

INDEPENDENT SCHOOL DISTRICT 659
REGULAR SCHOOL BOARD MEETING
Monday, December 14, 2020 ~ 7:00 p.m.
Northfield High School Media Center & Zoom

Zoom Meeting Link: <https://northfieldschools-org.zoom.us/j/82178503069?pwd=V2hlcGJMMnl5b3E5QURHUE4yTjdyUT09>

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 2021 Property Tax Levy Followed by Public Comment
 - B. FY2020 Audit Results and Presentation
 - C. Middle School Update
 - D. Northfield Community Education Center Update
 - E. COVID-19 Response and Operations Update
- VI. Consent Agenda
 - A. Approval of Minutes
 - B. Gift Agreements
 - C. ALC Co-Curricular Overnight Field Trip for 2020-2021
 - D. Personnel Items
- VII. Superintendent's Report
 - A. Items for Individual Action
 - 1. FY 2020 Audit
 - 2. Policy Committee Recommendations
 - 3. Northfield High School Raider Mascot
 - 4. Certify Final 2020 Payable 2021 Tax Levy
 - 5. Fiscal Year 2020-2021 General Fund Budget Revision
- VIII. Items for Information
 - A. Enrollment Report
 - B. Construction Update
- IX. Future Meetings
 - A. Monday, January 11, 2021, 7:00 p.m., Organizational Board Meeting followed by the Regular Board Meeting
 - B. Monday, January 25, 2021, 7:00 p.m., Regular Board Meeting
- X. Adjournment

**NORTHFIELD PUBLIC SCHOOLS
MEMORANDUM**

Monday, December 14, 2020 ~ 7:00 p.m.
Northfield High School Media Center & Zoom

TO: Members of the Board of Education

FROM: Matthew Hillmann, Ed.D., Superintendent

RE: Explanation of Agenda Items for Monday, December 14, 2020, 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. Due to the health pandemic and the extension of Governor Walz's Executive Order 20-01 COVID-19 Peacetime Emergency, and in accordance with Minnesota Statute 13D.021, which permits boards to hold a meeting by telephone conference call or other electronic means, the November 23, 2020, school board meeting will be held by telephone conference call or other electronic means. Public comment for this school board meeting may be submitted by 5:00 p.m. on Monday, November 23, as follows: info@northfieldschools.org, and will be read by the Board Chair if submitted in compliance with the district's public comment guidelines listed below:

- Each individual will identify themselves and the group they represent, if any.
- State your reason for addressing the Board.
- Your presentation is 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 2021 Property Tax Levy Followed by Public Comment

The amount of the proposed levy for 2021 is \$20,313,043.39 and represents a 1.64% increase from the prior year. Director of Finance Val Mertesdorf will review the levy, current year's revised general fund budget and updated financial forecast. The public is invited to speak following the presentation.

B. FY2020 Audit Results and Presentation

Craig Popenhagen, Principal with CliftonLarsonAllen, LLP, will present the results of the 2019-20 fiscal year audit. A draft of the full audit report is available upon request.

C. Middle School Update

Middle School Principal Greg Gelineau will update the Board about activities, accomplishments and challenges occurring at the Middle School.

D. Northfield Community Education Center Update

Northfield Community Education Center Director Erin Bailey will update the Board about activities, accomplishments and challenges occurring at the Community Education Center.

E. COVID-19 Response and Operations Update

Superintendent Hillmann will update the Board on District operations and our COVID-19 response.

- VI. Consent Agenda

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

A. Items for Individual Action

1. FY 2020 Audit

Superintendent's Recommendation: Motion to approve the 2019-2020 audit as presented.

2. Policy Committee Recommendations. The Board is requested to approve Policies 404, 409, 413 and 415 as presented at the November 23, 2020 Board meeting..

Superintendent's Recommendation: Motion to approve Policies 404, 409, 413 and 415 as presented.

3. Northfield High School Raider Mascot. The Board is requested to direct Northfield High School administration to complete a process that offers the Board up to four options for refreshing the Raider team mascot as presented at the November 23, 2020 board meeting.

Superintendent's Recommendation: Motion to direct Northfield High School administration to complete a process that offers the Board up to four options for refreshing the Raider team mascot. Conceptual designs centered on the community's defeat of the James-Younger gang will be given the strongest consideration but other designs are welcome. The designs must be free from weaponry and simple to reproduce. Unless there are unavoidable delays, the Board will review the submitted options no later than March 1, 2021.

4. Certify Final 2020 Payable 2021 Tax Levy. This action completes the School District's process that began in September with the preliminary levy certification to the Rice, Dakota and Goodhue Counties and the Minnesota Department of Education. We have reviewed and analyzed 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 14th to provide a final opportunity for community feedback to the proposed levy. This levy, payable in 2021, will be a component of the 2021-22 fiscal budget.

Superintendent's Recommendation: Motion to certify to County Auditors the 2020 Payable 2021 Final Certified Levy Limitation and Certification Report in the amount of \$20,313,043.39.

5. Fiscal Year 2020-2021 General Fund Budget Revision. The Director of Finance Val Mertesdorf is recommending the following revisions to the School Board for the FY21 general fund budget. The adopted general fund revenue and expenditure budget for FY21 was \$57,860,302 and \$60,727,299 respectively. The recommended revised budget for FY21 is revenues of \$58,184,370 and expenditures of \$60,073,958. The major factors contributing to these changes include coronavirus relief funding (CRF), decline in enrollment from projected, impacts of the pandemic as well as a detailed analysis of the final audited data from FY20.

Superintendent's Recommendation: Motion to approve the revised 2020-21 general fund budget of revenues of \$58,184,370 and expenditures of \$60,073,958.

VIII. Items for Information

A. Enrollment Report. Dr. Hillmann will review the December Enrollment Report.

B. Construction Update #38. Superintendent Hillmann will update the Board on the District's construction projects.

IX. Future Meetings

A. Monday, January 11, 2021, 7:00 p.m., Organizational Board Meeting followed by the Regular Board Meeting

B. Monday, January 25, 2021, 7:00 p.m., Regular Board Meeting

X. Adjournment

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.

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.

A uniform system of public schools is one of two requirements outlined in the State's constitution. This means that school funding is highly regulated by the state. The district only has direct control on about 2.7% of our total revenue budget. All of the other revenues are dictated by state or federal formulas.

There are several factors that affect your property tax amount. Approximately 60% of our general fund 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.

What is the levy? What does it do for us?

The levy is a system of state formulas that provide revenue for our general fund, community education fund and debt service fund. The levy provides approximately 24% of our general fund (operating) revenue annually. The levy exclusively pays for our debt payments. A majority of the revenue is voter approved, but there are also state authorized levies as well. This funding is critical in subsidizing the district's world class learning environment after years of chronic under funding from the State.

2020 Pay 2021 Property Tax Levy Summary

Our certified levy authority increased \$327,047.46 or 1.64% compared to the prior year. Our proposed Pay 2021 levy is a total of \$20,313,043.39. The majority of the increase is related to the voter approved referendum revenue. While enrollment is projected to decline, there is an inflationary factor on the referendum calculation that results in a small increase for the district.

Levy Authority vs. Certification

Our Pay 2021 property tax levy seeks to use the maximum authority provided by the Minnesota Department of Education. By seeking maximum authority, the district will levy \$327,047.46 more than it did last year. These funds will be used judiciously to maintain our programming for as long as possible.

2021 Property Tax Levy Breakdown

The district's property tax levy of \$20,313,043.39 supports the following:

- Debt Service 26%
- General Fund: Referendum 37%
- General Fund: Other 31%
 - Includes Location Equity Revenue, Operating Capital, LTFM, Building Lease, and OPEB
- Capital Levy: 4%

- Community Services: 2%

Subtotal Comparisons

The District's Pay 2021 levy includes a 1.32% decrease in debt service which is a result of the savings associated with the bond refunding the district completed this fall. The district received an interest rate of 0.37%! A 2.81% increase in general fund dollars and a 0.56% increase in community services.

The district's Pay 2021 levy includes a 1.55% reduction in the amount authorized by the voters. This decline is primarily related to the decline in enrollment which impacts multiple formulas in the general fund levy.

As a testament to this community's generous support of education you can see that 62.3% 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 5.85%. 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.

2020-21 General Fund Budget Amendment | December 14, 2020

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 19-20 enrollment into our projection model and use historical averages and the cohort survival method to predict future enrollment. In April we projected that we would have roughly 4,406.8 weighted pupil units which is typically a conservative estimate. With our updated Oct 1st enrollment we are now showing 4,363.5 weighted pupil units, a decrease that is directly related to the pandemic. 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 increasing.

The General Fund budget amendment will include increasing revenues by \$324,068. You will see that State sources decreased, this is related to the declining enrollment. Federal sources increased because of the Coronavirus Relief Funding (CRF) from the State. Local Revenues declined due to less activity revenue and building rental fees related to the impacts of the pandemic.

The General Fund budget amendment will include decreasing expenditures by \$653,341. There are a few factors creating this decrease. The primary reason for the decrease is related to the pandemic. While there are additional one time expenditures included in the budget for the CRF funding, there are also several areas that we are projecting less expenditures such as substitute costs, staff costs, utilities and transportation. Capital also went down due to the \$733,000 that was budgeted for LTFM that was done in tandem with our construction projects prior to June 30th (LTFM change was approved at the 11/23/20 board meeting).

The 2020-21 adopted budget was based on several estimates and the unassigned fund balance is one of them. We ended FY20 significantly better than anticipated due to the spending freeze we implemented when we switched to distance learning. This means our starting point for FY21 is better than anticipated. We are currently projected to end 2020-21 with 18.69% unassigned fund balance as a percentage of our total general fund expenditures. We had originally projected being under the board goal of 16%. While this is great news, we are still expecting a budget with expenditures exceeding revenues.

Updated Financial Forecast

I wanted to take the opportunity to provide an updated financial forecast as well. We have been discussing for over a year doing a program based budget reduction process this winter. The positive results from the audit provide an opportunity to discuss the timing of the budget reduction process.

Revenue Assumptions:

- 0% from the State in FY22 and FY23
- \$500,000 loss of compensatory revenue in FY22 only
- Small annual increases to Special Education
 - Conservative estimate based on unknown impact of Maintenance of Effort (MOE)
- Federal revenue remains flat

Expenditure Assumptions:

- Minimal salary increases
- 10% increase in health insurance (FY22)
- 2% inflationary increase on supplies and other expenses

Even with the \$1.8 million dollar deficit projected for FY21, the unassigned fund balance is projected to be 18.69%. We are projected to end fiscal year 2021-22 at 14.21%.

These are uncertain times for a variety of reasons. My professional recommendation is that the Board consider postponing the formal budget reduction process until next year. There are many reasons for this recommendation.

- The State of Minnesota will have completed the budget for the biennium providing clarity for the district about state funding (70% of our revenue budget)
- We will have better information about how the pandemic has impacted our ability to have students on campus and the associated effect on revenue and expenditures
- Delaying one year would allow for a more robust in person process to gain community understanding and support
- We will also know if we receive any additional stabilization funding from the state and/or federal government
- Considering the impact of COVID-19 on our staff, parents and students, using our fund balance to maintain existing programming can provide a sense of stability that has not been the norm during the pandemic
- Delaying one year would allow the district time to update its strategic plan. Much has been learned about instruction and service delivery models during the COVID-19 global health pandemic. Updating the strategic plan based on these experiences will help identify clear budget priorities moving forward. We do not want to waste what we have learned
- Delaying a formal budget reduction process by one year would not preclude Administrators from recommending budget containment strategies for the 2021-22 school year. These could include revenue enhancements and/or modest programming adjustments. These items would be shared as part of the regular budget approval process in the spring

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 enhance construction projects 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. Our culture of stewardship has given our district a sense of financial stability that is not common place among school districts during the pandemic. We have operated from a position of strength.



TRUTH IN TAXATION
2020 Pay 2021 Levy Certification

12/14/2020

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.

Legislative Impact

- 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

What is the levy? What does it do for us?

- Provides 24% of our general fund budget
- Provides the revenue to pay our debt service obligations
- Includes voter approved levies as well as state-authorized levies
- Fills in the gaps of chronic under-funding from the State
- Allows the District to provide a world-class learning environment

Summary

2021 Property Tax Levy

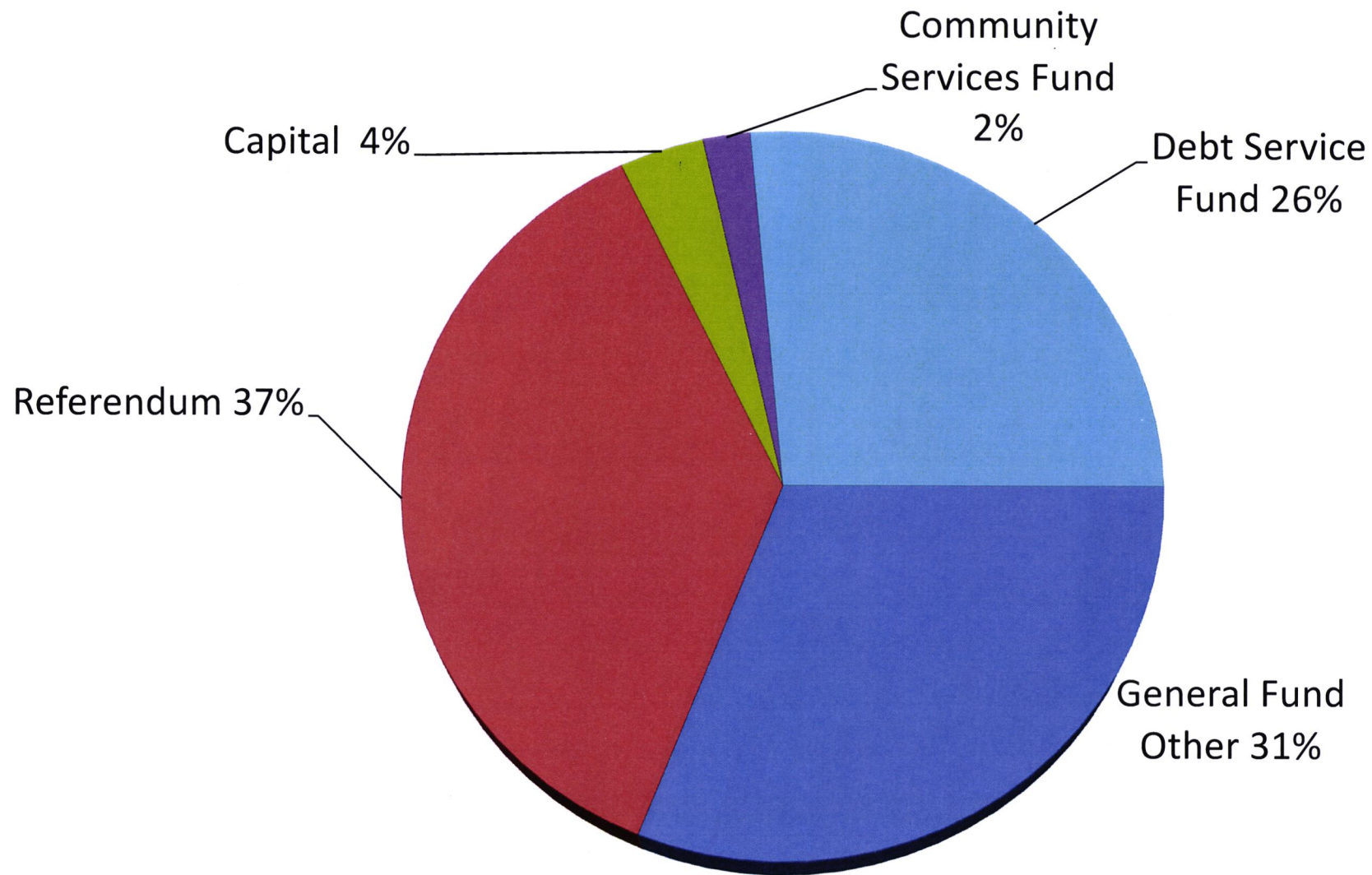
- Overall levy authority up \$327,047.46 or 1.64%
- Preliminary levy of \$20,436,460.54
- Final Certified levy of \$20,313,043.39

Levy Authority vs. Certification

	PAY 20	PAY 21	DIFFERENCE
LEVY AUTHORITY (September)	\$19,985,995.93	\$20,436,460.54	\$450,464.61
LEVY CERTIFICATION (December)	\$19,985,995.93	\$20,313,043.39	\$327,047.46
Difference	\$0	\$(123,417.15)	

2021 Property Tax Levy

\$20,313,043.39



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

Property Tax Levy Breakout

	Pay 2021	Pay 2021	Pay 2020	Increase	Percent
Subtotals by Fund	Certified Levy	Proposed Levy	Certified Levy	(Decrease)	Change
General Fund	\$ 14,528,579.31	\$ 14,542,693.66	\$ 14,132,123.97	\$ 396,455.34	2.81%
Community Education	\$ 419,487.08	\$ 419,487.08	\$ 417,154.44	\$ 2,332.64	0.56%
Debt Service	\$ 5,364,977.00	\$ 5,474,279.80	\$ 5,436,717.52	\$ (71,740.52)	-1.32%
Total	\$ 20,313,043.39	\$ 20,436,460.54	\$ 19,985,995.93	\$ 327,047.46	1.64%

	Pay 2021	Pay 2021	Pay 2020	Increase	Percent
Subtotals by Truth in Taxation Category	Proposed Levy	Proposed Levy	Certified Levy	(Decrease)	Change
Voter Approved	\$ 12,663,785.44	\$ 12,745,730.96	\$ 12,862,515.54	\$ (198,730.10)	-1.55%
Other	\$ 7,649,257.95	\$ 7,690,729.58	\$ 7,123,480.39	\$ 525,777.56	7.38%
Total	\$ 20,313,043.39	\$ 20,436,460.54	\$ 19,985,995.93	\$ 327,047.46	1.64%

	Pay 2021	Pay 2021	Pay 2020	Increase	Percent
Subtotals by Tax Base	Proposed Levy	Proposed Levy	Certified Levy	(Decrease)	Change
Referendum Market Value*	\$ 10,460,356.52	\$ 10,460,356.52	\$ 10,457,653.50	\$ 2,703.02	0.03%
Net Tax Capacity	\$ 9,852,686.87	\$ 9,976,104.02	\$ 9,528,342.43	\$ 324,344.44	3.40%
Total	\$ 20,313,043.39	\$ 20,436,460.54	\$ 19,985,995.93	\$ 327,047.46	1.64%

