken, Shelley N.	9/1/2016	MA+30	0486864	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Sibley, Elementary, Teacher	1.00
252	Winter, Kari J	9/1/2016	MA+15	0398803	180102	PRE-KINDERGARTEN	Pre K	6/30/2023	Longfellow/ALC, Developmentally Delayed, Teacher	1.00
	Winter, Kari J	9/1/2016	MA+15	0398803	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2023	Longfellow/ALC, Developmentally Delayed, Teacher	
253	Wiese, Diane L.	9/1/2016	MA	0346910	180100	ELEMENTARY EDUCATION	1-6	6/30/2023	Greenvale Park, Specific Learning Disability & DCD, Teacher	1.00
	Wiese, Diane L.	9/1/2016	MA	0346910	190201	LEARNING DISABILITIES	K-12	6/30/2023	Greenvale Park, Specific Learning Disability & DCD, Teacher	
	Wiese, Diane L.	9/1/2016	MA	0346910	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2023	Greenvale Park, Specific Learning Disability & DCD, Teacher	
254	Randall, Amy L	9/1/2016	MA	0431709	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2022	Bridgewater, Speech/Lang Pathologist	1.00
255	Alvarez, Charlie D	9/1/2016	MA	0475968	060219	SPANISH	K-12	6/30/2024	Greenvale Park, Elementary, Teacher	1.00
	Alvarez, Charlie D	9/1/2016	MA	0475968	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Greenvale Park, Elementary, Teacher	
256	Lorang, Rebecca A	9/1/2016	MA	0494546	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2022	Middle School, Limited English Proficiency, Teacher	1.00
257	Forbord, Jamie A	9/1/2016	BA+45	0477498	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2022	High School, SLD & Health Disabilities - Other, Teacher	1.00
	Forbord, Jamie A	9/1/2016	BA+45	0477498	190201	LEARNING DISABILITIES	K-12	6/30/2022	High School, SLD & Health Disabilities - Other, Teacher	
258	Soderlund, Amber L	9/1/2016	BA	0493716	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Sibley, Elementary, Teacher	1.00
	Soderlund, Amber L	9/1/2016	BA	0493716	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2022	Sibley, Elementary, Teacher	
259	Ryan, Tiffany C	10/16/2016	BA	0414849	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Bridgewater, Elementary, Teacher	1.00
260	Moening, Pamela J	9/1/2017	MA+45	NBCOT	N/A	OCCUPATIONAL THERAPIST	MA+45	3/31/2019	District-Wide, SPED-Multiple Disabilities, Occupational Therapist	1.00
261	Driscoll, Leah S	9/1/2017	MA+30	0371367	180100	ELEMENTARY EDUCATION	1-6	6/30/2020	Bridgewater, ASD & SLD, Teacher	1.00
	Driscoll, Leah S	9/1/2017	MA+30	0371367	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2020	Bridgewater, ASD & SLD, Teacher	
	Driscoll, Leah S	9/1/2017	MA+30	0371367	190201	LEARNING DISABILITIES	K-12	6/30/2020	Bridgewater, ASD & SLD, Teacher	
	Driscoll, Leah S	9/1/2017	MA+30	0371367	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2020	Bridgewater, ASD & SLD, Teacher	