*Includes Operating Referendum and Equity Revenue

Funds	Certified Pay21	Preliminary Pay21	Certified Pay 20	Difference
General Fund				
Referendum	\$ 7,609,326	\$ 7,609,326	\$ 7,474,409	\$ 134,917
Local Optional Revenue	\$ 2,672,833	\$ 2,672,833	\$ 2,631,460	\$ 41,374
Equity	\$ 315,529	\$ 315,529	\$ 313,773	\$ 1,756
Capital Projects Levy	\$ 750,000	\$ 750,000	\$ 750,000	\$ -
Operating Capital	\$ 329,217	\$ 329,217	\$ 304,811	\$ 24,406
Achievement & Integration	\$ 99,109	\$ 99,109	\$ 90,270	\$ 8,839
Annual OPEB	\$ 821,233	\$ 821,233	\$ 730,310	\$ 90,923
Reemployment Insurance	\$ 25,000	\$ 25,000	\$ 2,000	\$ 23,000
Safe Schools	\$ 155,657	\$ 155,657	\$ 155,858	\$ (202)
Career Technical	\$ 35,478	\$ 35,478	\$ 33,103	\$ 2,375
LTFM	\$ 1,327,091	\$ 1,341,205	\$ 1,327,682	\$ (591)
Lease Levy	\$ 365,250	\$ 365,250	\$ 386,979	\$ (21,729)
Abatements	\$ 66,585	\$ 66,585	\$ 5,857	\$ 60,729
Adjustments (up to 3 yrs)	\$ (43,730)	\$ (43,730)	\$ (74,387)	\$ 30,658
Total General Fund	\$ 14,528,579	\$ 14,542,693	\$ 14,132,124	\$ 396,455
Community Education	\$ 419,487	\$ 419,487	\$ 417,154	\$ 2,333
Debt Service	\$ 5,364,977	\$ 5,474,280	\$ 5,436,718	\$ (71,741)
Total Levy	\$ 20,313,043	\$ 20,436,460	\$ 19,985,996	\$ 327,048
Percent Increase				1.64%

LEVY TRENDS

	Pay 21 Certified Levy	Pay 20 Certified Levy	Pay 19 Certified Levy	Pay 18 Certified Levy	Pay 17 Certified Levy
General Fund	\$ 14,528,579.31	\$ 14,132,123.97	\$ 14,009,102.49	\$13,506,213.15	\$10,212,684.88
Community Education	\$ 419,487.08	\$ 417,154.44	\$ 410,997.28	\$ 412,076.54	\$ 401,904.62
Debt Service	\$ 5,364,977.00	\$ 5,436,717.52	\$ 5,605,745.95	\$ 5,337,839.20	\$ 4,962,475.10
Total	\$ 20,313,043.39	\$ 19,985,995.93	\$ 20,025,845.72	\$19,256,128.89	\$15,577,064.60
Difference	\$ 327,047.46	\$ (39,849.79)	\$ 769,716.83	\$ 3,679,064.29	\$ 28,962.48
Percent Change	1.64%	-0.20%	4.00%	23.62%	0.19%

- Pay18 includes the voter approved referendum increase



2020-21 General Fund Budget Revision

12/14/2020

2020-21 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
 - Coronavirus Relief Funds
 - Covid Protocol Expenses
 - Portage

Enrollment Projection

Average Daily Membership							
	Pre-K	KG	1-3	4-6	7-12	Total	Weighted
2019-20 Adopted	43.8	254.9	791.3	880.9	2,074.4	4,045.3	4,460.2
2019-20 Revised	39.0	243.5	759.9	888.7	2,070.4	4,001.5	4,415.6
2019-20 Actual	42.8	246.5	764.4	892.8	2,072.6	4,019.0	4,433.6
2020-21 Adopted	38.2	238.5	759.7	862.3	2,090.2	3,988.8	4,406.8
2020-21 Revised	39.4	203.6	748.3	856.8	2,096.1	3,944.3	4,363.5
Difference	1.2	-34.9	-11.4	-5.5	5.9	-44.5	-43.3

Revenue Revision

	19-20 Revised Budget	19-20 Audited Results	20-21 Adopted Budget	20-21 Revised Budget
Property Tax	\$ 14,009,102	\$ 13,865,817	\$ 14,132,124	\$ 14,132,124
State Sources	\$ 39,328,004	\$ 39,595,228	\$ 40,310,185	\$ 39,993,804
Federal Sources	\$ 1,319,715	\$ 1,428,206	\$ 1,389,715	\$ 2,492,466
Local Sources	\$ 2,315,278	\$ 2,646,723	\$ 2,028,278	\$ 1,565,976
Total	\$ 56,972,099	\$ 57,535,974	\$ 57,860,302	\$ 58,184,370

Expenditure Revision

	19-20 Revised Budget	19-20 Audit Results	20-21 Adopted Budget	20-21 Revised Budget
Salaries & Benefits	\$ 45,766,708	\$ 44,518,951	\$ 47,357,794	\$ 47,170,091
Purchased Services	\$ 7,373,867	\$ 6,379,528	\$ 7,708,198	\$ 7,014,971
Supplies/Other	\$ 2,529,557	\$ 2,550,222	\$ 3,022,265	\$ 3,597,324
Capital/Equipment	\$ 1,911,311	\$ 3,032,575	\$ 2,639,042	\$ 2,291,572
Total	\$ 57,581,443	\$ 56,481,276	\$ 60,727,299	\$ 60,073,958

General Fund Budget

FUND SUMMARY				
	2019-20	2019-20	2020-21	2020-21
	Revised Budget	Audit Results	Adopted Budget	Revised Budget
Beginning Fund Balance*	\$17,011,920	\$17,011,920	\$16,402,576	\$18,066,618
Annual Revenue	<u>56,972,099</u>	<u>57,535,974</u>	<u>57,860,302</u>	<u>58,184,370</u>
Total Sources	73,984,019	74,547,894	74,262,878	76,250,988
Annual Expenditures	<u>57,581,443</u>	<u>56,481,276</u>	<u>60,727,299</u>	<u>60,073,958</u>
Ending Fund Balance*	\$16,402,576	\$18,066,618	\$13,535,579	\$16,177,030
Unassigned Fund Balance	\$10,066,417	\$12,798,673	\$9,298,650	\$11,225,699
Unassigned Percentage	17.48%	22.66%	15.31%	18.69%

*Beginning and ending fund balances include unrestricted and restricted dollars

Updated Financial Forecast

- Assumptions
 - 0% on Basic Per Pupil Funding FY22 & FY23
 - \$500,000 loss of Compensatory (FY22 only)
 - Has the potential to impact Title I funding
 - Small increase in Special Education
 - Federal revenue stays flat
 - Limited Salary increases
 - 10% increase in health insurance (FY22), 5% increase (FY23)
 - 2% inflationary on supplies/materials
- Capital Project Levy (\$750,000) expires in 2023 (revenue through 2024)

Updated Financial Forecast

	2021	2022	2023	2024
	CURRENT YEAR	Proj. Yr (1)	Proj. Yr (3)	Proj. Yr (2)
Pupil Unit Value	\$6,567	\$6,567	\$6,567	\$6,600
Property Taxes	\$14,132,124	\$13,860,478	\$14,143,863	\$14,264,942
State	\$39,993,804	\$39,958,341	\$39,724,696	\$39,870,435
Federal	\$2,492,466	\$1,448,772	\$1,448,772	\$1,448,772
Other Local	\$1,565,976	\$1,430,976	\$1,494,186	\$1,494,186
Total Revenue	\$58,184,370	\$56,698,567	\$56,811,517	\$57,078,336
% Revenue Change	0.00%	-2.55%	0.20%	0.47%
Total Expenditures	\$60,073,958	\$59,166,964	\$60,040,564	\$62,070,629
% Expenditure Change	0.00%	-1.51%	1.48%	3.38%
Spending Variance	(\$1,889,587)	(\$2,468,397)	(\$3,229,047)	(\$4,992,294)
	2021	2022	2023	2024
	CURRENT YEAR	Proj. Yr (1)	Proj. Yr (2)	Proj. Yr (3)
E.O.Y. APU's	4,363.47	4,316.06	4,260.15	4,251.22

	2021	2022	2023	2024
	CURRENT YEAR	Proj. Yr (1)	Proj. Yr (2)	Proj. Yr (3)
Begin Fund Equity	\$16,668,174	\$14,199,777	\$10,970,730	\$5,978,436
Spending Variance	(\$1,889,587)	(\$2,468,397)	(\$3,229,047)	(\$4,992,294)
Non Spendable	\$30,356	\$30,356	\$30,356	\$30,356
Committed	\$0	\$0	\$0	\$0
Assigned	\$3,906,523	\$3,906,523	\$3,906,523	\$3,906,523
Restricted	\$1,505,596	\$1,853,286	\$2,618,027	\$2,657,332
Unassigned Fund Balance	\$11,225,699	\$8,409,612	\$4,415,824	(\$615,776)
S.O.D. Reserve Amount	\$11,225,699	\$8,409,612	\$4,415,824	(\$615,776)
Unassigned Fund Balance %	18.69%	14.21%	7.35%	-0.99%
-2.5% or less is S.O.D.	O.K.	O.K.	O.K.	S.O.D.
Goal Reserve Amount	\$9,611,833	\$9,466,714	\$9,606,490	\$9,931,301
Goal Achieved	YES	NO	NO	NO
Plan Change Needed	\$0	-\$1,057,102	-\$5,190,666	-\$10,547,077

THANK YOU!

COMMENTS & QUESTIONS?



CliftonLarsonAllen LLP
CLAconnect.com

Board of Education
Independent School District No. 659
Northfield, Minnesota

This Executive Audit Summary and Management Report presents information which we believe is important to you as members of the school board. We encourage you to review the sections of this report, the audited financial statements, and the auditors' reports.

We would be pleased to furnish additional information with respect to these suggestions and discuss this memorandum with you at your convenience. We wish to express our appreciation to the District for the courtesies, cooperation, and assistance extended to us during the course of our work.

CliftonLarsonAllen LLP

Craig Popenhagen, CPA
Principal

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**NORTHFIELD PUBLIC SCHOOLS
INDEPENDENT SCHOOL DISTRICT NO. 659**

EXECUTIVE AUDIT SUMMARY (EAS)

JUNE 30, 2020

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**NORTHFIELD PUBLIC SCHOOLS
INDEPENDENT SCHOOL DISTRICT NO. 659
TABLE OF CONTENTS
JUNE 30, 2020**

EXECUTIVE AUDIT SUMMARY	1
FORMAL REQUIRED COMMUNICATIONS	2
INTERNAL CONTROL COMMUNICATION	7
APPENDIX A	
FINANCIAL TRENDS OF YOUR DISTRICT	8

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**EXECUTIVE AUDIT SUMMARY (EAS) FOR
INDEPENDENT SCHOOL DISTRICT NO. 659
YEAR ENDED JUNE 30, 2020**

We prepared this Executive Audit Summary and Management Report in conjunction with our audit of the District's financial records for the year ended June 30, 2020.

Audit Opinion

The financial statements are fairly stated. We issued what is known as a "clean" audit report.

Internal Control Over Financial Reporting

No findings in internal controls were noted.

Yellow Book Compliance Findings

No compliance issues were noted in our review of laws, regulations, contracts, and grants that could have significant financial implications to the District.

Single Audit

No findings related to Federal Programs were noted.

Minnesota Legal Compliance

No findings related to Minnesota Legal Compliance were noted.

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FORMAL REQUIRED COMMUNICATIONS

Board of Education
Independent School District No. 659
Northfield, Minnesota

We have audited the financial statements of the governmental activities, each major fund and the aggregate remaining fund information of Independent School District No. 659 (the District) as of and for the year ended June 30, 2020, and have issued our report thereon dated REPORT DATE. We have previously communicated to you information about our responsibilities under auditing standards generally accepted in the United States of America, *Government Auditing Standards*, and Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance), as well as certain information related to the planned scope and timing of our audit. Professional standards also require that we communicate to you the following information related to our audit.

Significant audit findings

Qualitative aspects of accounting practices

Accounting policies

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by the District are described in Note 1 to the financial statements.

As described in Note 14, the District changed accounting policies related to fiduciary activities by adopting Governmental Accounting Standards Board Statement No. 84, *Fiduciary Activities* at June 30, 2020. As a result, the District restated the July 1, 2019 district-wide net position and General Fund fund balance by \$491,142.

We noted no transactions entered by the District during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

Accounting estimates

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected. The most sensitive estimates affecting the financial statements were:

- Due from Minnesota Department of Education
- Due from Federal through the Minnesota Department of Education

- Estimated useful lives of depreciable capital assets
- Estimated severance benefits payable
- Other postemployment benefits payable
- Net Pension Liability
- Incurred but not reported claims (IBNR) related to self-insurance

Management's estimate of the due from Minnesota Department of Education is based on amounts anticipated to be received from the state for various aid entitlements for fiscal 2019-2020. The most significant of these is the aid portion of general education revenue. General education revenue and certain other revenues are computed by applying an allowance per student to the number of students served by the District. Student attendance is accumulated in a statewide database – MARSS. Because of the complexity of student accounting and because of certain enrollment options, student information is input by other school districts and the MARSS data for fiscal year 2019-2020 is not finalized until well into the next fiscal year. Management expects any differences between estimated and actual data will be insignificant.

Management's estimate of due from Federal through the Minnesota Department of Education is based on amounts anticipated to be received through the state for various federal aid entitlements for fiscal 2019-2020. Many federal entitlements require that supporting financial reporting information be provided both in the UFARS accounting system and also the SERVS reporting system. To the extent that these two separate systems are not in agreement and reported in a timely manner, the estimated aid entitlement may be adversely affected. Management expects any differences between estimated and actual data will be insignificant.

Management's estimate of useful lives for depreciable assets is based on guidance recommended by the Minnesota Department of Education and other sources. The useful life of a depreciable asset determines the amount of depreciation that will be recorded in any given reporting period as well as the amount of accumulated depreciation that is reported at the end of a reporting period.

Management's estimate of severance payable is based on assumptions made by the District as required by GASB 16 and the results of an actuarial study. A liability has been recorded in long-term debt for accumulated sick leave convertible to early retirement pay for which it is probable the employees will be compensated. The "vesting method" used by the District to calculate this liability is based on assumptions involving the probability of employees becoming eligible to receive the benefits (vesting), and the potential use of accumulated sick leave prior to termination.

Management's estimate of other postemployment benefits payable is based on an actuarially determined calculation, less actual payments incurred on behalf of retirees and an actuarially determined estimate of implicit rate subsidy, which is the estimated increased cost of premiums due to inclusion of retirees in the same plan as the District's active employees.

Management's estimate of the net pension liability is based on an actuarially determined calculation of the District's proportionate share of the net pension liability of cost-sharing multiple-employer pension plans sponsored by the Teachers Retirement Association and the Public Employees Retirement Association of Minnesota, in which the District participates.

Management's estimate of IBNR is based on claims history and guidance provided by the District's health insurance consultants.

We reviewed and tested management's procedures and underlying supporting documentation in the areas discussed above and evaluated the key factors and assumptions used to develop the estimates noted above in determining that they are reasonable in relation to the financial statements taken as a whole. We concluded that the accounting estimates and management judgments appeared to consider all significant factors and resulted in appropriate accounting recognition.

Financial statement disclosures

Certain financial statement disclosures are particularly sensitive because of their significance to financial statement users. There were no particularly sensitive financial statement disclosures.

The financial statement disclosures are neutral, consistent, and clear.

Difficulties encountered in performing the audit

We encountered no significant difficulties in dealing with management in performing and completing our audit.

Uncorrected misstatements

Professional standards require us to accumulate all misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. The following summarizes uncorrected misstatements of the financial statements: capital assets additions were understated by \$223,576 at June 30, 2019. The correction was made in 2020, which understated the change in net position for the district-wide governmental activities opinion unit.

Corrected misstatements

Management did not identify and we did not notify them of any financial statement misstatements detected as a result of audit procedures.

Disagreements with management

For purposes of this letter, a disagreement with management is a financial accounting, reporting, or auditing matter, whether resolved to our satisfaction, that could be significant to the financial statements or the auditors' report. No such disagreements arose during our audit.

Management representations

We have requested certain representations from management that are included in the management representation letter dated REPORT DATE.

Management consultations with other independent accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the District's financial statements or a determination of the type of auditors' opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Significant issues discussed with management prior to engagement

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to engagement as the District's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our engagement.

Other information in documents containing audited financial statements

With respect to the required supplementary information (RSI) accompanying the financial statements, we made certain inquiries of management about the methods of preparing the RSI, including whether the RSI has been measured and presented in accordance with prescribed guidelines, whether the methods of measurement and preparation have been changed from the prior period and the reasons for any such changes, and whether there were any significant assumptions or interpretations underlying the measurement or presentation of the RSI. We compared the RSI for consistency with management's responses to the foregoing inquiries, the basic financial statements, and other knowledge obtained during the audit of the basic financial statements. Because these limited procedures do not provide sufficient evidence, we did not express an opinion or provide any assurance on the RSI.

With respect to the Schedule of Expenditures of Federal Awards (SEFA) accompanying the financial statements, on which we were engaged to report in relation to the financial statements as a whole, we made certain inquiries of management and evaluated the form, content, and methods of preparing the SEFA to determine that the SEFA complies with the requirements the Uniform Guidance, the method of preparing it has not changed from the prior period or the reasons for such changes, and the SEFA is appropriate and complete in relation to our audit of the financial statements. We compared and reconciled the SEFA to the underlying accounting records used to prepare the financial statements or to the financial statements themselves. We have issued our report thereon dated REPORT DATE.

With respect to the Schedule of Revenues, Expenditures, and Changes in Fund Balance – Budget and Actual – Debt Service Fund, the Schedule of Changes in Fund Equities, and the Uniform Financial Reporting and Accounting Standards Compliance Table (collectively, the supplementary information) accompanying the financial statements, on which we were engaged to report in relation to the financial statements as a whole, we made certain inquiries of management and evaluated the form, content, and methods of preparing the information to determine that the information complies with accounting principles generally accepted in the United States of America, the method of preparing it has not changed from the prior period or the reasons for such changes, and the information is appropriate and complete in relation to our audit of the financial statements. We compared and reconciled the supplementary information to the underlying accounting records used to prepare the financial statements or to the financial statements themselves. We have issued our report thereon dated REPORT DATE.

Our auditors' opinion, the audited financial statements, and the notes to financial statements should only be used in their entirety. Inclusion of the audited financial statements in a document you prepare, such as an annual report, should be done only with our prior approval and review of the document.

* * *

Board of Education
Independent School District No. 659

This communication is intended solely for the information and use of the Board of Education and management of the District and is not intended to be, and should not be, used by anyone other than these specified parties.

CliftonLarsonAllen LLP

Rochester, Minnesota
REPORT DATE

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CliftonLarsonAllen LLP
CLAconnect.com

Board of Education
Independent School District No. 659
Northfield, Minnesota

In planning and performing our audit of the financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of Independent School District No. 659 (the District) as of and for the year ended June 30, 2020, in accordance with auditing standards generally accepted in the United States of America, we considered the District's internal control over financial reporting (internal control) as a basis for designing our auditing procedures for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control. Accordingly, we do not express an opinion on the effectiveness of the District's internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis. A material weakness is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the District's financial statements will not be prevented or detected and corrected on a timely basis.

Our consideration of internal control was for the limited purpose described in the first paragraph and was not designed to identify all deficiencies in internal control that might be material weaknesses. In addition, because of inherent limitations in internal control, including the possibility of management override of controls, misstatements due to error or fraud may occur and not be detected by such controls. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

The purpose of this communication is solely to describe the scope of our testing of internal control over financial reporting and the results of that testing. This communication is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the District's internal control over financial reporting. Accordingly, this communication is not suitable for any other purpose.

CliftonLarsonAllen LLP

Rochester, Minnesota
REPORT DATE

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APPENDIX A

FINANCIAL TRENDS OF YOUR DISTRICT

The following graphs reflect financial trends of Independent School District No. 659. Information related to fund balances were obtained from current and prior year audit reports.

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Audit Summary

Implemented GASB Statement No. 84, *Fiduciary Activities*

- Restatement of fund balance for General Fund, and restatement of net position on District-wide statements
- Student activity funds all reported in General Fund now and going forward
- The custodial fund is the only fiduciary fund under current environment.
- Things to watch for going forward – fiscal host, fiscal agent, trusts, new custodial agreements.

Future Changes

- Leases – FY2021-22



Create Opportunities

3

INDEPENDENT SCHOOL DISTRICT #659 COMBINING STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCES GENERAL FUND YEAR ENDED JUNE 30, 2020

	Nonspendable Assigned & Unassigned	Capital Related Restriction Non-Capital Restrictions	Operating Capital	Long Term Fac. Maint.	Total	General Fund Total
Revenues	\$ 49,233,080	\$ 5,480,399	\$ 1,208,227	\$ 1,614,295	\$ 2,822,522	\$ 57,536,001
Expenditures and Operating Transfers	47,737,070	5,518,964	1,471,845	1,753,423	3,225,268	\$ 56,481,302
Excess (Deficit) Revenues Over Expenditures	1,496,010	(38,565)	(263,618)	(139,128)	(402,746)	1,054,699
Fund Balance June 30, 2019	15,239,542	552,905	542,842	1,167,773	1,710,615	\$ 17,503,062
Fund Balance June 30, 2020	\$ 16,735,552	\$ 514,340	\$ 279,224	\$ 1,028,645	\$ 1,307,869	\$ 18,557,761



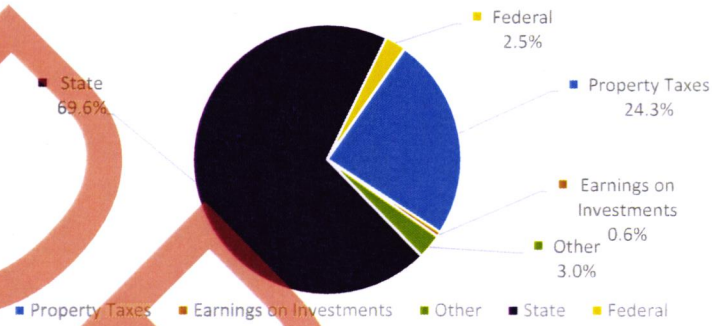
Create Opportunities

4

4

General Fund Revenue by Source Fiscal Year Ended June 30, 2020

\$56,926,060

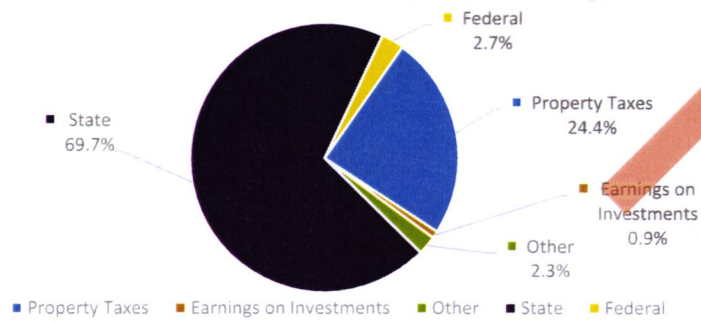


Create Opportunities

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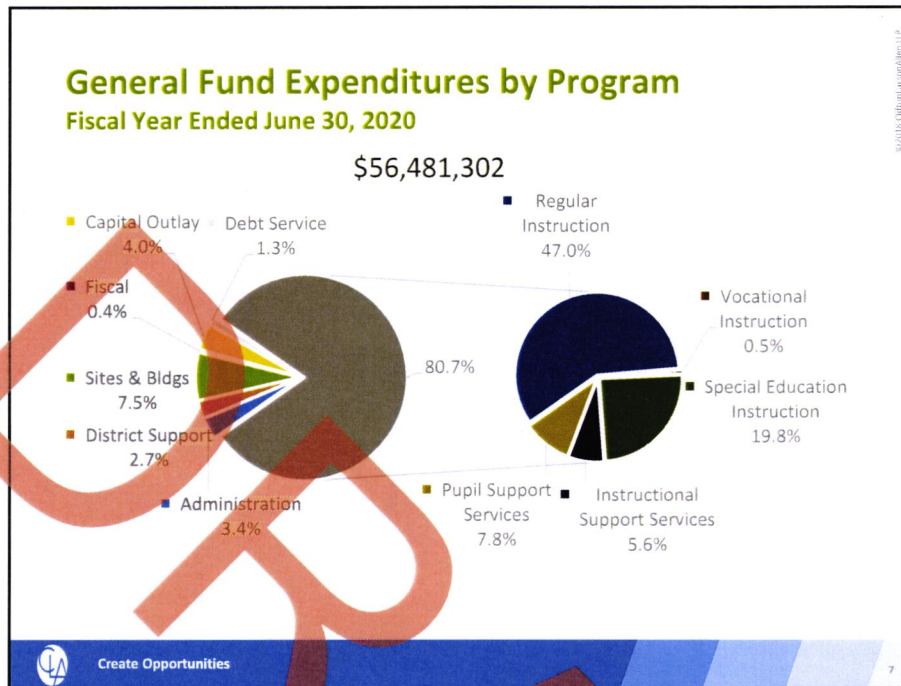
General Fund Revenue by Source Fiscal Year Ended June 30, 2019

\$55,533,699

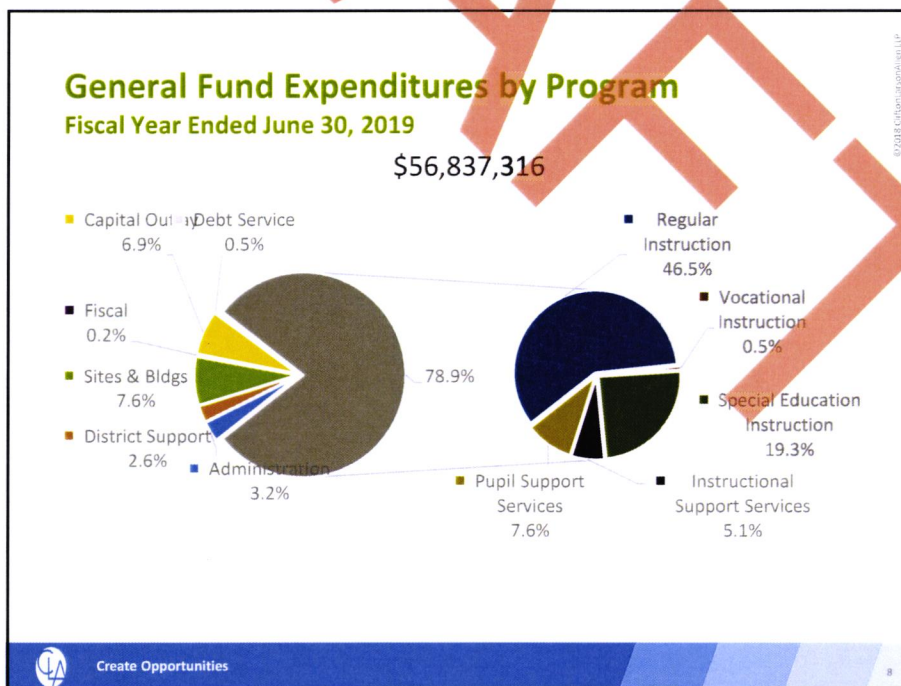


Create Opportunities

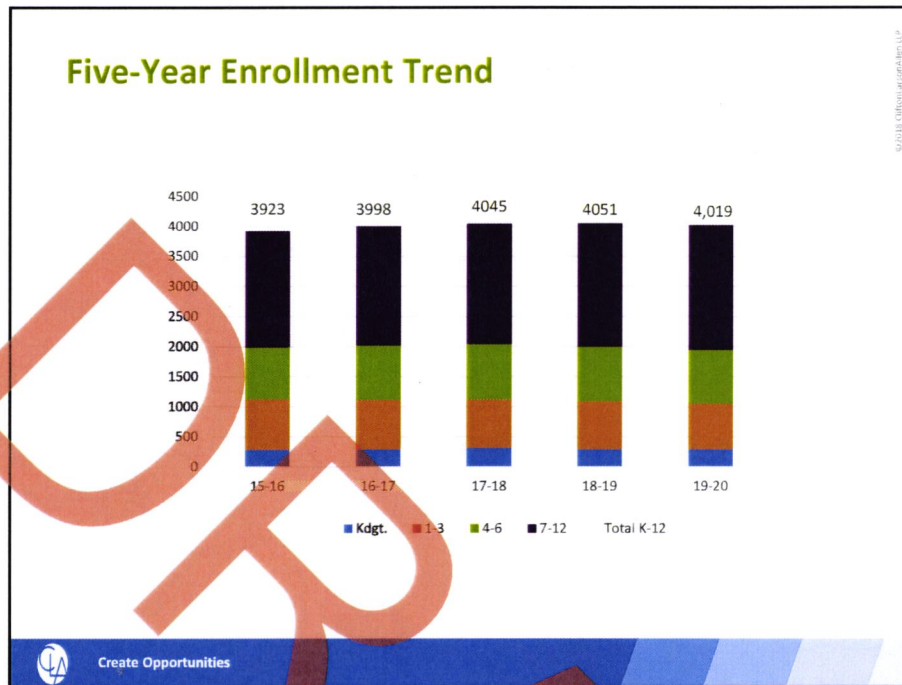
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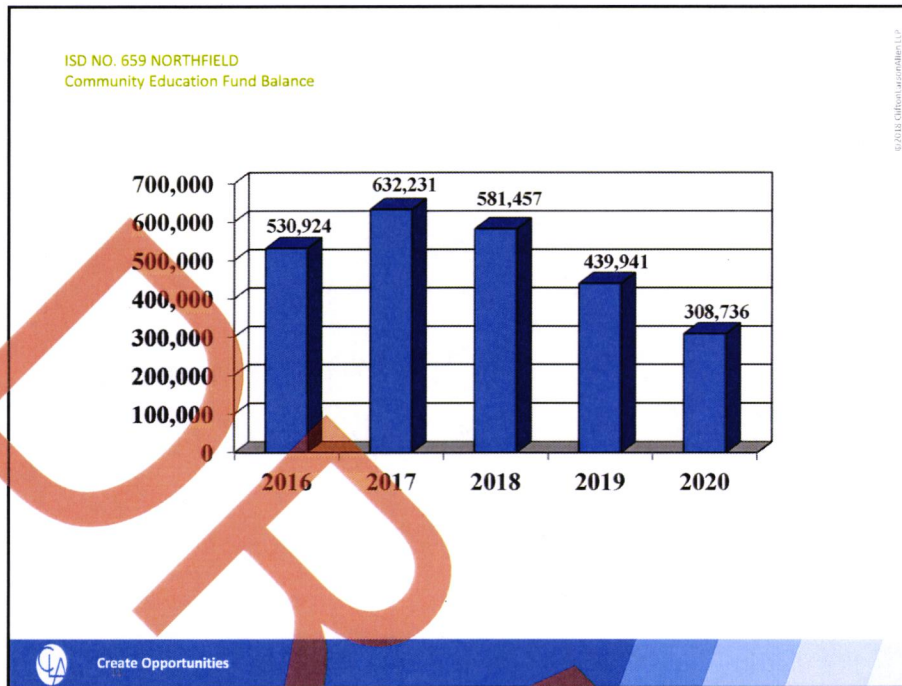
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Purpose

The purpose of this mid-year update to the School Board is to report about progress towards SIP goals, and to share activities, accomplishments, and challenges occurring at each District building.

What Is Going Well?: Even though we are now in distance learning, I need to state how well our protocols worked during our hybrid model. We made the decision early in the creation of our middle school model to prioritize staff and student safety, and it paid off with very minimal cases of people needing to be sent home for close contacts while in the building.

The Hybrid model we created was definitely thinking outside the box and intentionally prioritized core instruction. By going from 7 periods to 6, we increased instructional time in each class by 4-9 minutes, which we feel was important with only having students on campus twice a week. We also kept students in pods that traveled together, which allowed teachers to adjust instruction, based on the needs of the pod. Teachers commented how they connected quickly and were able to give individual students more 1:1 attention with the small pod sizes. Students have stated that even though it is different, they do like being in hybrid vs distance learning.

Transitioning into distance learning is also a positive for us. Even with a short pivot time frame, staff came together and quickly generated paper copies of schedules with established zoom times listed. Teachers then went over the schedule with each pod and had students take a photo with their iPad for safe keeping. After a few weeks in distance learning, I can say that our attendance has been improved from last spring, which is a key component of student success.

We also took parent, staff, and student feedback from last spring and made sure to continue our View classes on Wednesdays, have set Zoom meeting times, and made sure Schoology was more consistent between classes (also a district priority). This is another big reason for better attendance, and the number of parents reaching out with questions on when students should login and where to find information has drastically decreased.

My final positive is with our family engagement goal. We set a goal that at least 75% of our families attend a conference twice during the year. We had 99% participation with our September family conferences, and then 70% of our families attended our student conferences at the beginning of November. We hit the 70% mark despite having four less hours of conference time; nearly all conferences were done via Zoom.

What Challenges Are We Trying To Solve? We continue to improve on connecting with students during distance learning, but there are still students that are disengaged. We have expanded our team of adults trying to make connections by reassigning one of our intervention teachers, and working with HCI to hire three more Promise Fellows at the middle school.

The other challenge that is ongoing is trying to get students to complete work outside of the classroom. This is not new to distance or hybrid learning, but it has been more of a problem. We continue to send parent/family messages with tips on how to support students at home, we have taken time during morning announcements with students to remind them our course work, classroom teachers are more intentional with explaining expectations, Schoology has never been more consistent between classes, and many View teachers have dedicated time each week to go through organization strategies with their students. Yet, we still have a significant number of students not completing work. Our latest effort has some teachers intentionally holding students back at the end of a zoom session to discuss missing work and come up with a plan. We will continue to try different strategies, but as of today we have not found a solution for all students.

The final challenge is our initiative to start up AVID. We have started the journey with 20 teachers going through training last summer and another group will go this coming summer. The 20 teachers who have had the initial training make up our building team and are starting to meet a couple times a month to continue building their own AVID toolbox with the goal of then doing professional development activities with the entire staff. Angie Schock and Cara Holland both have come to Northfield from AVID schools and are willing to help Michelle Baur (District Coach and district AVID Coordinator) take the lead with this team. They did one staff development activity early in the year and the support was amazing. Unfortunately with all the added stressors for teachers, the momentum has slowed down. We have a goal of starting regular staff development activities second semester, but we may need to take a tiny step back and look at implementing skills in grade 6 next year and start our first cohort of AVID students in 2022-23.

Summary

Overall I am pleased with how the year has started. I am proud of all the middle school staff for their dedication and energy that they have brought to the many challenges and short notice adjustments that have been placed on them. We continue to use a growth mindset to think of ways to better support students through feedback. I have received countless positive comments from families about communication, health and safety, and the acknowledgement of all the hard work staff is doing to make this year a success.

We still have challenges to work on and we will be adding in a renewed focus on equity in the classroom. Mr. O'Keefe and I had been doing "equity walks" through classrooms (stole this idea from the HS) and will be finding a way to continue this practice during distance learning. We also need to analyze our advanced or specialized programs, the entrance process used for students to get into these classes, and how we can assure that all demographics have equitable participation.

Northfield Middle School

2020-21 Update

What Is Going Well?