262	Kruse, Ann C	9/1/2017	MA	0456391	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2021	Longfellow/ALC, Developmentally Delayed, Licensed Instr Support Staff	1.00
263	Puppe, Susan B	9/1/2017	BA+60	0332848	080450	COACHING	7-12	6/30/2024	Sibley, Emotional/Behavioral Disorder, Teacher	1.00
	Puppe, Susan B	9/1/2017	BA+60	0332848	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Sibley, Emotional/Behavioral Disorder, Teacher	
	Puppe, Susan B	9/1/2017	BA+60	0332848	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2024	Sibley, Emotional/Behavioral Disorder, Teacher	
	Puppe, Susan B	9/1/2017	BA+60	0332848	190201	LEARNING DISABILITIES	K-12	6/30/2024	Sibley, Emotional/Behavioral Disorder, Teacher	
264	Vind, Laura E	9/1/2017	BA	0418291	190201	LEARNING DISABILITIES	K-12	6/30/2021	High School, Specific Learning Disability, Teacher	1.00
265	Dube, Sean D	9/1/2018	MA+45	0461959	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2022	High School, English/Language Art, Teacher	1.00
266	Smith, Janet L	9/1/2018	MA	0410231	110000	MATHEMATICS	5-12	6/30/2024	High School, Mathematics, Teacher	1.00
267	Navarro, Deborah D	9/1/2018	MA	0411636	180100	ELEMENTARY EDUCATION	1-6	6/30/2020	Greenvale Park, SLD & Physically Impaired, Teacher	1.00
	Navarro, Deborah D	9/1/2018	MA	0411636	190310	PHYSICAL AND HEALTH DISABILITIES	Pre K-12	6/30/2020	Greenvale Park, SLD & Physically Impaired, Teacher	
	Navarro, Deborah D	9/1/2018	MA	0411636	199802	MODERATE TO SEVERE MENTALLY HDPC	K-12	6/30/2020	Greenvale Park, SLD & Physically Impaired, Teacher	
268	Yule, Brent W	9/1/2018	MA	0451734	080100	HEALTH EDUCATION	5-12	6/30/2021	Greenvale Park, Elementary, Teacher	1.00
	Yule, Brent W	9/1/2018	MA	0451734	080300	PHYSICAL EDUCATION	K-12	6/30/2021	Greenvale Park, Elementary, Teacher	
	Yule, Brent W	9/1/2018	MA	0451734	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2021	Greenvale Park, Elementary, Teacher	
269	Hanson, Katie A	9/1/2018	MA	0451743	190201	LEARNING DISABILITIES	K-12	6/30/2021	High School, SLD & Health Disabilities - Other, Teacher	1.00
	Hanson, Katie A	9/1/2018	MA	0451743	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2021	High School, SLD & Health Disabilities - Other, Teacher	
	Hanson, Katie A	9/1/2018	MA	0451743	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2021	High School, SLD & Health Disabilities - Other, Teacher	
270	Schock, Angela A	9/4/2018	MA+30	0399493	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Middle School, Elementary, Teacher	1.00
THIRD YEAR PROBATIONARY										
1	Kremin, Megan J	2/6/2017	MA	0499551	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2023	Longfellow/ALC, Developmentally Delayed, Teacher	1.00
2	Sawyer, Jamin V	7/3/2017	MA	6977	N/A	PHYSICAL THERAPIST	N/A	12/31/2019	District-Wide, SPED-Multiple Disabilities, Physical Therapist	1.00
3	Malecha, Rebecca L	9/1/2017	MA+60	0378616	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Sibley, Elementary, Teacher	1.00
4	Peterson, Betsy L	9/1/2017	MA+60	0497978	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Greenvale Park, ADSIS, Teacher	1.00
	Peterson, Betsy L	9/1/2017	MA+60	0497978	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2023	Greenvale Park, ADSIS, Teacher	
5	Sherry, Lynsi J	9/1/2017	MA+60	0502247	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2021	Greenvale Park, SPED-Multiple Disabilities, Psychologist	1.00
6	Benhart, Ashley B	9/1/2017	MA+45	0498359	060301	BILINGUAL/BICULTURAL EDUCATION	K-6	6/30/2023	Sibley, Elementary, Teacher	1.00
	Benhart, Ashley B	9/1/2017	MA+45	0498359	180100	ELEMENTARY EDUCATION	1-6	6/30/2023	Sibley, Elementary, Teacher	
7	Amy, Natalie A	9/1/2017	MA+15	0486748	940310	SCHOOL COUNSELOR	K-12	6/30/2021	Middle School, Secondary, Teacher	1.00
8	Link, Jennifer M	9/1/2017	MA	0478601	080100	HEALTH EDUCATION	5-12	6/30/2020	Middle School, Autistic Spectrum Disorders, Teacher	1.00
	Link, Jennifer M	9/1/2017	MA	0478601	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2020	Middle School, Autistic Spectrum Disorders, Teacher	
	Link, Jennifer M	9/1/2017	MA	0478601	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2020	Middle School, Autistic Spectrum Disorders, Teacher	
9	Howard, Christine E	9/1/2017	MA	0494935	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2022	Sibley, Speech/Lang Pathologist	1.00
10	Jones, Jennifer L	9/1/2017	MA	0495720	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2023	Middle School, Limited English Proficiency, Teacher	1.00
11	Serie-Amunrud, Joy L	9/1/2017	MA	0503697	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2023	Greenvale Park, SPED-Multiple Disabilities, Social Worker	1.00
12	Docken, Whitney A	9/1/2017	MA	0503746	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2023	Greenvale Park, Speech/Lang Pathologist	1.00
13	Molloy, Shawna L	9/1/2017	BA+30	0491774	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2022	High School, ASD & Health Disabilities - Other, Teacher	1.00
	Molloy, Shawna L	9/1/2017	BA+30	0491774	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2022	High School, ASD & Health Disabilities - Other, Teacher	

14	Stellner, Brynne E	9/1/2017	BA+30	0500940	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2023	High School, English/Language Art, Teacher	1.00
15	Waters, Katherine P	9/1/2017	BA+15	0490118	190490	ORAL/AURAL DEAF EDUCATION	B-12	6/30/2022	Longfellow/ALC, Developmentally Delayed & Visually Impaired, Teacher	1.00
16	Bushey, Caitlin A	9/1/2017	BA	0501175	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Bridgewater, SLD & Developmentally Delayed, Teacher	1.00
	Bushey, Caitlin A	9/1/2017	BA	0501175	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2023	Bridgewater, SLD & Developmentally Delayed, Teacher	
17	Maney, Mary Katherine B	9/1/2017	BA	0501727	120400	VOCAL AND CLASSROOM MUSIC	K-12	6/30/2023	Sibley, Elementary, Teacher	1.00
18	Golla, Dylan R	9/1/2017	BA	0502485	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2023	High School, Specific Learning Disability, Teacher	1.00
19	Sjoberg, Caroline F	9/1/2017	BA	0503868	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Sibley, EBD & Health Disabilities - Other, Teacher	1.00
	Sjoberg, Caroline F	9/1/2017	BA	0503868	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-8	6/30/2022	Sibley, EBD & Health Disabilities - Other, Teacher	
20	Wilson, Theresa M	9/1/2019	MA+60	0332205	140000	BUSINESS EDUCATION -ALL-	7-12	6/30/2024	High School, Business, Teacher	0.60
	Wilson, Theresa M	9/1/2019	MA+60	0332205	140710	ADMINISTRATIVE SUPPORT OCCUPATIONS	Voc High Schoc	6/30/2024	High School, Business, Teacher	
21	Dahnert, Jennifer A	9/1/2019	MA+15	0388689	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Bridgewater, Health Disabilities - Other, Teacher	1.00
22	Bendett, Michelle	9/1/2019	MA+15	0487188	120400	VOCAL AND CLASSROOM MUSIC	K-12	6/30/2022	Middle School, Music, Teacher	1.00
23	Muniak, Edward M	9/1/2019	MA	0416628	130200	LIFE SCIENCES	9-12	6/30/2020	Middle School, Science, Teacher	1.00
	Muniak, Edward M	9/1/2019	MA	0416628	130600	SCIENCE 5-8	5-8	6/30/2020	Middle School, Science, Teacher	
24	Otte, Molly J.E.	9/1/2019	MA	0422331	020000	VISUAL ARTS	K-12	6/30/2020	Middle School, Art, Teacher	1.00
25	Bauman, Theresa H	9/1/2019	MA	0430143	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	District-Wide, Instr Support - General, Licensed Instr Support Staff	0.50
	Bauman, Theresa H	9/1/2019	MA	0430143	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2023	District-Wide, Instr Support - General, Licensed Instr Support Staff	
26	Borup, Melissa K	9/1/2019	MA	0433242	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2023	Middle School, English/Language Art, Teacher	1.00
27	Veltri, Alicia A	9/1/2019	MA	0496249	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2022	Greenvale Park, DCD: Mild-Moderate, Teacher	1.00
28	Wilson, Kathleen A	9/1/2019	BA+60	0368515	110000	MATHEMATICS	7-12	6/30/2020	High School, Mathematics, Teacher	1.00
	Wilson, Kathleen A	9/1/2019	BA+60	0368515	110000	MATHEMATICS	Middle Sch	6/30/2020	High School, Mathematics, Teacher	
29	Dayneko, Jacob J	9/1/2019	BA+60	0472881	100100	TECHNOLOGY	5-12	6/30/2021	High School, Technology and Engineering, Teacher	1.00
	Dayneko, Jacob J	9/1/2019	BA+60	0472881	300700	TRANSPORTATION CAREERS	7-12	6/30/2021	High School, Technology and Engineering, Teacher	
30	Olmscheid, Holly A	9/1/2019	BA+15	0483078	110000	MATHEMATICS	5-12	6/30/2020	High School, Mathematics, Teacher	1.00
31	Burton, Erik O.	9/1/2019	BA	0471727	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2024	High School, Limited English Proficiency, Teacher	0.60
	Burton, Erik O.	9/1/2019	BA	0471727	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2024	High School, Limited English Proficiency, Teacher	0.40
32	Polzin, Ashly M	9/1/2019	BA	0484979	050196	READING	K-12	6/30/2021	Bridgewater, Elementary, Teacher	1.00
	Polzin, Ashly M	9/1/2019	BA	0484979	180100	ELEMENTARY EDUCATION	K-6	6/30/2021	Bridgewater, Elementary, Teacher	
SECOND YEAR PROBATIONARY										
1	Johnson, Kristin G	9/1/2018	MA	0271185	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Greenvale Park, Title I, Teacher	1.00
2	Bloom, Sarah F	9/1/2018	MA	0446657	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2023	Middle School, Elementary, Teacher	1.00
	Bloom, Sarah F	9/1/2018	MA	0446657	050196	READING	K-12	6/30/2023	Middle School, Elementary, Teacher	
	Bloom, Sarah F	9/1/2018	MA	0446657	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Middle School, Elementary, Teacher	
3	Draeger, Lindsey L	9/1/2018	MA	0450645	080100	HEALTH EDUCATION	5-12	6/30/2020	Middle School, FACS, Teacher	1.00
	Draeger, Lindsey L	9/1/2018	MA	0450645	080300	PHYSICAL EDUCATION	K-12	6/30/2020	Middle School, FACS, Teacher	
	Draeger, Lindsey L	9/1/2018	MA	0450645	090100	FAMILY AND CONSUMER SCIENCES	5-12	6/30/2020	Middle School, FACS, Teacher	
4	Rolling, Rachel M	9/1/2018	MA	0506615	110000	MATHEMATICS	5-12	6/30/2022	Longfellow/ALC, Secondary, Teacher	1.00