Prepared

Preparados

Respect

Respeto

Integrity

Integridad

Dependability

Digno/a de confianza

Excellence

Excelencia

Safety Protocols in Hybrid

MS Hybrid Model

Transition to Distance Learning

Response to Parent Feedback

- Simplifying the Schedule
- Set Zoom Times
- Consistent Schoology

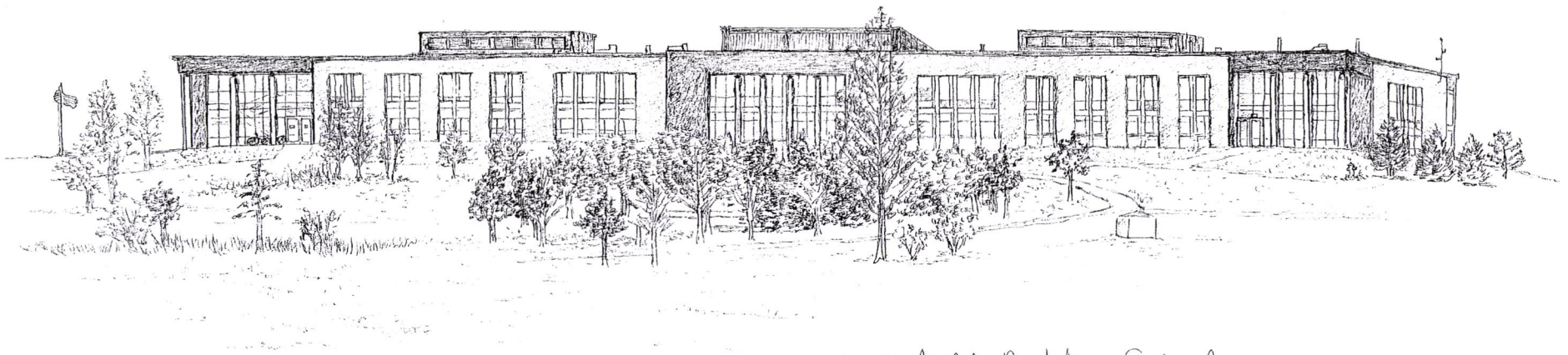
Families Engaging in
conferences

What Challenges Are We Trying To Solve?

- Still more students not engaging than we want
- Student Responsibility for work outside of class
- Staff excitement for building initiatives (AVID)
 - Staff development time is limited
 - Meeting virtually is not the same



Thank You and Questions



Northfield Middle School
mar valdecantos Ar 2015

Purpose

The purpose of this update to the School Board is to report about progress towards SIP goals, and to share activities, accomplishments, and challenges occurring at each District building.

What Is Going Well?

Students and staff were happy to start the school year in-person. There are currently 122 students enrolled in Hand in Hand Preschool (at the start of the year, 104 students were attending in-person and 18 were attending via distance learning). For students enrolled in Hand in Hand Preschool, 34% of students come from households who qualify for free/reduced price meals; 26% are students of color and 43% are special education students.

Successfully launched Hand in Hand “Portage” Preschool (full distance learning preschool) with 18 students.

Northfield Community Education Center is open and moving forward with partnerships in the building.

- Northfield Healthy Community Initiative has four staff working from the Northfield Community Education Center.
- The Community Action Center has had five food distributions from the Northfield Community Education Center parking lot. Food is currently being stored in their food shelf area.
- Staff have reviewed and provided feedback on the first concept drawing provided by the Minnesota Children’s Museum for the indoor play-based learning space that will be located in the former media center space.
- The KaBOOM! Outdoor playground is completed and getting lots of use.

What Problems Are We Trying To Solve?

Supporting students who are in quarantine. Students who were in quarantine during in-person learning were receiving activity packets and were regularly connecting with their teacher via SeeSaw. There were some logistical challenges and technology issues.

Determining how best to support students when typical movement among programs/services can not happen. Typically students move among programs (Hand in Hand Preschool, ECFE and Early Ventures), receive interventions in a number of locations and staff conduct home visits. All of these activities were significantly impacted by COVID-19.

Stress management for all adults in the building is very challenging.

Finding substitute teachers and educational assistants has been a challenge. There were days we had several unfilled positions.

Summary

The staff are rising to the challenges created by COVID-19 and learning a new building. They are creating a safe and positive environment for students. We are grateful to serve students in-person and during distance learning.

Northfield Community Education Center

2020-21 Update

What Is Going Well?



- Students and staff were happy to start the school year in-person.
- Successfully launched Hand in Hand “Portage” Preschool (full distance learning preschool) with 18 students.
- Successful transition to distance learning.
- Dedicated teachers and staff are working very hard under difficult circumstances with COVID-19 protocols.
- Family conferences were a great way to start the year.
- The Northfield Community Education Center is open and moving forward with partnerships in the building.

What Problems Are We Trying To Solve?

- Supporting students who are in quarantine.
- Stress management for all staff.
- Lack of flow within the building
 - Interventions
 - Moving between programs
 - Serving families with children ages birth to 3 years old
- Finding substitute teachers and educational assistants was challenging during in-person learning.



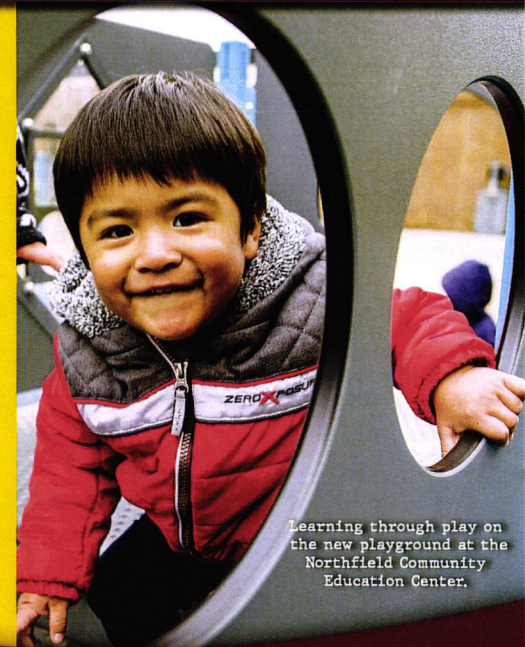
Thank You and Questions



Community Education
Serving the communities of Northfield Public Schools
winter/spring 2021 Brochure
January - May

Spark Hope - Experience Joy #ThatCommunityEd

Early Childhood Programs
Ventures
Recreation
Enrichment
Driver Education
Project ABLE
Aquatics
Adult Basic Education
English Learner Services
District Facilities
Community Resources



Learning through play on
the new playground at the
Northfield Community
Education Center.

Learning and Recreation For Life
REGISTER ONLINE northfieldschools.org

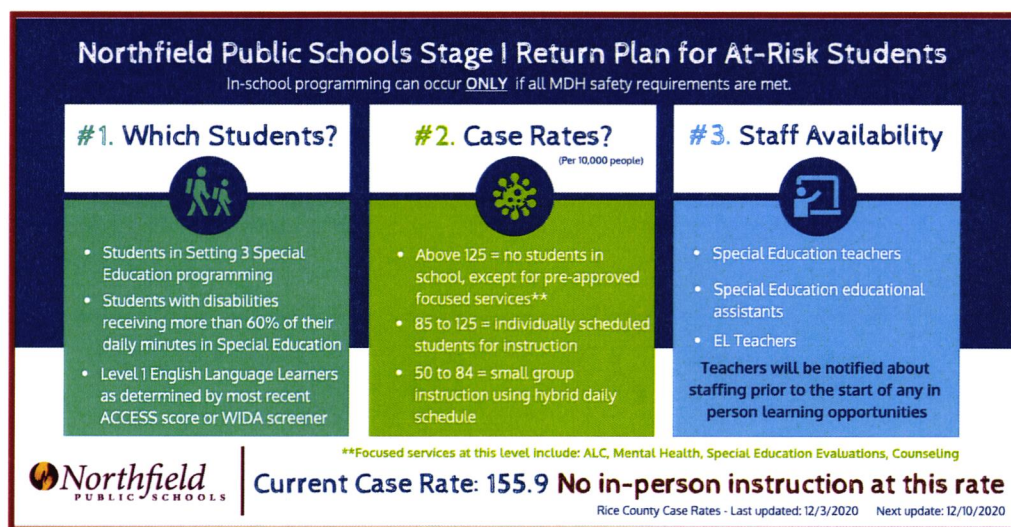
Winter/Spring Brochure has been
delivered to households.

Executive Summary: This report provides information about the District's work to address the COVID-19 global health pandemic's significant challenges and updates on the District's anti-racism work.

Distance Learning

The District is entering its third week of distance learning at most sites. Our leadership team has been conducting mini-rounding check-ins with teachers and educational assistants about their start to distance learning. As of Wednesday, December 9, 2020, there were 422 individual check-ins via email, telephone, text, video conference, or socially distanced personal meeting. In general, leaders are reporting that staff feels we started this iteration of distance learning in a much better place than when emergency distance learning was implemented in the spring. Staff obviously have experience using the technology for this learning model and have had time to reflect on improving their distance learning instructional approach. Despite this improvement, challenges remain. The challenges include:

- The differences in planning for a distance learning environment, especially when it comes to the amount of work to assign.
- Providing assistance to at-risk learners can be difficult. The District has established a protocol that would allow some at-risk learners to get assistance on-campus with strict safety measures (see graphic below.) Most of these services will start slowly when the county case drops below 125 per 10,000 residents. On December 10, the two-week infection rate per 10,000 residents in Rice County was 117.84.



The District continues to support students, parents, and teachers as they adapt to distance learning. We continue to offer staff training as appropriate. The District has been hosting a series of parent support webinars. These have been held on Sundays from 6:30 pm-7:00 pm. Topics have included public health, distance learning resources, and tools for supporting families in uncertain times. We have averaged 47 “connected devices” through the first three sessions.

Metrics for returning to an in-person or hybrid model

The District continues to work to prepare for returning students to campus. The Minnesota Department of Health (MDH) is providing guidance that schools should consider these items when using returning students to campus:

- Using the county infection rate per 10,000 residents and the guidelines set by the Minnesota Department of Education should be used to decide our learning models at the beginning of the school year.
- Does the school have the ability to implement the safety measures required for a hybrid or in-person learning model?
- Does the school have enough healthy employees available to effectively staff the school programs?

COVID-19 Pilot Testing with the MDH

The District has been a pilot site for school-based COVID-19 testing, targeting asymptomatic people. We have held two sessions so far:

- December 2, 2020: There were 480 tests administered in four hours. Through the first 450 test results, there were a total of five positive results -- a 1.1% positivity rate. While this seems fairly low, these five asymptomatic people isolating will interrupt the chain of transmission.
- December 9, 2020: There were 511 tests administered.

The testing process has used the saliva test from Vault, Inc. We have 25 testing stations set up at the middle school. MDH has provided positive feedback about our processes for the testing sessions. We will complete the pilot process on Wednesday, December 16, 2020.

Anti-Racism and Racial Equity Work

The District continues to work on its anti-racism framework to support racial equity. For your reference, here is the framework:



Since my last report, we have held:

- Our first equity and advocacy advisory committee of the year was held on December 2, 2020.
- The District's communications advisory committee spent considerable time discussing how to share the District's anti-racism work more broadly.
- The District continues to use one of the monthly professional learning community meetings to focus on anti-racism work. This month, Northfield High School English teacher Sean Dubé and the District's Licensed School Nurse Maimouna Toure-Keita will present a session about "speak up at school." The session will provide scenarios for staff to consider how they might respond when there are racist incidents or discussions. They will also receive some example methods of responding to those situations.
- The District continues progress on renaming Longfellow and Sibley Elementary School to comply with District Policy 809.
- The District continues progressing toward a process that would refresh the Raider logo.

NORTHFIELD PUBLIC SCHOOLS

School Board Minutes

November 23, 2020
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. Due to the health pandemic and the extension of Governor Walz's Executive Order 20-01 COVID-19 Peacetime Emergency, and in accordance with Minnesota Statute 13D.021, which permits boards to hold a meeting by telephone conference call or other electronic means, this meeting was conducted via video conference. In addition, the school board determined that it was not feasible for at least one board member, or the superintendent to be physically present at the regular meeting location and that it was not feasible for the public to attend this meeting at the regular location. The district did make accommodations for public comment which are outlined below.

Board member attendance was taken by roll call. Anita Aase, Executive Assistant to the Superintendent and Board of Education, called the name of each board member in alphabetical order by last name and the board member responded "present" when his/her name was called. Present: Baraniak, Goerwitz, Hardy, Iverson, Pritchard, Quinnell and Stratmoen. Absent: None.

Also present at this video conference meeting was: Dr. Matt Hillmann, Superintendent; Anita Aase; Erin Bailey, Director of Community Education; Val Mertesdorf, Director of Finance; Joel Leer, Northfield High School Principal; Daryl Kehler, Director of the Area Learning Center; Earl Weinmann, Northfield Middle School Social Studies Teacher and SCOPE Coordinator; students Alannah Clarey, Charlotte Flory, Mari Hanson, Thea Hanson, Josie Hauck, Jackson Hessian, Cora McBroom, Clara Menssen, Connor Percy, and Genevieve Tassava. This meeting was live-streamed and recorded, and access to the recording was posted to the school district website.

Board Chair Pritchard outlined the procedures for this meeting:

- Board members were asked to mute their microphones when not speaking.
- During the course of the meeting when a motion and a second is required, Dr. Hillmann would initiate the "unmute" for all board members.
- At the start of each discussion Chair Pritchard said she would call on each board member in alphabetical order by last name for any questions or comments. If they didn't wish to speak, they would be welcome to pass.
- There would be one round of questioning for board members. If board members had a follow-up question or comment, they could consider using the Raise Hand feature in order to be recognized by the Chair.
- All votes on the Items for Individual Action would be conducted by roll call by Aase. Each board member was instructed to wait until their name was called before voting.

II. Agenda Approval/Table File

On a motion by Quinnell, seconded by Goerwitz, the Board approved the agenda by roll call. Voting 'yes' were Baraniak, Goerwitz, Hardy, Iverson, Pritchard, Quinnell and Stratmoen. No one voted 'no'.

III. Public Comment

To accommodate the public comment portion of our meeting, members of the public were invited via the school district website to submit feedback to the Board via email by 5:00 p.m. on November 23, 2020. All submissions that followed the district policy regarding public comment would be read by Chair Pritchard at this time. There were no public comments.

IV. Announcements and Recognitions

- The volleyball team won the Big 9 for the 4th consecutive year. They didn't lose a set, let alone a match. The football team won their lone playoff game 17-0 over Austin.
- Our new National Federation of High Schools network live game streaming had over 6,000 views between football and volleyball events this fall.

- The Northfield Veterans of Foreign Wars Post 4393 is proud to announce the place winners in this year's Voice of Democracy Essay and speech competition. Each student wrote an essay matched with a speech based on the theme "Is This the Country the Founders Envisioned". The members judged several excellent packets and the following NHS Students earned special acknowledgement and a cash award: 1st Place Robby Swenson, 2nd Place Lucy Boland, 3rd place Annie Frank, and 4th Place Amira Haileab.
- Chair Pritchard read a letter from NYC Co-Chair Chloe Rozga to Northfield School District Superheroes thanking everyone for all their hard work and support as we made the transition into distance learning once again.

V. Items for Discussion and Reports

- A. SCOPE Presentation. SCOPE (Student Community Outreach Program Experience) began in 1992 and is designed to give students an opportunity to explore beyond the typical classroom walls, in collaboration with Carleton interns, and create a product that is a benefit to our community. The 2019-20 SCOPE students conducted original historical research and writing which culminated in the publication: *Cows, Colleges, and Discontentment: Youth Activism in Northfield*. Earl Weinmann, Alannah Clarey, Charlotte Flory, Mari Hanson, Thea Hanson, Josie Hauck, Jackson Hessian, Cora McBroom, Clara Menssen, Connor Percy, and Genevieve Tassava presented their experiences in research and in the program.
- B. Northfield High School Update. High School Principal Joel Leer updated the board about activities, accomplishments and challenges occurring at the high school. Staff and students have overshot expectations for compliance with COVID-19 protocols and all stakeholders, including students, parents, and staff have clearly demonstrated an awareness of what's at stake. Administration continues to move the equity lens to the forefront of teaching each day. Stress management, quarantine requirements, and staffing continue to be a challenge.
- C. Area Learning Center Update. Area Learning Center Director Daryl Kehler updated the board about activities, accomplishments and challenges occurring at the ALC. Both the credit threshold on the credit matrix for four year graduation and the overall attendance rate for ALC students is trending in a positive direction and they continue to monitor and adjust. Areas of concern are credit completion, community building and technology. They have focused on adapting past activities to continue building community while following COVID guidelines, and currently every student has received a Chromebook. The most significant issue is engagement during distance learning because it is not the students' preferred learning style.
- D. Semi-Annual Fundraising Report. In compliance with Policy 713 Student Activity Accounting, Director Mertesdorf reviewed the semi-annual fundraising report.
- E. Financial Update. Director Mertesdorf reported that the audited UFARS report has been submitted to MDE. Our unassigned fund balance increased more than anticipated by approximately \$1.6 million. This is attributed to the spending freeze the district initiated last spring. Director Mertesdorf is preparing a revised budget and updated financial forecast, and the auditors will present their findings at the December 14, 2020 board meeting. We are also preparing the procedures and timeline for the budget reduction process.
- F. Policy Committee Recommendations. Dr. Hillmann presented the policy committee's recommendations on Policies 404, 409, 413 and 415. This will be an item for individual action at the next board meeting.
- G. COVID-19 Response and Operations Update. Superintendent Hillmann updated the board on District operations and our COVID-19 response. He also provided a preview of the process to update the Northfield High School Raider mascot. The board was asked to affirm and initiate this process. This will be an item for individual action at the next board meeting.

Chair Pritchard asked for a motion to extend the meeting past 10:00 p.m. On a motion by Baraniak, seconded by Goerwitz, the board voted to extend the meeting past 10:00 p.m. On a roll call vote, voting 'yes' were Baraniak, Goerwitz, Hardy, Iverson, Pritchard, Quinnell and Stratmoen. No one voted 'no'.

VI. Committee Reports

- Ellen Iverson provided a committee report on the District Youth Council.
- Tom Baraniak provided a committee report on Northfield Forward.

VII. Consent Agenda

On a motion by Baraniak, seconded by Quinnell, the Board approved the consent agenda by roll call. Voting 'yes' were Baraniak, Goerwitz, Hardy, Iverson, Pritchard, Quinnell and Stratmoen. No one voted 'no'.

A. Minutes

- Minutes of the Regular School Board meeting held on November 9, 2020
- Minutes of the Special School Board meeting held on November 13, 2020

B. Gift Agreements

- \$3,369.43 from Greenvale Township to Greenvale Park Elementary School to support additional items needed in response to COVID-19.

C. Financial Report - July 2020

Director of Finance Val Mertesdorf requested that the Board approve paid bills totaling \$2,644,009.48, payroll checks totaling \$3,006,395.42, bond payments totaling \$1,013,837.51, a wire transfer totaling \$4,185,911.48 from MN Trust Bldg Bond to MSDLAF Liquid, a wire transfer totaling \$100,000.00 from Frandsen General to Frandsen Sweep, a wire transfer totaling \$150,000.00 from Frandsen Sweep to Frandsen General, and the financial reports for July 2020. At the end of July 2020 total cash and investments amounted to \$44,436,844.85.