5	Haley, Paige W	9/1/2018	MA	0508431	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Bridgewater, Elementary, Teacher	1.00
6	Gross, Lydia	9/1/2018	BA+45	510778	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-AGE 6	6/30/2022	Longfellow, Early Childhood Special Education Teacher	1.00
7	Medin, Kimberly A	9/1/2018	BA+30	0490555	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2020	Bridgewater, Sld & EBD, Teacher	1.00
8	Lynch, Angela F	9/1/2018	BA+15	0509636	180100	ELEMENTARY EDUCATION	K-6	6/30/2021	High School & LF, Specific Learning Disability, Teacher	1.00
9	Fatze, Christopher J	9/1/2018	BA	0243362	199801	MILD TO MODERATE MENTALLY HDGP	K-12	6/30/2023	High School, DCD: Mild-Moderate, Teacher	1.00
	Fatze, Christopher J	9/1/2018	BA	0243362	199802	MODERATE TO SEVERE MENTALLY HDGP	K-12	6/30/2023	High School, DCD: Mild-Moderate, Teacher	
10	Thompson, Jonathan D	9/1/2018	BA	0507723	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2023	High School, Social Studies, Teacher	0.60
	FIRST YEAR PROBATIONARY									
1	Toure-Keita, Maimouna	7/19/2019	BA	1001217	940800	PUBLIC SCHOOL NURSE	Pre K-12	6/30/2022	District-Wide, Health Services, District Nurse	1.00
2	Roy, Melanie E	9/1/2019	MA+60	1001052	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2022	High School, SPED-Multiple Disabilities, Psychologist	0.80
3	Holland, Cara L	9/1/2019	MA+45	0509493	130600	SCIENCE 5-8	5-8	6/30/2021	Middle School, Science, Teacher	1.00
4	Musicant, Elizabeth O	9/1/2019	MA	0359799	050575	SPEECH & THEATRE ARTS	7-12	6/30/2024	High School & Middle School, Foreign Language, Teacher	0.60
	Musicant, Elizabeth O	9/1/2019	MA	0359799	060209	GERMAN	7-12	6/30/2024	High School & Middle School, Foreign Language, Teacher	
	Musicant, Elizabeth O	9/1/2019	MA	0359799	990000	SHORT CALL SUBSTITUTE	Pre K - Ad	6/30/2023	High School & Middle School, Foreign Language, Teacher	
5	Sherman, Michael T	9/1/2019	MA	0505795	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2023	Middle School, EBD & Health Disabilities - Other, Teacher	1.00
	Sherman, Michael T	9/1/2019	MA	0505795	190201	LEARNING DISABILITIES	K-12	6/30/2023	Middle School, EBD & Health Disabilities - Other, Teacher	
6	Leaphart, Ada M	9/1/2019	MA	1000733	020000	VISUAL ARTS	K-12	6/30/2022	Greenvale Park, Elementary, Teacher	1.00
7	Hoff, Mikayla M	9/1/2019	BA	0500366	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Bridgewater, Elementary, Teacher	1.00
8	Mathews, Makenzie R	9/1/2019	BA	0514201	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2020	Longfellow/ALC, Developmentally Delayed, Teacher	1.00

Policy 301 SCHOOL DISTRICT ADMINISTRATION

I. PURPOSE

The purpose of this policy is to clarify the role of the school district administration and its relationship with the school board.

II. GENERAL STATEMENT OF POLICY

- A. Effective administration and sound management practices are essential to realizing educational excellence. It is the responsibility of the school district administration to develop a school environment that recognizes the dignity of each student and each employee, and the right of each student to access educational programs and services.
- B. The school board expects all activities related to the operation of the school district to be administered in a well-planned manner, conducted in an orderly fashion, and to be consistent with the mission, vision, and policies of the school board.
- C. The school board shall seek specific recommendations, background information and professional advice from the school district administration, and will hold the administration accountable for sound management of the schools.
- D. Although the school board holds the superintendent ultimately responsible for administration of the school district and annual evaluation of each principal, the school board also recognizes the direct responsibility of principals for educational results and effective administration, supervisory, and instructional leadership at the school building level.
- E. The school board and school administration shall work together to share information and decisions that best serve the needs of school district students within financial and facility constraints that may exist.

Policy 301 School District Administration

Adopted: 1/24/05; Revised: 4/12; Revised: DATE HERE

School Board

INDEPENDENT SCHOOL DISTRICT 659

Northfield, Minnesota

Legal References: Minn. Stat. § 123B.143 (Superintendent)
Minn. Stat. § 123B.147 (Principals)

Cross References: MSBA Service Manual, Chapter 3, Superintendent of Schools
Board Policy 104 - Mission Statement

Policy 302 SUPERINTENDENT - NO CHANGES

I. PURPOSE

The purpose of this policy is to recognize the importance of the role of the superintendent and the overall responsibility of that position within the school district.

II. GENERAL STATEMENT OF POLICY

The school board shall employ a superintendent who shall serve as an ex officio, non-voting member of the school board and as chief executive officer of the school system.

III. GENERAL RESPONSIBILITIES

- A. The superintendent is responsible for the management of the schools, the administration of all school district policies, and is directly accountable to the school board.
- B. The superintendent shall annually evaluate each principal assigned responsibility for supervising a school building in the district.
- C. The superintendent may delegate responsibilities to other school district personnel, but shall continue to be accountable for actions taken under such delegation.
- D. Where responsibilities are not specifically prescribed, nor school board policy applicable, the superintendent shall use personal and professional judgment, subject to review by the school board.

Policy 302 Superintendent

Adopted: 1/24/05; Revised: 4/12; Reviews: DATE HERE

School Board

INDEPENDENT SCHOOL DISTRICT 659

Northfield, Minnesota

Legal References: Minn. Stat. § 123B.143 (Superintendent)

Cross References: Board Policy 208 (Development, Adoption, and Implementation of Policies)
Board Policy 214 (Out-of-State Travel by School Board Members)
Board Policy 301 (School District Administration)
Board Policy 303 (Superintendent Selection)
Board Policy 304 (Superintendent Contract, Duties and Evaluation)
Board Policy 305 (Policy Implementation)
Board Policy 306 (Administrator Code of Ethics)
Board Policy 412 (Expense Reimbursement)
Board Policy 510 (School Activities)
Board Policy 511 (Student Fundraising)

Board Policy 513 (Student Promotion and Retention)
Board Policy 602 (Organization of School Calendar and School Days)
Board Policy 701 (Establishment and Adoption of School District Budget)
Board Policy 704 (Development and Maintenance of an Inventory of Fixed Assets and a Fixed Asset Accounting System)
Board Policy 802 (Disposition of Obsolete Equipment and Material)
Board Policy 903 (Visitors to School District Buildings and Sites)
Board Policy 906 (Community Notification of Predatory Offenders)
MSBA Service Manual, Chapter 3, Superintendent of Schools

Policy 303 SUPERINTENDENT SELECTION - NO CHANGES

I. PURPOSE

The purpose of this policy is to convey to the school community that the authority to select and employ a superintendent is vested in the school board.

II. GENERAL STATEMENT OF POLICY

The school board shall employ a superintendent to serve as the chief executive officer of the school district and to conduct the daily operations of the school district.

III. QUALIFICATIONS

- A. The school board shall consider applicants who meet or exceed the licensing standards set by the Minnesota Board of School Administrators and qualifications established in the job description for the superintendent position. State and federal equal employment and nondiscrimination requirements shall be observed throughout the recruitment and selection process.
- B. The school board will consider professional preparation, experience, skill, and demonstrated competence of qualified applicants in making a final decision.