D. Personnel

a) Appointments

1. Chelsey Oberstar, 1.0 FTE Special Ed DCD Teacher at the High School, beginning 1/25/2021. BA, Step 1-pending on obtaining a teaching license.
2. Carolyn Manderfeld, Community School Club Leader-virtual for up to 3 hours/day, 2 days/week, beginning 12/1/2020-6/10/2021. \$22.27/hr.
3. Nicole Rasmussen, Special Ed EA-PCA for 6.75 hours/day at Bridgewater, beginning 11/2/2020. Spec Ed Step 2-\$16.41/hr.
4. Katrina Warner, Special Ed EA-PCA for 6.75 hours/day at Bridgewater, beginning 12/9/2020. Spec Ed Step 3-\$16.75/hr.

b) Increase/Decrease/Change in Assignment

1. Colleen Almen, CNA II at the Middle School, change to CNA-On call with the District, effective 11/18/2020 through the return from distance learning.
2. Dorothy Cohan, Administrative Assistant at the District Office, add Event Worker at the High School, effective 10/20/2020.
3. Ilana Forsgren, CNA I for 3.75 hours/day for 5 days/week at Greenvale Park, change to 3.75 hours/day for 2 days/week at Greenvale Park, effective 11/18/2020 through the return from distance learning.
4. Briana Lanham, Long Term Substitute KidVentures Site Leader for 35 hours/week at Sibley, change to KidVentures Site Assistant for a total 28.5 hours/week at Sibley, effective 11/16/2020.
5. Elizabeth Musicant, Teacher at the High School, add Assistant Speech Coach-Hourly at the High School, effective 1/4/2021. \$18.00/hr.
6. Anna Runestad, Early Childhood Screening Substitute at the NCEC, change to Early Childhood Screener at the NCEC, effective 11/10/2020.
7. Deborah Seitz, Teacher at the Middle School, add Assistant Speech Coach-Hourly at the High School, effective 1/4/2021. \$18.00/hr.
8. Natalie Amy, 1.0 FTE Teacher +overload at the Middle School, change to 1.0 FTE Teacher at the Middle School, effective 11/23/2020.
9. Anna Bae, KidVentures Student Site Assistant for up to 15 hours/week at Bridgewater, change to KidVentures Student Site Assistant on call as needed, effective 11/23/2020.
10. Andrew Bealles, KidVentures Site Assistant for 23.5 hours/week at Bridgewater, change to KidVentures Site Assistant on call as needed, effective 12/1/2020.

11. Claire Edwards, KidVentures Site Assistant for 26 hours/week at Sibley, change to KidVentures Site Assistant on call as needed, effective 11/23/2020.
12. Meckinzy Futhey, KidVentures Student Site Assistant for 23.5 hours/week at Sibley, change to KidVentures Student Site Assistant on call as needed, effective 11/23/2020.
13. Julene Johnson, Gen Ed EA for 5.5 hours/day at Bridgewater, change to Gen Ed EA for 6 hours/day at Bridgewater, effective 11/6/2020.
14. Heather Kuehl, 1.0 FTE English Teacher +overload at the Middle School, change to 1.0 FTE English Teacher at the Middle School, effective 11/23/2020.
15. Isaac Lager, KidVentures Site Assistant for up to 15 hours/week at Greenvale Park, change to KidVentures Site Assistant on call as needed, effective 11/23/2020-12/4/2020.
16. Briana Lanham, KidVentures Site Assistant at Sibley, add KidVentures Site Assistant at Greenvale Park, effective 12/7/2020.
17. Peter Maus, .6 FTE Math Teacher and .2 FTE Study Hall at the Middle School, change to .6 FTE Math Teacher at the Middle School, effective 11/23/2020.
18. Marianne Moser, Media EA at the High School, change to 1.0 FTE Long Term Substitute Class IV Administrative Assistant in the District office, effective 12/9/2020-2/5/2021. \$21.04/hr.
19. Kevin Olson, Substitute Teacher with the District, Change to Long Term Substitute Full-Time Teacher Substitute with the District, effective 11/23/2020-12/4/2020. \$27.66/hr.
20. Gabby Roman Pownell, KidVentures Student Site Assistant for up to 15 hours/week at Sibley, change to KidVentures Student Site Assistant on call as needed, effective 11/23/2020.
21. Grace Schulz, Hand in Hand Preschool Teacher for 40 hours/week at the NCEC, change to Hand in Hand Preschool Teacher for 30 hours/week at the NCEC, effective 11/23/2020.
22. Joquan Williams, KidVentures Site Assistant for 22.5 hours/week at Greenvale Park, change to KidVentures Site Assistant on call as needed, effective 12/7/2020.
23. Lisa Williams, KidVentures Site Assistant for 8.5 hours/week at Greenvale Park, change to KidVentures Site Assistant on call as needed, effective 11/23/2020.

c) Leave of Absence

1. Colleen Almen, CNA II at the Middle School, Leave of Absence, effective 11/18/2020-the return of distance learning.
2. Lee Murray, EA at Bridgewater, Leave of Absence, effective 11/23/2020-the return of distance learning.
3. Ashley Opatrny, EA at Greenvale Park, Leave of Absence effective 12/11/2020 through the end of the 2020-2021 school year.
4. Updated-Shawna Molloy, Teacher at the High School, Family/Medical Leave of Absence, effective on 10/22/2020-1/29/2021.
5. Cynthia Thomas, Spec Ed EA-Health Aide at the Middle and High School, Leave of Absence, effective 12/14/2020-12/22/2020.

d) Retirements/Resignations/Terminations

1. Susan Bohannon, Full Time Substitute with the District, resignation effective 11/11/2020.
2. Mary Magnuson, Special Ed Teacher at the High School, retirement effective 1/29/2021.
3. Jon Moen, Technology Support Specialist with the District, retirement effective 12/31/2020.

VIII. Superintendent's Report

A. Items for Individual Action

1. Resolution Establishing Combined Polling Places for Multiple Precincts and Designating Hours during which the Polling Places will Remain Open for Voting for School District Elections Not Held on the Day of a Statewide Election. On a motion by Goerwitz, seconded by Iverson, the Board approved the Resolution Establishing Combined Polling Places for Multiple Precincts and Designating Hours during which the Polling Places will Remain Open for Voting for School District Elections Not Held on the Day of a Statewide Election. On a roll call vote, voting 'yes' were Baraniak, Goerwitz, Hardy, Iverson, Pritchard, Quinnell and Stratmoen. No one voted 'no'.
2. Long Term Facilities Maintenance Revised Ten Year Plan. On a motion by Goerwitz, seconded by Hardy, the Board approved a revision to the Long Term Facilities Maintenance Ten Year Expenditure Plan as presented by Director of Finance Val Mertesdorf. On a roll call vote, voting 'yes' were Baraniak, Goerwitz, Hardy, Iverson, Pritchard, Quinnell and Stratmoen. No one voted 'no'.

IX. Items for Information

- A. American Education Week. American Education Week presents everyone with an opportunity to celebrate public education and honor individuals who are making a difference in ensuring that every student receives a quality education. American Education Week was November 16-20, 2020.
- B. Enrollment Options History. Superintendent Hillmann reviewed the Enrollment Options History Report.
- C. Construction Update #37. Superintendent Hillmann updated the Board on the District's construction projects.

X. Future Meetings

- A. Monday, December 14, 2020, 7:00 p.m., Regular Board Meeting, NHS Media Center & Zoom
- B. Monday, January 11, 2021, 7:00 p.m., Organizational Board Meeting followed by the Regular Board Meeting
- C. Monday, January 25, 2020, 7:00 p.m., Regular Board Meeting

XI. Adjournment

On a motion by Quinnell, seconded by Baraniak, the Board approved adjournment by roll call at 10:18 p.m. Voting 'yes' were Baraniak, Goerwitz, Hardy, Iverson, Pritchard, Quinnell and Stratmoen. No one voted 'no'.

Noel Stratmoen
School Board Clerk

NORTHFIELD SCHOOL DISTRICT GIFT AGREEMENT

This agreement made this 24th day of November, 2020, by and between Northfield Raider Touchdown 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

Check # 2146, \$2,700.00 donation for the Hudl software.

Northfield Raider Touchdown Club
Donor

By: Received in Activities 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 24th day of November, 2020, by and between Northfield Booster Club, Inc., 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

Check # 3005, \$2,000.00 donation for the stadium's Pixellot camera.

Northfield Booster Club, Inc.

Donor

By: Received in Activities 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 4th day of December, 2020, by and between Pat Lamb and Ele Hansen Charitable Fund of Northfield shares, 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

\$1,910.00 for two individual Pat Lamb and Ele Hansen Scholarships, check # 1130.

Pat Lamb and Ele Hansen Charitable Fund of
Donor Northfield shares

By: Received in District 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)
Northfield Raider Touchdown Club	\$2,700.00	Hudl software
Northfield Booster Club, Inc.	\$2,000.00	Stadium Pixellot camera
Pat Lamb and Ele Hansen Charitable Fund of Northfield Shares	\$1,910.00	Two individual Pat lamb and Ele Hansen scholarships

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

**Overnight Student Field Trip Proposal
For the
Alternative Learning Center**

Date of Proposal: December 8 , 2020

Purpose of Trip: To take 7 Alternative Learning Center students into the Boundary Waters Canoes Area.

Destination: Tofte, MN and BWCA

Dates: June 14th--June 18th

Itinerary:

June 14th - Leave Northfield and drive up to Sawbill Campground, camping there for the night. We stop in Duluth, Gooseberry Falls, Palisade Head and hike up to Carleton Peak and Tofte Overlook on the way.

June 15th - We will go to Sawbill outfitters, get our gear and hopefully be on the water by 10:a.m

June 16th -Canoe all day, finding a site for the evening.

June 17th

Canoe for a second full day, finding another site for evening.

June 18th We will canoe out of the BWCA and return to Northfield by early evening.

Educational Benefits: Students are required to complete a .25 credit class on wilderness camping and survival and research information about Minnesota's Boundary Waters Canoe Area.

The trip itself will address 17 of the 37 SCANS skills identified by the U.S Department of Labor as the competencies needed to span the gap between the world of school and the workplace. These are the skills the students will use for this trip: reading, writing, speaking, listening, decision making, problem solving, responsibility, social skills, self-management, honesty, time management, team member, leadership, negotiation skills, adaptability, manage resources and teaching others. Additional areas that will be affected include self-esteem, self-confidence, perseverance and patience.

Staff Involved: Cheryl Mathison and Eric McDonald

Time Commitment for Planning: This will be our 16^h trip up there with students. Due to our experience and knowledge we” have the system down” as far as the planning goes
☺

Transportation: Van

Lodging Arrangements: We will be making BWCA camping reservations.

Budget:

Supplies		Instructional Salary
Gas	\$ 150.00	Appx \$4200
Groceries	\$ 275.00	
Sawbill Outfitter	\$ 900.00	
<u>BWCA & campground fees</u>	<u>\$125.00</u>	
	\$1450.00	

Funding Sources Pop machine profits, field trip budget and state funding from student credit earned covers the instructional salary.

Scholarship Availability- None needed

Student Participants- 7

Staff Chaperones: 2

Parent Chaperones- none

Activities for non-participating students: This is part of an elective class. Students not enrolled in the class are not affected.

NORTHFIELD PUBLIC SCHOOLS

PRINCIPALS' & ASSISTANT PRINCIPALS' SENIORITY LIST

2020-21 SCHOOL YEAR

Prepared and Distributed by Human Resources Office

PRINCIPALS' AND ASST. PRINCIPALS' SENIORITY LIST
12/14/2020

Number	Name	Adjusted Hire Date	File Folder Number	License Area	Level	Expiration	Position Description	FTE Assigned
1	Gelineau, Gregory P	8/5/1998	332550	MATHEMATICS	7-12	6/30/2025	Middle School Principal	1.0
				SOCIAL STUDIES -ALL-	7-12	6/30/2025		
				SECONDARY SCHOOL PRINCIPAL	Sec Admin	6/30/2025		
2	Sannes, Scott R	8/2/1999	342666	COACHING	7-12	6/30/2022	Sibley Principal	1.0
				ELEMENTARY EDUCATION	1-6	6/30/2022		
				PRINCIPAL K-12	District	6/30/2022		
3	Leer, Joel P	7/1/2006	333291	ENGLISH/LANGUAGE ARTS	7-12	6/30/2024	High School Principal	1.0
				COACHING	7-12	6/30/2024		
				PRINCIPAL K-12	District	6/30/2024		
4	Antoine, Nancy J	7/1/2007	309311	MATHEMATICS	7-12	6/30/2023	Bridgewater Principal	1.0
				PRINCIPAL K-12	District	6/30/2023		
5	Richardson, Samuel S	7/3/2017	388909	ELEMENTARY EDUCATION	1-6	6/30/2021	Greenvale Park Principal	1.0
				PRINCIPAL K-12	District	6/30/2021		
1	O'Keefe, Michael J	8/3/2015	385745	ELEMENTARY EDUCATION	1-6	6/30/2021	Middle School Assistant Principal	1.0
				PRINCIPAL K-12	District	6/30/2021		
2	Veverka, Nancy L	7/1/2020	335196	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2024	High School Assistant Principal	1.0
				FRENCH	K-12	6/30/2024		
				SPANISH	K-12	6/30/2024		
				PRINCIPAL K-12	District	6/30/2024		
3	Bohren, Ricardo B	7/1/2020	404343	ELEMENTARY EDUCATION	K-6	6/30/2023	High School Assistant Principal	1.0
				PRINCIPAL K-12	District	6/30/2023		

NORTHFIELD PUBLIC SCHOOLS

SENIORITY LIST

2020-21 SCHOOL YEAR

Prepared and Distributed by Human Resources Office

		Name	Page		Name	Page		Name	Page		Name	Page	
		Ackerman, Ann M	10		Davis, Douglas D	3		Hanson, Inger L	11		Landry, Lily E	10	
		Allin, Amy L	5		Dayneko, Jacob J	15		Hanson, Katie A	14		Lane, Karen K	3	
		Alvarez Jr, Ruben	8		DeVries, Sara A	10		Harding, Jacalyn M	5		Langevin, Mark A	5	
		Alvarez, Charlie D	13		Dickerson, Thomas D	16		Harrity-Davidson, Mary E	3		Lanza, Suzanne K	11	
		Amundson, Danielle R	5		Dimick, Kimbra R	10		Harstad, Kristen C	7		Larsen, Melissa A	5	
		Amy, Natalie A	13		Ditlevson, Lydia R	6		Hauck, Karna E	2		Larson, Anne C	2	
		Auge, Mark J	3		Docken, Whitney A	13		Hebzyński, Kelly M	12		Lauritzen-Kohel, Jill M	2	
					Dokken, Tina A	7		Hehr, Ann M	6		Leaphart, Ada M	16	
		Balow, Tyler P	12		Dorey, Amy C	11		Heil, Gretchen O	8		Legros, Marckileine	16	
		Baragary, Paula M	8		Downs, Lindsey J	6		Hetzel, Sheila M	12		Leigh, Bridgette A	16	
		Battaglia, Lisa A	1		Driscoll, Leah S	13		Holden, Dana L	3		Lindstrom, Joyce M	12	
		Bauer, Michelle A	5		Driscoll, Ryan J	9		Holland, Cara L	16		Link, Jennifer M	13	
		Beaulieu, Stephen J	7		Duba, Carolyn K	8		Holmquist, Christopher C	5		Lofquist, Darren A	8	
		Bendett, Michelle	14		DuBe, Sean D	14		Hood, Lisa T	16		Lompart, Jennifer H	6	
		Benhart, Ashley B	13		Duchene, Sarah J	7		Hovden, Lisa M	6		Lorang, Rebecca A	13	
		Berg-Wall, Matthew D	11		Dunkelberger, Brent J	15		Howard, Christine E	13		Lynch, Angela F	15	
		Bernhard, Paul J.	8					Hummel, Kristin N	1				
		Betcher, Krista	1		Eastman, Kyle J	9					Magnuson, Mary K	1	
		Bielenberg, Kiersten E	4		Eddy, Paul R	3		Jandro, Dawn M	4		Mahal, Stephanie M	9	
	I	Biwer-Bekhechi, Julie M	7		Eliason, Angela L	8		Jaynes, Andrew T	6		Malecha, Rebecca L	13	
		Bloom, Sarah F	15		Ellerbusch, Brittany R	9		Jerdee, Ann M.H.	10		Martens, Sarah M.C.	7	
	N	Bolton, Susan N	11		Ensrud, Jan B	4		Johnson, Craig R	3		Mathews, Makenzie R	16	
		Born, Mairin K	9		Ensrud, Mark A	3		Johnson, Erin B	15		Mathison, Anthony A	1	
	D	Borup, Melissa K	14		Eriksen, Molly D.B.	12		Johnson, Kelly J	8		Mathison, Cheryl W	1	
		Bothun, Stefanie A	10		Estrella, Rafael	10		Johnson, Kristen K	3		Matson, Maren E	10	
	E	Bulfer, Briana M	10					Johnson, Kristin G	15		McCabe, Shari E	16	
		Burkhead, Monika H	1		Faust, Tyler L	11		Johnson, Mark T	2		McDonough, Tammy F	9	
	X	Burnham, Renee M	9		Flicek, Kathy A	4		Johnson, Roanne M	2		McKay, Jaclyn D	9	
		Burton, Erik O	15		Flom, Ashley D	11		Jones, Jennifer L	13		McLaughlin, Anne E	12	
					Foehrkolb, Kelley L	12					McManus, Laura C	10	
		Cade, Kristen M.E.	1		Forbord, Jamie A	13		Karl, Joni L	15		Medin, Kimberly A	15	
		Cade, Stephen H.E.	6		Fox, Nancy C	5		Karlsrud, Shari D	9		Meehan, Katrina D	3	
		Campbell, Anne M	12		Frederick, Diane M	5		King, Elizabeth A	3		Mehrkens, Rhea P	5	
		Carlson, Stephani L	9		Freier, Ethan J	4		Kohl, Gail H	1		Messer, Rebecca J	5	
		Casson, Kathleen S	11					Kortbein, Tiffany R	10		Mikkelsen, Curtis D	2	
		Charlton, Pamela A	4		Gaertner, Michelle E	10		Kortuem, Kristi M	12		Mikkelsen, Sara H	4	
		Chlan, Vicky A	1		Gainey, Rebecca A	7		Korynta, Marcy R	12		Mikulski, McKenzie A	15	
		Clarey, Alisha K	12		Garcia Jr., Roberto	8		Kovach, Linda M	4		Miller Gordinier, Leslie A	15	
		Cooney, Noreen L	5		Glassing, Rebecca S	7		Kruger, Natalie A	8		Miller, Amanda J	4	
		Coudret, Raymond T	3		Graupmann, Emileana M	6		Kruse, Angela K	11		Moeller, Amy A	2	
		Craft, Kristen A	11		Gross, Lydia E	15		Kruse, Ann C	13		Moening, Pamela J	13	
		Crase, Danielle M	12		Guggisberg, Richard L	5		Kuehl, Heather H	11		Molloy, Shawna	13	
		Czech, Natalie A	10					Kust, Daniel P	2		Momberg, Mary	6	
					Haar, Rebecca J	1					Mucha, Ellen M	5	
		Dahle, Kevin L	2		Hagberg, Stephanie R.	7					Muniak, Edward M	14	
		Danielson, Adam B	4		Haley, Paige W	15					Musicant, Elizabeth O	16	
		Danielson, Christa A	6		Halvorson, Denise A	2					Myers, Jacie L	7	
		David, Caitlin A	14		Hand, Brenda A	5							

	Name	Page		Name	Page		Name	Page		Name	Page	
	Nagy, Diane R	10		Rud, Jodie L	12		Stulken, Shelley N.	12		Winter, Kari J	12	
	Navarro, Deborah D	14		Rudebusch, Lee B	15		Sullivan, Bob T	1		Witt, Margaret S	7	
	Nelson, Karen M.R.	12		Russell, Deborah M	15		Swan McDonald, Eric J	11		Wolner, Julie E	2	
	Nelson, Lisa J	1		Ryan, Tiffany C	13		Swan McDonald, Sarah E.	4		Woodstrup, Katherine A	8	
	Nivala, Jessica A.M.	10		Ryden, Heather H	4		Sweeney, BambiJo Allison	11				
	Nohava Hall, Erin J	11					Swenson, Erik T	8		Yamry, Corrine E	8	
	Norrie, Katherine M	4		Sand, John J	8		Swenson, Gina Q	10		Youngblut, Mary Beth	1	
	Northrup, Ashley W.	8		Sand, Leah LL	7					Yule, Brent W	14	
				Sasse, Anita L	10		Tacheny, Amy L	8				
	O'Connor, Catherine A	9		Sawyer, Darrell J	4		Taggart, Steven M	9		Zach, Sari L	3	
	Olivier, Heather E	8		Sawyer, Jamin V	13		Talbot Peterson, Laura A	9		Ziemann, Elizabeth J	9	
	O'Neill, Christopher G	5		Saxton West, Jody L	4		Taylor, Lori L	10		Zupfer-Rice, Carrie B	1	
	Ostermann, April D	3		Schnorr, John R	1		Temple, Linda M	10				
	Otte, Allison L	8		Schock, Angela A	14		Thompson, Jonathan D	16				
	Otte, Molly J.E.	14		Schrader, Amanda R	6		Thornton, Mark W	3				
	Otting, Kelleen K	11		Schultz, Micah T	11		Timerson, Bridget L	12				
	Ousley, Paul H	11		Schuster, Renae C	2		Tisdale, Brigitte A	5				
				Schwaab, Sherry L	4		Torbenson, Diane L	1				
	Palmquist, Pamela L	5		Schwartz, Mollie A	16		Toure-Keita, Maimouna	16				
I	Papke, Nicole S	6		Scoville-Riazi, Christopher A	11		Tracy, Amanda G	5				
	Patterson, Rebekah A	8		Seeberg, Paula J	4		Tran, Lahna B	6				
N	Peterson, Betsy L	13		Seitz, Deborah S	6		Trebelhorn, Erica L	11				
	Peterson, Lori L	7		Selwan, Bernard	16		Trebelhorn, ReNae T	2				
D	Peterson, Stephanie K	16		Serie-Amunrud, Joy L	13		Trotman, Ellen J	11				
	Phenow, Dustee D	11		Sherman, Karleen G	9		Truman, Nathan R	4				
E	Pietsch, Ryan D	7		Sherman, Michael T	16		Turnacliff, Rose M	6				
	Piper, David L	2		Sherry, Lynsi J	13							
X	Polzin, Ashly M	15		Sickler, Gregory T	3		Valentine, Elizabeth A	7				
	Prestemon, Kari J	7		Sickler, Michelle M	3		Veltri, Alicia A	14				
	Pudas, Heather K	8		Sieger, Amanda M.S.	5		Viesselman, Karl E	6				
	Puppe, Susan B	14		Sieve, Amy C	5		Vind, Laura E	14				
				Sjoberg, Caroline F	14		Vondrasek, Tara R	16				
	Randall, Amy L	13		Slegers, Kimberly A	2							
	Rasmussen, Deborah U	3		Smith, Janet L	14		Warner, Lori K	12				
	Rauk, Brent E	5		Soderlund, Amber L	13		Waters, Katherine P	14				
	Reed, Melissa J	8		Sonnega, Michelle M	3		Webster, Sara A	9				
	Richardson, Andrew J	16		Spitzack, Joshua M	12		Weiland, Jane E	8				
	Riesgraf, Daniel S	6		Spitzack, Melissa R	8		Weinmann, Earl J	2				
	Riley, Patrick N	7		Staab, Geoffrey D	10		Weis, Lisa C	7				
	Robb, Lisa A.K.	9		Stanaway, Paul D	2		Whitney, Jonathan D	12				
	Robertson, Caitlin I	16		Stanina, Scott G	10		Wiebe, Jamie L	10				
	Robia, Mary D	8		Stanton Ims, Heather D	4		Wiebe, Travis J	6				
	Rolling, Rachel	15		Steele, Michelle L	3		Wiertsema-Miller, Kathy J	4				
	Rose, Heather L	15		Stellner, Brynne E	13		Wiese, Diane L	13				
	Roth, Kyle R	12		Stevens, Brian C	7		Will, Tania R	1				
	Roth, Melissa J	15		Streefland, Jennifer Lynn	6		Williams, Mary B	1				
	Rubin, Anna M	11		Stromme, Ella S	16		Wilson, Theresa M	14				

2020-2021 Teacher and Administrator Seniority Report

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+20	0270040	110000	MATHEMATICS	7-12	6/30/2023	High School, Mathematics, Teacher	1.00
2	Schnorr, John R	10/24/1984	MA+40	0281180	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2025	Longfellow, Speech/Lang Pathologist	1.00
3	Mathison, Cheryl W	9/1/1985	MA	0297580	000745	TEACHER-COORD WORK EXP DISADVANTAGED	Voc High School	6/30/2023	ALC, Secondary, Teacher	1.00
	Mathison, Cheryl W	9/1/1985	MA	0297580	000750	TEACHER/COORD WORK EXP HANDICAPPED	Voc High School	6/30/2023	ALC, Secondary, Teacher	1.00
	Mathison, Cheryl W	9/1/1985	MA	0297580	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2023	ALC, Secondary, Teacher	1.00
4	Torbenson, Diane L	9/1/1987	MA+40	0307242	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, Elementary, Teacher	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	1.00
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+40	0321832	933000	PRINCIPAL K-12	District	6/30/2021	High School, English/Language Art, Teacher	1.00
	Sullivan, Bob T	9/1/1989	MA+40	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+40	0321832	080450	COACHING	7-12	6/30/2022	High School, English/Language Art, Teacher	1.00
8	Youngblut, Mary Beth	9/1/1989	MA	0307941	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
9	Betcher, Krista	9/1/1990	MA+30	312009	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	LOA	LOA
	Betcher, Krista	9/1/1990	MA+30	312009	190201	LEARNING DISABILITIES	K-12	6/30/2025	LOA	LOA
	Betcher, Krista	9/1/1990	MA+30	312009	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2025	LOA	LOA
	Betcher, Krista	9/1/1990	MA+30	312009	50196	READING	K-12	6/30/2025	LOA	LOA
10	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	1.00
	Mathison, Anthony A	9/1/1991	MA	0304219	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2021	Bridgewater, Elementary, Teacher	1.00
11	Nelson, Lisa J	9/1/1991	MA	0330573	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Greenvale Park, Elementary, Teacher	1.00
12	Burkhead, Monika H	9/23/1991	MA+40	0326371	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Middle School, Elementary, Teacher	1.00
13	Haar, Rebecca J	1/14/1992	MA+40	0336369	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Sibley, Elementary, Teacher	1.00
14	Battaglia, Lisa A	9/1/1992	MA+40	0315567	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2024	High School, MTSS, Teacher	1.00
	Battaglia, Lisa A	9/1/1992	MA+40	0315567	050196	READING	K-12	6/30/2024	High School, MTSS, Teacher	1.00
	Battaglia, Lisa A	9/1/1992	MA+40	0315567	160000	TEACHER/COORDINATOR WORK BASED LRNG	9-12	6/30/2024	High School, MTSS, Teacher	1.00
	Battaglia, Lisa A	9/1/1992	MA+40	0315567	190201	LEARNING DISABILITIES	K-12	6/30/2024	High School, MTSS, Teacher	1.00
15	Zupfer-Rice, Carrie B	9/1/1992	MA+40	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+40	0328365	190201	LEARNING DISABILITIES	K-12	6/30/2023	Greenvale Park, Specific Learning Disability, Teacher	1.00
	Zupfer-Rice, Carrie B	9/1/1992	MA+40	0328365	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2023	Greenvale Park, Specific Learning Disability, Teacher	1.00
16	Cade, Kristen M.E.	9/1/1992	MA+40	0337935	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Bridgewater, Kindergarten, Teacher	1.00
17	Will, Tania R	9/1/1992	MA+30	0320366	080450	COACHING	7-12	6/30/2022	Sibley, Elementary, Teacher	1.00
	Will, Tania R	9/1/1992	MA+30	0320366	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Sibley, Elementary, Teacher	1.00
	Will, Tania R	9/1/1992	MA+30	0320366	933000	PRINCIPAL K-12	District	6/30/2022	Sibley, Elementary, Teacher	1.00
18	Williams, Mary B	9/1/1992	MA+10	0280057	120000	MUSIC	K-12	6/30/2024	High School, Music, Teacher	1.00

2020-2021 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
19	Johnson, Roanne M	9/1/1992	MA+10	0338309	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Bridgewater, Specific Learning Disability, Teacher	1.00
	Johnson, Roanne M	9/1/1992	MA+10	0338309	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2021	Bridgewater, Specific Learning Disability, Teacher	1.00
	Johnson, Roanne M	9/1/1992	MA+10	0338309	190201	LEARNING DISABILITIES	K-12	6/30/2021	Bridgewater, Specific Learning Disability, Teacher	1.00
20	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	1.00
	Stanaway, Paul D	9/1/1992	MA	0326362	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2024	Middle School, Physical Education, Teacher	1.00
21	Hauck, Karna E	9/1/1992	MA	0336042	020000	VISUAL ARTS	K-12	6/30/2024	High School, Art, Teacher	1.00
22	Hummel, Kristin N	9/1/1992	MA	0341486	120100	CLASSROOM MUSIC	K-12	6/30/2025	Bridgewater, Elementary, Teacher	1.00
	Hummel, Kristin N	9/1/1992	MA	0341486	120401	VOCAL MUSIC	K-12	6/30/2025	Bridgewater, Elementary, Teacher	1.00
23	Mikkelsen, Curtis D	9/1/1992	BA+40	0339668	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2025	Middle School, Social Studies, Teacher	1.00
24	Johnson, Mark T	9/1/1992	BA+30	0311841	080300	PHYSICAL EDUCATION	K-12	6/30/2024	Middle School, Physical Education, Teacher	1.00
	Johnson, Mark T	9/1/1992	BA+30	0311841	080450	COACHING	7-12	6/30/2024	Middle School, Physical Education, Teacher	1.00
	Johnson, Mark T	9/1/1992	BA+30	0311841	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2024	Middle School, Physical Education, Teacher	1.00
	Johnson, Mark T	9/1/1992	BA+30	0311841	190201	LEARNING DISABILITIES	K-12	6/30/2024	Middle School, Physical Education, Teacher	1.00
25	Weinmann, Earl J	9/1/1993	MA+40	0295342	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2025	Middle School, Social Studies, Teacher	1.00
	Weinmann, Earl J	9/1/1993	MA+40	0295342	210000	DRIVER EDUCATION	7-12	6/30/2025	Middle School, Social Studies, Teacher	1.00
26	Slegers, Kimberly A	9/1/1993	MA+20	0336947	080100	HEALTH EDUCATION	K-12	12/30/2020	High School, Physical Education & Health, Teacher	1.00
	Slegers, Kimberly A	9/1/1993	MA+20	0336947	080300	PHYSICAL EDUCATION	K-12	12/30/2020	High School, Physical Education & Health, Teacher	1.00
	Slegers, Kimberly A	9/1/1993	MA+20	0336947	080450	COACHING	7-12	12/30/2020	High School, Physical Education & Health, Teacher	1.00
27	Kust, Daniel P	9/1/1993	MA+10	0300536	080450	COACHING	7-12	6/30/2024	Middle School, Elementary, Teacher	1.00
	Kust, Daniel P	9/1/1993	MA+10	0300536	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Middle School, Elementary, Teacher	1.00
	Kust, Daniel P	9/1/1993	MA+10	0300536	940301	MIDDLE SCHOOL GUIDANCE & COUNSELING	Middle Sch	6/30/2024	Middle School, Elementary, Teacher	1.00
	Kust, Daniel P	9/1/1993	MA+10	0300536	940302	ELEMENTARY GUIDANCE & COUNSELING	1-6	6/30/2024	Middle School, Elementary, Teacher	1.00
28	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	1.00
29	Piper, David L	9/1/1993	BA+20	0286635	190201	LEARNING DISABILITIES	K-12	6/30/2021	Middle School, Specific Learning Disability, Teacher	1.00
	Piper, David L	9/1/1993	BA+20	0286635	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2021	Middle School, Specific Learning Disability, Teacher	1.00
30	Wolner, Julie E	1/24/1994	MA	0310689	140050	BUSINESS	5-12	6/30/2025	High School, Business, Teacher	1.00
	Wolner, Julie E	1/24/1994	MA	0310689	140710	ADMINISTRATIVE SUPPORT OCCUPATIONS	Voc High School	6/30/2025	High School, Business, Teacher	1.00
	Wolner, Julie E	1/24/1994	MA	0310689	149992	BUSINESS ED (EXCEPT SHORTHAND)	7-12	6/30/2025	High School, Business, Teacher	1.00
	Wolner, Julie E	1/24/1994	MA	0310689	149997	KEYBOARDING FOR COMPUTER APPL	K-8	6/30/2025	High School, Business, Teacher	1.00
31	Schuster, Renae C	9/1/1994	MA+40	0334444	080450	COACHING	7-12	6/30/2024	Bridgewater, Elementary, Teacher	1.00
	Schuster, Renae C	9/1/1994	MA+40	0334444	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Bridgewater, Elementary, Teacher	1.00
32	Lauritzen-Kohel, Jill M	9/1/1994	MA+40	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+40	0351936	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2023	High School, English/Language Art, Teacher	1.00
33	Trebelhorn, ReNae T	9/1/1994	MA+30	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+30	0319386	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2022	Middle School, DCD & Severely Multiply Impaired, Teacher	1.00
	Trebelhorn, ReNae T	9/1/1994	MA+30	0319386	199802	MODERATE TO SEVERE MENTALLY HDCP	K-12	6/30/2022	Middle School, DCD & Severely Multiply Impaired, Teacher	1.00
34	Moeller, Amy A	9/1/1994	MA+20	0351676	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2022	High School, English/Language Art, Teacher	1.00
35	Halvorson, Denise A	9/1/1994	MA	0311562	060208	FRENCH	1-6	6/30/2025	High School & Middle School, Foreign Language, Teacher	1.00
	Halvorson, Denise A	9/1/1994	MA	0311562	060208	FRENCH	7-12	6/30/2025	High School & Middle School, Foreign Language, Teacher	1.00