IV. SELECTION

- A. A process for recruitment, screening, and interviewing of candidates shall be developed by the school board.
- B. The school board may contract for assistance in the search for a superintendent.
- C. The school board shall provide the contract for the superintendent and specifically identify all conditions of employment mutually agreed upon with the superintendent. In so doing, the school board shall observe all requirements of state and federal law and school board policy.

Policy 303 Superintendent Selection

Adopted: 1/24/05; Reviewed: INSERT DATE HERE

School Board

INDEPENDENT SCHOOL DISTRICT 659

Northfield, Minnesota

Legal References: Minn. Stat. § 123B.143 (Superintendent)
Minn. Rules, Chapter 3512

Cross References: MSBA Service Manual, Chapter 3, Superintendent of Schools

**Policy 304 SUPERINTENDENT CONTRACT, DUTIES, AND EVALUATION - NO
CHANGES**

I. PURPOSE

The purpose of this policy is to provide for the use of an employment contract with the superintendent, a position description and the use of an approved instrument to evaluate performance.

II. GENERAL STATEMENT OF POLICY

- A. The superintendent's contract shall be used to formalize the employment relationship and to specifically identify and clarify all conditions of employment with the superintendent.
- B. The specific duties for which the superintendent is accountable shall be set forth in a position description for the superintendent and shall be measured by a performance appraisal instrument approved by the school board in consultation with the superintendent. The school board shall use this instrument to periodically evaluate the performance of the superintendent.
- C. The school board may use the model contract approved by the boards of the Minnesota School Boards Association and the Minnesota Association of School Administrators as model instruments.

Policy 304 Superintendent Contract, Duties and Evaluation

Adopted: 1/24/05; Reviewed: INSERT DATE HERE

School Board

INDEPENDENT SCHOOL DISTRICT 659

Northfield, Minnesota

Legal References: Minn. Stat. § 123B.143 (Superintendent)

Cross References: MSBA Service Manual, Chapter 3, Superintendent of Schools (See Model Contract, Sample Performance Appraisals, and Model Job Description)

Policy 305 POLICY IMPLEMENTATION - NO CHANGES

I. PURPOSE

The purpose of this policy is to clarify the responsibility of the school administration for implementation of school board policy.

II. GENERAL STATEMENT OF POLICY

- A. It shall be the responsibility of the superintendent and his/her designee to implement school board policy and to recommend additions or modifications thereto. Administrative procedures implementing board policies shall be available to the school board for review.
- B. Employee and student handbooks may be subject to annual review and approval by the school board.
- C. School principals and other administrators who have handbook responsibilities shall present recommended changes necessary to reflect new or modified policies. Changes of substance within handbooks shall be reviewed by the superintendent to assure compliance with school board policy and shall be approved by the school board.

Policy 305 Policy Implementation

Adopted: 1/24/05; Reviewed: INSERT DATE HERE

School Board
INDEPENDENT SCHOOL DISTRICT 659
Northfield, Minnesota

Legal References: Minn. Stat. § 123B.143 (Superintendent)

Cross References: Policy 208 (Development, Adoption and Implementation of Policies)

Policy 306 ADMINISTRATOR CODE OF ETHICS - NO CHANGES

I. PURPOSE

The purpose of this policy is to establish the requirement of the school board that school administrators adhere to the standards of ethics and professional conduct in this policy and Minnesota law.

II. GENERAL STATEMENT OF POLICY

- A. The administrator is responsible for providing professional leadership in the school and community. This responsibility requires the administrator to maintain standards of exemplary professional conduct.
- B. The educational administrator:
 - 1. Makes the well-being of students the fundamental value of all decision-making and actions.
 - 2. Fulfills professional responsibilities with honesty and integrity.
 - 3. Supports the principle of due process and protects the civil and human rights of all individuals.
 - 4. Obeys local, state, and national laws and does not knowingly join or support organizations that advocate, directly or indirectly, the overthrow of the government.
 - 5. Implements the school board's policies.
 - 6. Pursues appropriate measures to correct those laws, policies, and regulations that are not consistent with sound educational goals.
 - 7. Avoids using positions for personal gain through political, social, religious, economic, or other influence.
 - 8. Accepts academic degrees or professional certification only from duly accredited institutions.
 - 9. Maintains the standards and seeks to improve the effectiveness of the profession through research and continuing professional development.
 - 10. Honors all contracts until fulfillment, release, or dissolution is mutually agreed upon by all parties to the contract.
 - 11. Adheres to the Code of Ethics for School Administrators in Minnesota Rule.