2020-2021 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
36	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	1.00
37	Larson, Anne C	9/1/1995	MA+30	0313541	180100	ELEMENTARY EDUCATION	K-6	6/30/2021	Greenvale Park, Elementary, Teacher	1.00
38	Coudret, Raymond T	9/1/1995	MA+30	0326047	110000	MATHEMATICS	7-12	6/30/2024	High School, Mathematics, Teacher	1.00
	Coudret, Raymond T	9/1/1995	MA+30	0326047	933000	PRINCIPAL K-12	District	6/30/2024	High School, Mathematics, Teacher	1.00
39	Harrity-Davidson, Mary E	9/1/1995	BA+20	0268253	050500	SPEECH	7-12	6/30/2024	ALC, Physical Education, Teacher	0.33
	Harrity-Davidson, Mary E	9/1/1995	BA+20	0268253	080300	PHYSICAL EDUCATION	K-12	6/30/2024	ALC, Physical Education, Teacher	0.33
	Harrity-Davidson, Mary E	9/1/1995	BA+20	0268253	080450	COACHING	7-12	6/30/2024	ALC, Physical Education, Teacher	0.33
40	Auge, Mark J	9/1/1996	MA+30	0331004	130200	LIFE SCIENCES	7-12	6/30/2021	High School, Science, Teacher	1.00
	Auge, Mark J	9/1/1996	MA+30	0331004	130500	SCIENCE 5-9	7-12	6/30/2021	High School, Science, Teacher	1.00
41	Sonnega, Michelle M	9/1/1996	MA+10	0346945	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2021	High School, English/Language Art, Teacher	1.00
42	Eddy, Paul R	9/1/1996	MA	0329128	110000	MATHEMATICS	7-12	6/30/2023	High School, Mathematics, Teacher	1.00
43	Johnson, Craig R	9/1/1997	MA+40	0335976	080450	COACHING	7-12	6/30/2024	High School, Science, Teacher	1.00
	Johnson, Craig R	9/1/1997	MA+40	0335976	130200	LIFE SCIENCES	7-12	6/30/2024	High School, Science, Teacher	1.00
44	Meehan, Katrina D	9/1/1997	MA+40	0350739	130200	LIFE SCIENCES	7-12	6/30/2023	Middle School, Science, Teacher	1.00
	Meehan, Katrina D	9/1/1997	MA+40	0350739	130500	SCIENCE 5-9	5-9	6/30/2023	Middle School, Science, Teacher	1.00
45	Ostermann, April D	9/1/1997	MA+40	0362161	060219	SPANISH	1-6	6/30/2024	Sibley, Elementary, Teacher	1.00
	Ostermann, April D	9/1/1997	MA+40	0362161	060301	BILINGUAL/BICULTURAL EDUCATION	K-12	6/30/2024	Sibley, Elementary, Teacher	1.00
	Ostermann, April D	9/1/1997	MA+40	0362161	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Sibley, Elementary, Teacher	1.00
46	Thornton, Mark W	9/1/1997	MA	0336699	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2025	High School, Social Studies, Teacher	1.00
47	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	1.00
	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	1.00
48	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	1.00
	Davis, Douglas D	9/1/1997	MA	0350423	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2022	High School, Physical Education, Teacher	1.00
49	Sickler, Michelle M	9/1/1998	MA+40	0374733	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Greenvale Park, Elementary, Teacher	1.00
50	Lane, Karen K	9/1/1998	MA+20	0329464	080450	COACHING	7-12	6/30/2022	Bridgewater, Elementary, Teacher	1.00
	Lane, Karen K	9/1/1998	MA+20	0329464	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Bridgewater, Elementary, Teacher	1.00
51	Johnson, Kristen K	9/1/1998	MA+10	0321459	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Greenvale Park, Elementary, Teacher	1.00
	Johnson, Kristen K	9/1/1998	MA+10	0321459	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2024	Greenvale Park, Elementary, Teacher	1.00
52	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	1.00
53	King, Elizabeth A	9/1/1998	MA	0374077	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Bridgewater, Elementary, Teacher	1.00
54	Holden, Dana L	9/8/1998	MA+40	0371741	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Bridgewater, Elementary, Teacher	1.00
55	Rasmussen, Deborah U	1/26/1999	MA+10	0377990	940300	SECONDARY GUIDANCE AND COUNSELING	7-12	6/30/2022	High School, Guidance, Guidance Counselor	1.00
56	Zach, Sari L	9/1/1999	MA+40	0310297	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00

2020-2021 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
57	Charlton, Pamela A	9/1/1999	MA+40	0350065	050196	READING	K-12	6/30/2022	Bridgewater, Elementary, Teacher	1.00
	Charlton, Pamela A	9/1/1999	MA+40	0350065	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Bridgewater, Elementary, Teacher	1.00
58	Schwaab, Sherry L	9/1/1999	MA+40	0381002	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Bridgewater, Elementary, Teacher	1.00
59	Freier, Ethan J	9/1/1999	MA+20	0313477	120100	CLASSROOM MUSIC	5-12	6/30/2021	Middle School, Music, Teacher	1.00
	Freier, Ethan J	9/1/1999	MA+20	0313477	120501	BAND	K-12	6/30/2021	Middle School, Music, Teacher	1.00
	Freier, Ethan J	9/1/1999	MA+20	0313477	120502	ORCHESTRA	K-12	6/30/2021	Middle School, Music, Teacher	1.00
60	Jandro, Dawn M	9/1/1999	MA	0339455	050000	ENGLISH/LANGUAGE ARTS	Middle Sch	6/30/2025	Sibley, Elementary, Teacher	1.00
	Jandro, Dawn M	9/1/1999	MA	0339455	080450	COACHING	7-12	6/30/2025	Sibley, Elementary, Teacher	1.00
	Jandro, Dawn M	9/1/1999	MA	0339455	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Sibley, Elementary, Teacher	1.00
61	Flicek, Kathy A	12/13/1999	MA+40	0354747	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Greenvale Park, Kindergarten, Teacher	1.00
62	Kovach, Linda M	1/10/2000	MA+40	0356238	050000	ENGLISH/LANGUAGE ARTS	Middle Sch	6/30/2023	Middle School, Elementary, Teacher	1.00
	Kovach, Linda M	1/10/2000	MA+40	0356238	180100	ELEMENTARY EDUCATION	1-6	6/30/2023	Middle School, Elementary, Teacher	1.00
63	Swan McDonald, Sarah E.	9/1/2000	MA+40	0371147	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2021	High School, Social Studies, Teacher	1.00
64	Sawyer, Darrell J	9/1/2000	MA+40	0372790	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2021	Middle School, Social Studies, Teacher	1.00
65	Mikkelson, Sara H	9/1/2000	MA+40	0387279	050196	READING	K-12	6/30/2022	Middle School, Elementary, Teacher	1.00
	Mikkelson, Sara H	9/1/2000	MA+40	0387279	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Middle School, Elementary, Teacher	1.00
66	Ensrud, Jan B	9/1/2000	MA+40	0387984	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2023	Middle School, English/Language Art, Teacher	1.00
	Ensrud, Jan B	9/1/2000	MA+40	0387984	060219	SPANISH	7-12	6/30/2023	Middle School, English/Language Art, Teacher	1.00
67	Miller, Amanda J	9/1/2000	MA+40	0388666	090100	FAMILY AND CONSUMER SCIENCES	5-12	6/30/2021	Middle School, Secondary, Teacher	1.00
	Miller, Amanda J	9/1/2000	MA+40	0388666	941000	LIBRARY MEDIA SPECIALIST	K-12	6/30/2021	Greenvale Park, Media Center, Teacher	1.00
68	Danielson, Adam B	9/1/2000	MA+30	0386093	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Bridgewater, Elementary, Licensed Instr Support Staff	1.00
69	Norrie, Katherine M	9/1/2000	MA	0385389	020000	VISUAL ARTS	K-12	6/30/2023	High School, Art, Teacher	1.00
70	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	1.00
71	Seeberg, Paula J	9/1/2001	MA+40	0307536	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Sibley, Elementary, Teacher	1.00
72	Wiertsema-Miller, Kathy J	9/1/2001	MA+40	0327873	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2023	High School, Guidance, Guidance Counselor	LOA
	Wiertsema-Miller, Kathy J	9/1/2001	MA+40	0327873	940310	SCHOOL COUNSELOR	K-12	6/30/2023	High School, Guidance, Guidance Counselor	LOA
73	Bielenberg, Kiersten E	9/1/2001	MA+40	0350756	080300	PHYSICAL EDUCATION	K-12	6/30/2022	District-Wide, Physically Impaired, DAPE Specialist	1.00
	Bielenberg, Kiersten E	9/1/2001	MA+40	0350756	080450	COACHING	7-12	6/30/2022	District-Wide, Physically Impaired, DAPE Specialist	1.00
	Bielenberg, Kiersten E	9/1/2001	MA+40	0350756	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2022	District-Wide, Physically Impaired, DAPE Specialist	1.00
	Bielenberg, Kiersten E	9/1/2001	MA+40	0350756	190310	PHYSICAL AND HEALTH DISABILITIES	B-12	6/30/2022	District-Wide, Physically Impaired, DAPE Specialist	1.00
74	Ryden, Heather H	9/1/2001	MA+40	0352379	933000	PRINCIPAL K-12	District	6/30/2021	Middle School, Elementary, Teacher	1.00
	Ryden, Heather H	9/1/2001	MA+40	0352379	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Middle School, Elementary, Teacher	1.00
	Ryden, Heather H	9/1/2001	MA+40	0352379	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2022	Middle School, Elementary, Teacher	1.00
	Ryden, Heather H	9/1/2001	MA+40	0352379	190201	LEARNING DISABILITIES	K-12	6/30/2022	Middle School, Elementary, Teacher	1.00
75	Saxton West, Jody L	9/1/2001	MA+40	0362766	130200	LIFE SCIENCES	7-12	6/30/2023	High School, Science, Teacher	1.00
	Saxton West, Jody L	9/1/2001	MA+40	0362766	130600	SCIENCE 5-8	5-8	6/30/2023	High School, Science, Teacher	1.00
76	Stanton Ims, Heather D	9/1/2001	MA+40	0368562	940710	SCHOOL SOCIAL WORKER	Pre K-12	12/30/2020	Middle School, Secondary, Social Worker	1.00

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Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
77	Langevin, Mark A	9/1/2001	MA+40	0374420	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Middle School, Elementary, Teacher	1.00
78	Amundson, Danielle R	9/1/2001	MA+40	0377846	060219	SPANISH	1-6	6/30/2022	Greenvale Park, Elementary, Teacher	1.00
	Amundson, Danielle R	9/1/2001	MA+40	0377846	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Greenvale Park, Elementary, Teacher	1.00
79	O'Neill, Christopher G	9/1/2001	MA+40	0394434	060219	SPANISH	K-8	6/30/2022	Middle School, Elementary, Teacher	1.00
	O'Neill, Christopher G	9/1/2001	MA+40	0394434	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2022	Middle School, Elementary, Teacher	1.00
	O'Neill, Christopher G	9/1/2001	MA+40	0394434	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Middle School, Elementary, Teacher	1.00
80	Messer, Rebecca J	9/1/2001	MA+40	0396914	130300	PHYSICAL SCIENCES (PHYSICS & CHEM)	7-12	6/30/2023	High School, Science, Teacher	1.00
81	Harding, Jacalyn M	9/1/2001	MA+30	0341451	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
	Harding, Jacalyn M	9/1/2001	MA+30	0341451	180102	PRE-KINDERGARTEN	Pre K	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
82	Palmquist, Pamela L	9/1/2001	MA+30	0376487	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2022	MS/HS Speech/Language Pathologist	1.00
83	Fox, Nancy C	9/1/2001	MA+30	0384927	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Sibley, Elementary, Teacher	1.00
	Fox, Nancy C	9/1/2001	MA+30	0384927	180102	PRE-KINDERGARTEN	Pre K	6/30/2023	Sibley, Elementary, Teacher	1.00
84	Mehrken, Rhea P	9/1/2001	MA+30	0397123	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	LOA	LOA
85	Mucha, Ellen M	9/1/2001	MA+20	0327482	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2023	High School, English/Language Art, Teacher	1.00
86	Sieve, Amy C	9/1/2001	MA+10	0283287	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2025	Middle School, Bridgewater, Sibley, Media Center, Teacher	1.00
	Sieve, Amy C	9/1/2001	MA+10	0283287	940400	LIBRARIAN	K-12	6/30/2025	Middle School, Bridgewater, Sibley, Media Center, Teacher	1.00
	Sieve, Amy C	9/1/2001	MA+10	0283287	941000	LIBRARY MEDIA SPECIALIST	K-12	6/30/2025	Middle School, Bridgewater, Sibley, Media Center, Teacher	1.00
87	Frederick, Diane M	9/1/2001	MA+10	0325516	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Middle School, Specific Learning Disability, Teacher	1.00
	Frederick, Diane M	9/1/2001	MA+10	0325516	190201	LEARNING DISABILITIES	K-12	6/30/2024	Middle School, Specific Learning Disability, Teacher	1.00
	Frederick, Diane M	9/1/2001	MA+10	0325516	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2024	Middle School, Specific Learning Disability, Teacher	1.00
88	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
89	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	1.00
90	Guggisberg, Richard L	9/1/2001	MA	0377143	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Sibley, Elementary, Teacher	1.00
91	Tracy, Amanda G	9/1/2001	MA	0389558	060219	SPANISH	7-12	6/30/2021	High School, Foreign Language, Teacher	1.00
	Tracy, Amanda G	9/1/2001	MA	0389558	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	High School, Foreign Language, Teacher	1.00
92	Sieger, Amanda M.S.	9/1/2001	MA	0394685	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Sibley, Kindergarten, Teacher	1.00
	Sieger, Amanda M.S.	9/1/2001	MA	0394685	180102	PRE-KINDERGARTEN	Pre K	6/30/2022	Sibley, Kindergarten, Teacher	1.00
93	Tisdale, Brigitte A	9/1/2001	BA+20	0370091	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Greenvale Park, Title I, Teacher	0.80
94	Allin, Amy L	9/1/2002	MA+40	0328035	130200	LIFE SCIENCES	7-12	6/30/2023	Middle School, Science, Teacher	1.00
	Allin, Amy L	9/1/2002	MA+40	0328035	130400	EARTH AND SPACE SCIENCE	7-12	6/30/2023	Middle School, Science, Teacher	1.00
95	Hand, Brenda A	9/1/2002	MA+40	0375929	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2021	Bridgewater, Limited English Proficiency, Teacher	1.00
96	Larsen, Melissa A	9/1/2002	MA+40	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+40	0403927	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2023	Greenvale Park, Elementary, Licensed Instr Support Staff	1.00
97	Bauer, Michelle A	9/1/2002	MA+30	0344814	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2021	District-Wide, K-12 Instructional Coach, Teacher	1.00

2020-2021 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
98	Seitz, Deborah S	9/1/2002	MA+10	0318182	050196	READING	K-12	6/30/2022	Middle School, Emotional/Behavioral Disorder, Teacher	1.00
	Seitz, Deborah S	9/1/2002	MA+10	0318182	080450	COACHING	7-12	6/30/2022	Middle School, Emotional/Behavioral Disorder, Teacher	1.00
	Seitz, Deborah S	9/1/2002	MA+10	0318182	130200	LIFE SCIENCES	7-12	6/30/2022	Middle School, Emotional/Behavioral Disorder, Teacher	1.00
	Seitz, Deborah S	9/1/2002	MA+10	0318182	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2022	Middle School, Emotional/Behavioral Disorder, Teacher	1.00
	Seitz, Deborah S	9/1/2002	MA+10	0318182	190201	LEARNING DISABILITIES	K-12	6/30/2022	Middle School, Emotional/Behavioral Disorder, Teacher	1.00
99	Hehr, Ann M	9/1/2002	MA+10	0388265	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Sibley, Elementary, Teacher	1.00
	Hehr, Ann M	9/1/2002	MA+10	0388265	941000	LIBRARY MEDIA SPECIALIST	K-12	6/30/2023	Sibley, Elementary, Teacher	1.00
100	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	1.00
101	Tran, Lahna B	9/1/2002	MA	0397901	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Bridgewater, Kindergarten, Teacher	1.00
102	Cade, Stephen H.E.	9/1/2002	MA	0405291	060219	SPANISH	K-12	6/30/2021	High School, Foreign Language, Teacher	1.00
103	Streefland, Jennifer Lynn	2/10/2003	MA+40	0404809	940310	SCHOOL COUNSELOR	K-12	6/30/2023	Middle School, Guidance, Guidance Counselor	1.00
104	Turnacliff, Rose M	9/1/2003	MA+40	0303267	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2024	Middle School, Elementary, Teacher	1.00
	Turnacliff, Rose M	9/1/2003	MA+40	0303267	050196	READING	K-12	6/30/2024	Middle School, Elementary, Teacher	1.00
105	Papke, Nicole S	9/1/2003	MA+30	0342407	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Greenvale Park, Title I, Teacher	0.80
106	Momberg, Mary E	9/1/2003	MA+30	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+30	0417723	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2021	Middle School, ASD, DCD, Severely Multiply Impaired, Teacher	1.00
	Momberg, Mary E	9/1/2003	MA+30	0417723	190201	LEARNING DISABILITIES	K-12	6/30/2021	Middle School, ASD, DCD, Severely Multiply Impaired, Teacher	1.00
	Momberg, Mary E	9/1/2003	MA+30	0417723	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2021	Middle School, ASD, DCD, Severely Multiply Impaired, Teacher	1.00
107	Graupmann, Emileana M	9/1/2003	MA+10	0410457	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2024	High School, Social Studies, Teacher	1.00
108	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	1.00
109	Wiebe, Travis J	9/1/2003	MA	0408928	130301	CHEMISTRY	9-12	6/30/2025	High School, Science, Teacher	1.00
110	Downs, Lindsey J	2/9/2004	MA+40	0414129	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Sibley, Elementary, Teacher	1.00
	Downs, Lindsey J	2/9/2004	MA+40	0414129	180105	PRE-PRIMARY	AGE 3 - K	6/30/2025	Sibley, Elementary, Teacher	1.00
111	Hovden, Lisa M	9/1/2004	MA+40	0408530	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2025	Middle School, Social Studies, Teacher	1.00
112	Danielson, Christa A	9/1/2004	MA+40	0417939	180100	ELEMENTARY EDUCATION	K-6	6/30/2021	Bridgewater, Kindergarten, Teacher	1.00
	Danielson, Christa A	9/1/2004	MA+40	0417939	180105	PRE-PRIMARY	AGE 3 - K	6/30/2021	Bridgewater, Kindergarten, Teacher	1.00
113	Schrader, Amanda R	9/1/2004	MA+40	0419020	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2025	Sibley, Limited English Proficiency, Teacher	1.00
114	Viesselman, Karl E	9/1/2004	MA+30	0324020	080450	COACHING	7-12	6/30/2024	High School, Mathematics, Teacher	1.00
	Viesselman, Karl E	9/1/2004	MA+30	0324020	110000	MATHEMATICS	7-12	6/30/2024	High School, Mathematics, Teacher	1.00
115	Ditlevson, Lydia R	9/1/2004	MA+20	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+20	0295289	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2021	Sibley, Physically Impaired, DCD, Severely Multiply Impaired, Teacher	1.00
	Ditlevson, Lydia R	9/1/2004	MA+20	0295289	190201	LEARNING DISABILITIES	K-12	6/30/2021	Sibley, Physically Impaired, DCD, Severely Multiply Impaired, Teacher	1.00
	Ditlevson, Lydia R	9/1/2004	MA+20	0295289	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2021	Sibley, Physically Impaired, DCD, Severely Multiply Impaired, Teacher	1.00
	Ditlevson, Lydia R	9/1/2004	MA+20	0295289	199802	MODERATE TO SEVERE MENTALLY HDCP	K-12	6/30/2021	Sibley, Physically Impaired, DCD, Severely Multiply Impaired, Teacher	1.00
116	Riesgraf, Daniel S	9/1/2004	MA+20	0381148	080100	HEALTH EDUCATION	K-12	6/30/2022	Middle School, Health, Teacher	1.00
	Riesgraf, Daniel S	9/1/2004	MA+20	0381148	080300	PHYSICAL EDUCATION	K-12	6/30/2022	Middle School, Health, Teacher	1.00