Policy 306 Administrator Code of Ethics

Adopted: 2/14/05; Reviewed: INSERT DATE HERE

School Board

INDEPENDENT SCHOOL DISTRICT 659

Northfield, Minnesota

Legal References:

Minn. Stat. § 122A.14, Subd. 4 (Code of Ethics)

Minn. Rules Part 3512.5200 (Code of Ethics for School Administrators)

Cross References:

**Policy 310 RECRUITMENT AND SELECTION OF PRINCIPALS - THERE IS NO MSBA
MODEL POLICY**

I. PURPOSE

The District will make every effort to attract, secure, and hold the highest qualified personnel for all Principal and Assistant Principal positions. All candidates will be considered on the basis of their qualifications and the District needs.

II. GENERAL STATEMENT OF POLICY

There will be no discrimination in the hiring process due to race, color, creed, religion, national origin, sex, sexual orientation, gender identity, age, disability, marital or parental status, or status with regard to public assistance.

Policy 310 Recruitment and Selection of Principals

Adopted: 2/14/05; Revised: INSERT DATE HERE

School Board

INDEPENDENT SCHOOL DISTRICT 659

Northfield, Minnesota



Construction Update No. 18
Presented to the Board on 12.09.2019
Matt Hillmann, Ed.D., Superintendent of Schools

Purpose: The purpose of the construction update summary at each Board meeting is to provide information regarding the five construction projects authorized by the public in November 2018. You can view a full history of the construction updates at www.northfieldschools.org/construction.

Project	Expected Project Cost	Expected Start Date	Expected Completion Date
Bridgewater Elementary	\$2.13 million	June 2019	October 2019 (entry) November 2019 (new office) January 2020 (current office remodel)
Greenvale Park (new)	\$27.62 million	August 2019	August 2020
Sibley Elementary	\$7.38 million	November 2019	August 2020
GVP Early Childhood Center (remodeling)	\$859,000	June 2020	August 2020
Longfellow School (remodeling)	\$837,000	September 2020	December 2020

December 2019

- New Greenvale Park precast concrete panels were erected for the gymnasium beginning on December 3.
- Bridgewater Elementary office officially opened on December 2.
- Several elementary staff visited an elementary school in Hopkins on December 3 to observe potential (new) Greenvale Park display options.
- The next Community Neighborhood Feedback meeting is scheduled on Tuesday, December 17 at 4:30 p.m. in the Media Center at Greenvale Park.

November 2019

- POC met on November 26 and discussed design updates, construction updates, LTFM scope and beam signing. Knutson will provide construction update drone footage for the December 9th Board meeting. Dates have been confirmed for Greenvale Park renovation and Longfellow renovation bid openings.

							2019-2020						
School and	September	September	September	September	October	November	December	January	February	March	April	May	End of Year
Grade Level	3rd	6th	13th	20th	1st	1st	2nd	6th	3rd	2nd	1st	1st	6/7/20
Longfellow													
Early Childhood	95	98	100	102	99	117	113						
Total	95	98	100	102	99	117	113	0	0	0	0	0	0
Greenvale Park													
Grade K-2032	75	73	73	74	74	73	72						
Grade 1-2031	67	68	68	68	67	67	69						
Grade 2-2030	79	79	79	79	78	79	79						
Grade 3-2029	60	61	61	61	61	61	63						
Grade 4-2028	79	79	79	79	79	81	81						
Grade 5-2027	76	75	75	75	75	75	75						
Total	436	435	435	436	434	436	439	0	0	0	0	0	0
Sibley													
Grade K-2032	91	91	91	91	91	91	91						
Grade 1-2031	94	93	93	92	92	92	93						
Grade 2-2030	86	86	86	86	86	85	85						
Grade 3-2029	87	86	86	86	86	89	90						
Grade 4-2028	99	97	97	97	97	97	98						
Grade 5-2027	95	94	94	94	94	95	95						
Total	552	547	547	546	546	549	552	0	0	0	0	0	0
Bridgewater													
Grade K-2032	83	84	84	83	82	82	82						
Grade 1-2031	96	95	95	95	95	94	94						
Grade 2-2030	96	95	95	95	95	95	95						
Grade 3-2029	100	100	100	100	100	99	99						
Grade 4-2028	104	104	104	104	104	104	104						
Grade 5-2027	118	118	118	118	118	118	119						
Total	597	596	596	595	594	592	593	0	0	0	0	0	0
Middle School													
Grade 6-2026	330	307	308	308	308	308	309						
Grade 7-2025	345	341	342	342	341	340	340						
Grade 8-2024	337	335	335	335	333	335	334						
Total	1012.0	983.0	985.0	985.0	982.0	983.0	983.0	0	0	0	0.0	0.0	0.0
High School													
Grade 9-2023	324	321	319	320	320	319	321						
Grade 10-2022	359	358	358	358	358	361	362						
Grade 11-2021	356	353	353	355	354	354	353						
Grade 12-2020	301	304	303	303	303	304	302						
Total	1340	1336	1333	1336	1335	1338	1338	0	0	0	0	0	0
ALC													
Grade 9-2023		1	1	2	1	1	1						
Grade 10-2022	3	5	5	5	14	15	15						
Grade 11-2021	8	15	18	15	30	33	33						
Grade 12-2020	21	51	59	60	88	87	85						
Total	32	72	83	82	133	136	134	0	0	0	0	0	0
Grand Total	4064.0	4067.0	4079.0	4082.0	4123.0	4151.0	4152	0	0	0.0	0.0	0.0	0.0
Full Time only (excluding EC and Part-time/Independent Study ALC)	3958.0	3960.0	3960.0	3962.0	3953.0	3966	3974						

12/2/19

Northfield Public Schools Enrollment Report

LongfellowEarly Childhood

Dorey	14
Gross	10
Kremin	11
Kruse	5
Matthews	10
O'Connor	7
Roth	7
Schnorr	8
Sorenson	8
Waters	17
Webster	4
Winter	12
** TOTAL	113

Greenvale Park

K	Flicek	19	
K	Hagberg	19	
K	Kortbein	17	
K	Ziemann	17	
1	Landry	23	C
1	Nivala	23	
1	Zach	23	
2	Amundson	24	C
2	Bulfer	18	
2	Johnson	18	
2	Larson	19	
3	Alvarez, C	22	C
3	Timerson	20	
3	Youngblut	21	
4	Clarey	19	
4	Dimick	19	
4	Garcia	24	C
4	Hetzel	19	
5	Harding	17	
5	Russell	21	C
5	Sickler	18	
5	Spitzack	19	
	TOTAL	439	

Middle School

Grade 6-2026	309
Grade 7-2025	340
Grade 8 2024	334
TOTAL	983

High School

Grade 9-2023	321
Grade 10-2022	362
Grade 11-2021	353
Grade 12-2020	302
TOTAL	1338

Sibley

Grade	Teacher		
K	Bom	23	
K	Heil	23	
K	Matson	23	
K	Otte	22	
1	Craft	21	
1	Downs	22	
1	Sasse	27	C
1	Swenson	23	
2	Benhart	22	C
2	Seeberg	22	
2	Soderlund	21	
2	Spitzack	20	
3	Guggisberg	23	
3	Jandro	23	
3	Johnson	20	C
3	Sweeney	24	
4	Fox	24	
4	Haar	23	
4	McManus	28	C
4	Rud	23	
5	Baragary	26	
5	Malecha	24	
5	Ostermann	21	C
5	Stulken	24	
	TOTAL	552	

Bridgewater

K	Allison	19	
K	Cade	21	
K	Danielson	21	
K	Tran	21	
1	Charlton	23	
1	Hall	24	
1	Hoff	23	
1	Lanza	24	C
2	Ellerbusch	24	
2	Lofquist	23	
2	Rubin	24	C
2	Schwaab	24	
3	Larson	23	C
3	Sickler	26	
3	Temple	26	
3	Truman	24	
4	Haley	25	
4	Ryan	26	
4	Schuster	27	
4	Swenson	26	C
5	DeVries	22	C
5	Duchene	24	
5	Holden	25	
5	Kohl	24	
5	Polzin	24	
	TOTAL	593	

Early Childhood**	113	
Kindergarten-2032	245	
Grade 1-2031	256	
Grade 2-2020	259	
Grade 3-2029	252	
Grade 4-2028	283	
Grade 5-2027	289	
Total K-5	1697	1697
Total Middle School	983	983
Total High School	1338	1338
GRAND TOTAL	4018	4018
ALC 9-12	134	134
GRAND TOTAL with ALC	4152	4152

ALC	F/T	**P/T	**I/S	TOTAL
Grade 9-2023	1	0	0	1
Grade 10-2022	5	0	10	15
Grade 11-2021	17	0	16	33
Grade 12-2020	46	0	39	85
TOTAL	69	0	65	134

Full Time only (excluding EC and Part- time/Independent Study ALC)	3974
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