2020-2021 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
117	Gainey, Rebecca A	9/1/2004	MA+10	0303750	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Sibley, Elementary, Teacher	1.00
118	Stevens, Brian C	9/1/2004	BA+20	0416847	150000	SOCIAL STUDIES -ALL-	5-12	12/30/2020	High School, Social Studies, Teacher	1.00
119	Valentine, Elizabeth A	9/1/2005	MA	0365433	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2025	Sibley, Limited English Proficiency, Teacher	1.00
120	Howard, Christopher L	9/1/2005	BA+40	0423952	060219	SPANISH	K-12	6/30/2021	Middle School, Foreign Language, Teacher	1.00
121	Witt, Margaret S	1/9/2006	MA	0281667	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Sibley, Elementary, Licensed Instr Support Staff	1.00
122	Weis, Lisa C	9/1/2006	MA+10	0339439	080100	HEALTH EDUCATION	K-12	6/30/2024	Middle School, Health, Teacher	1.00
	Weis, Lisa C	9/1/2006	MA+10	0339439	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2024	Middle School, Health, Teacher	1.00
	Weis, Lisa C	9/1/2006	MA+10	0339439	190201	LEARNING DISABILITIES	K-12	6/30/2024	Middle School, Health, Teacher	1.00
	Weis, Lisa C	9/1/2006	MA+10	0339439	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2024	Middle School, Health, Teacher	1.00
	Weis, Lisa C	9/1/2006	MA+10	0339439	199801	MILD TO MODERATE MENTALLY HDPC	K-12	6/30/2024	Middle School, Health, Teacher	1.00
123	Glassing, Rebecca S	9/1/2006	MA+10	0344145	080450	COACHING	7-12	6/30/2023	High School, Media Center, Teacher	1.00
	Glassing, Rebecca S	9/1/2006	MA+10	0344145	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	High School, Media Center, Teacher	1.00
	Glassing, Rebecca S	9/1/2006	MA+10	0344145	941000	LIBRARY MEDIA SPECIALIST	K-12	6/30/2023	High School, Media Center, Teacher	1.00
124	Prestemon, Kari J	9/1/2006	MA	0327656	940710	SCHOOL SOCIAL WORKER	Pre K-12	12/30/2020	High School, Secondary, Social Worker	0.80
125	Dokken, Tina A	9/1/2006	BA+40	0397079	110000	MATHEMATICS	7-12	6/30/2022	LOA	LOA
126	Martens, Sarah M.C.	9/1/2006	BA+40	0419401	060219	SPANISH	K-12	6/30/2025	High School, Foreign Language, Teacher	1.00
127	Harstad, Kristen C	9/1/2006	BA+20	0309584	190202	AUTISM SPECTRUM DISORDERS	B-12	12/30/2020	Sibley, Autistic Spectrum Disorders, Teacher	1.00
	Harstad, Kristen C	9/1/2006	BA+20	0309584	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	12/30/2020	Sibley, Autistic Spectrum Disorders, Teacher	1.00
	Harstad, Kristen C	9/1/2006	BA+20	0309584	199801	MILD TO MODERATE MENTALLY HDPC	K-12	12/30/2020	Sibley, Autistic Spectrum Disorders, Teacher	1.00
128	Sand, Leah LL	1/22/2007	MA+20	0375623	050196	READING	K-12	6/30/2024	High School, Physical Education & DAPE, Teacher	1.00
	Sand, Leah LL	1/22/2007	MA+20	0375623	080100	HEALTH EDUCATION	5-12	6/30/2024	High School, Physical Education & DAPE, Teacher	1.00
	Sand, Leah LL	1/22/2007	MA+20	0375623	080300	PHYSICAL EDUCATION	K-12	6/30/2024	High School, Physical Education & DAPE, Teacher	1.00
	Sand, Leah LL	1/22/2007	MA+20	0375623	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2024	High School, Physical Education & DAPE, Teacher	1.00
129	Riley, Patrick N	9/1/2007	MA+40	0436268	130301	CHEMISTRY	9-12	6/30/2023	High School, Science, Teacher	1.00
130	Peterson, Lori L	9/1/2007	MA	0405742	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2025	Middle School, Emotional/Behavioral Disorder, Teacher	1.00
131	Beaulieu, Stephen J	9/1/2007	MA	0418894	110000	MATHEMATICS	5-12	12/30/2020	High School, Mathematics, Teacher	1.00
132	Pietsch, Ryan D	9/1/2007	MA	0434807	080300	PHYSICAL EDUCATION	K-12	6/30/2023	Sibley, Elementary, Teacher	1.00
133	Biwer-Bekhechi, Julie M	9/1/2007	BA+20	0350193	060208	FRENCH	7-12	12/30/2020	Middle School, Foreign Language, Teacher	0.40
	Biwer-Bekhechi, Julie M	9/1/2007	BA+20	0350193	060208	FRENCH	Middle Sch	12/30/2020	Middle School, Foreign Language, Teacher	0.40
	Biwer-Bekhechi, Julie M	9/1/2007	BA+20	0350193	060219	SPANISH	7-12	12/30/2020	Middle School, Foreign Language, Teacher	0.40
134	Myers, Jacie L	9/1/2007	BA+20	0427364	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	LOA	LOA
	Myers, Jacie L	9/1/2007	BA+20	0427364	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2023	LOA	LOA
	Myers, Jacie L	9/1/2007	BA+20	0427364	190201	LEARNING DISABILITIES	K-12	6/30/2023	LOA	LOA
	Myers, Jacie L	9/1/2007	BA+20	0427364	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2023	LOA	LOA
135	Duchene, Sarah J	9/26/2007	MA	0420417	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Bridgewater, Elementary, Teacher	1.00
136	Hagberg, Stephanie R.	10/10/2007	MA	0414626	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenville Park, Kindergarten, Teacher	1.00
	Hagberg, Stephanie R.	10/10/2007	MA	0414626	180105	PRE-PRIMARY	AGE 3 - K	6/30/2025	Greenville Park, Kindergarten, Teacher	1.00

2020-2021 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
137	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	1.00
138	Northrup, Ashley W.	9/1/2008	MA+40	0443152	940600	SCHOOL PSYCHOLOGIST	Pre K-12	12/30/2020	Longfellow/ALC, SPED-Multiple Disabilities, Psychologist	1.00
139	Alvarez Jr, Ruben	9/1/2008	MA+40	0443564	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2024	LOA	LOA
	Alvarez Jr, Ruben	9/1/2008	MA+40	0443564	060219	SPANISH	K-12	6/30/2024	LOA	LOA
	Alvarez Jr, Ruben	9/1/2008	MA+40	0443564	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	LOA	LOA
140	Olivier, Heather E	9/1/2008	MA+20	0417718	120500	INSTR(BAND/ORCH) AND CLASSROOM MUSIC	K-12	6/30/2025	Middle School, Music, Teacher	1.00
141	Yamry, Corrine E	9/1/2008	MA+20	0439262	940310	SCHOOL COUNSELOR	K-12	6/30/2024	Middle School, Guidance, Guidance Counselor	1.00
142	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	1.00
143	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	1.00
144	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	1.00
145	Otte, Allison L	9/1/2008	BA	0441723	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2024	District-wide, Reading Coach, Teacher	0.50
	Otte, Allison L	9/1/2008	BA	0441723	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	District-wide, Reading Coach, Teacher	0.50
146	Tacheny, Amy L	2/16/2009	MA+20	0446157	050196	READING	K-12	6/30/2021	Middle School, Elementary, Teacher	1.00
	Tacheny, Amy L	2/16/2009	MA+20	0446157	060219	SPANISH	K-8	6/30/2021	Middle School, Elementary, Teacher	1.00
	Tacheny, Amy L	2/16/2009	MA+20	0446157	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Middle School, Elementary, Teacher	1.00
147	Duba, Carolyn K	9/1/2009	MA+30	0369423	180102	PRE-KINDERGARTEN	Pre K	6/30/2024	District-Wide, K-12 Instructional Coach, Teacher	1.00
	Duba, Carolyn K	9/1/2009	MA+30	0369423	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2024	District-Wide, K-12 Instructional Coach, Teacher	1.00
148	Kruger, Natalie A	9/1/2009	MA+20	0448289	120500	INSTR(BAND/ORCH) AND CLASSROOM MUSIC	K-12	12/30/2020	District-Wide, Music, Teacher	1.00
149	Pudas, Heather K	9/1/2009	MA	0375721	180100	ELEMENTARY EDUCATION	1-6	12/30/2020	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	12/30/2020	District-Wide, Deaf-Hard-of-Hearing, Teacher	1.00
150	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	1.00
151	Garcia Jr., Roberto	9/1/2009	MA	0443954	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
152	Robia, Mary D	9/1/2009	MA	0448121	150000	SOCIAL STUDIES -ALL-	5-12	12/30/2020	LOA	LOA
153	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
154	Woodstrup, Katherine A	9/24/2009	MA	0448124	020000	VISUAL ARTS	K-12	6/30/2025	Bridgewater, Elementary, Teacher	1.00
	Woodstrup, Katherine A	9/24/2009	MA	0448124	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2025	Bridgewater, Elementary, Teacher	1.00
155	Weiland, Jane E	9/1/2010	MA+40	0455190	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2021	Middle School, English/Language Art, Teacher	1.00
156	Johnson, Kelly J	9/1/2010	MA+30	0403741	060219	SPANISH	K-8	6/30/2023	Greenvale Park, Elementary, Teacher	1.00
	Johnson, Kelly J	9/1/2010	MA+30	0403741	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Greenvale Park, Elementary, Teacher	1.00
157	Reed, Melissa J	9/1/2010	MA+30	0430540	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2023	Sibley, SPED-Multiple Disabilities, Psychologist	1.00
158	Bernhard, Paul J.	9/1/2010	MA+10	0418457	080100	HEALTH EDUCATION	5-12	6/30/2025	Bridgewater, Elementary, Teacher	1.00
	Bernhard, Paul J.	9/1/2010	MA+10	0418457	080300	PHYSICAL EDUCATION	K-12	6/30/2025	Bridgewater, Elementary, Teacher	1.00

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Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
159	McKay, Jaclyn D	9/1/2010	MA+10	0446505	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2021	High School, English/Language Art, Teacher	1.00
160	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	1.00
161	Karlsrud, Shari D	9/1/2010	MA	0436262	090100	FAMILY AND CONSUMER SCIENCES	5-12	6/30/2023	High School, FACS, Teacher	1.00
162	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
163	Taggart, Steven M	9/1/2010	BA+20	0425369	100100	TECHNOLOGY	5-12	6/30/2021	Middle School, Technology and Engineering, Teacher	1.00
	Taggart, Steven M	9/1/2010	BA+20	0425369	300100	CONSTRUCTION CAREERS	7-12	6/30/2021	Middle School, Technology and Engineering, Teacher	1.00
164	Born, Mairin K	9/1/2010	BA	0415512	180100	ELEMENTARY EDUCATION	K-6	12/30/2020	Sibley, Elementary, Teacher	1.00
	Born, Mairin K	9/1/2010	BA	0415512	180105	PRE-PRIMARY	AGE 3 - K	12/30/2020	Sibley, Elementary, Teacher	1.00
165	Patterson, Rebekah A	3/9/2011	BA+10	0447494	050100	COMMUNICATION ARTS/LITERATURE	5-8	12/30/2020	Bridgewater, Elementary, Teacher	0.55
	Patterson, Rebekah A	3/9/2011	BA+10	0447494	180100	ELEMENTARY EDUCATION	K-6	12/30/2020	Bridgewater, Elementary, Teacher	0.55
166	Robb, Lisa A.K.	9/1/2011	MA+40	0360715	050196	READING	K-12	6/30/2022	High School, Limited English Proficiency, Teacher	1.00
	Robb, Lisa A.K.	9/1/2011	MA+40	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+40	0360715	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	High School, Limited English Proficiency, Teacher	1.00
167	Talbot Peterson, Laura A	9/1/2011	MA+40	0380954	060208	FRENCH	K-12	6/30/2022	Middle School, Mathematics, Teacher	1.00
	Talbot Peterson, Laura A	9/1/2011	MA+40	0380954	110000	MATHEMATICS	7-12	6/30/2022	Middle School, Mathematics, Teacher	1.00
168	Webster, Sara A	9/1/2011	MA+40	0449170	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2025	Longfellow, Speech/Lang Pathologist	1.00
169	Ellerbusch, Brittany R	9/1/2011	MA+40	0452391	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Bridgewater, Elementary, Teacher	1.00
170	Ziemann, Elizabeth J	9/1/2011	MA+30	0333356	060219	SPANISH	K-12	6/30/2022	Greenvale Park, Kindergarten, Teacher	1.00
	Ziemann, Elizabeth J	9/1/2011	MA+30	0333356	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Greenvale Park, Kindergarten, Teacher	1.00
171	Swenson, Erik T	9/1/2011	MA+20	0377423	180100	ELEMENTARY EDUCATION	K-6	6/30/2021	Bridgewater, Elementary, Teacher	1.00
172	McDonough, Tammy F	9/1/2011	MA+10	0306877	130200	LIFE SCIENCES	7-12	6/30/2022	High School, Science, Teacher	1.00
	McDonough, Tammy F	9/1/2011	MA+10	0306877	130500	SCIENCE 5-9	5-9	6/30/2022	High School, Science, Teacher	1.00
173	O'Connor, Catherine A	9/1/2011	MA+10	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+10	0439096	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Longfellow/ALC, Developmentally Delayed & ASD, Teacher	1.00
	O'Connor, Catherine A	9/1/2011	MA+10	0439096	190202	AUTISM SPECTRUM DISORDERS	B-Age 6	6/30/2024	Longfellow/ALC, Developmentally Delayed & ASD, Teacher	1.00
	O'Connor, Catherine A	9/1/2011	MA+10	0439096	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2024	Longfellow/ALC, Developmentally Delayed & ASD, Teacher	1.00
174	Sherman, Karleen G	9/1/2011	MA+10	0441313	050196	READING	K-12	6/30/2022	Sibley, Specific Learning Disability, Teacher	1.00
	Sherman, Karleen G	9/1/2011	MA+10	0441313	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Sibley, Specific Learning Disability, Teacher	1.00
	Sherman, Karleen G	9/1/2011	MA+10	0441313	180105	PRE-PRIMARY	AGE 3 - K	6/30/2022	Sibley, Specific Learning Disability, Teacher	1.00
	Sherman, Karleen G	9/1/2011	MA+10	0441313	190201	LEARNING DISABILITIES	K-12	6/30/2022	Sibley, Specific Learning Disability, Teacher	1.00
	Sherman, Karleen G	9/1/2011	MA+10	0441313	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2022	Sibley, Specific Learning Disability, Teacher	1.00
175	Eastman, Kyle J	9/1/2011	MA	0412956	120400	VOCAL AND CLASSROOM MUSIC	K-12	12/30/2020	High School, Music, Teacher	1.00
	Eastman, Kyle J	9/1/2011	MA	0412956	120500	INSTR(BAND/ORCH) AND CLASSROOM MUSIC	K-12	12/30/2020	High School, Music, Teacher	1.00
176	Burnham, Renee M	9/1/2011	MA	0439166	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2024	ALC, Secondary, Teacher	1.00
	Burnham, Renee M	9/1/2011	MA	0439166	050196	READING	K-12	6/30/2024	ALC, Secondary, Teacher	1.00
177	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	1.00

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Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
178	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
179	Stanina, Scott G	9/1/2012	MA+40	0403026	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2023	High School, English/Language Art, Teacher	1.00
180	Ackerman, Ann M	9/1/2012	MA+40	0454480	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2021	Sibley/GVP, Speech/Lang Pathologist	1.00
181	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	1.00
	Czech, Natalie A	9/1/2012	MA+30	0463932	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2022	Bridgewater, EBD & SLD, Teacher	1.00
	Czech, Natalie A	9/1/2012	MA+30	0463932	190201	LEARNING DISABILITIES	K-12	6/30/2022	Bridgewater, EBD & SLD, Teacher	1.00
182	Nivala, Jessica A.M.	9/1/2012	MA+10	0454310	180100	ELEMENTARY EDUCATION	K-6	6/30/2021	Greenvale Park, Elementary, Teacher	1.00
	Nivala, Jessica A.M.	9/1/2012	MA+10	0454310	180105	PRE-PRIMARY	AGE 3 - K	6/30/2021	Greenvale Park, Elementary, Teacher	1.00
183	Taylor, Lori L	9/1/2012	MA	0339870	060219	SPANISH	7-12	6/30/2025	High School, Foreign Language, Teacher	1.00
184	Temple, Linda M	9/1/2012	MA	0345544	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Bridgewater, Elementary, Teacher	1.00
185	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	1.00
	Landry, Lily E	9/1/2012	MA	0456237	180100	ELEMENTARY EDUCATION	K-6	6/30/2021	Greenvale Park, Elementary, Teacher	1.00
186	Bulfer, Briana M	9/1/2012	BA+20	0414383	110000	MATHEMATICS	5-8	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
	Bulfer, Briana M	9/1/2012	BA+20	0414383	130600	SCIENCE 5-8	5-8	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
	Bulfer, Briana M	9/1/2012	BA+20	0414383	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
187	Nagy, Diane R	9/6/2012	MA	0364677	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Bridgewater, Elementary, Licensed Instr Support Staff	1.00
188	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	1.00
189	Jerdee, Ann M.H.	9/1/2013	MA+40	0371271	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2021	Middle School, English/Language Art, Teacher	1.00
190	Staab, Geoffrey D	9/1/2013	MA+40	0398360	110000	MATHEMATICS	5-12	6/30/2022	High School, Mathematics, Teacher	1.00
191	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	1.00
	Dimick, Kimbra R	9/1/2013	MA+30	0452158	180100	ELEMENTARY EDUCATION	K-6	6/30/2021	Greenvale Park, Elementary, Teacher	1.00
192	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	1.00
193	Swenson, Gina Q	9/1/2013	MA+10	0351379	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Sibley, Elementary, Teacher	1.00
	Swenson, Gina Q	9/1/2013	MA+10	0351379	180102	PRE-KINDERGARTEN	Pre K	6/30/2024	Sibley, Elementary, Teacher	1.00
194	Matson, Maren E	9/1/2013	MA+10	0436478	050196	READING	K-12	6/30/2023	Sibley, Kindergarten, Teacher	1.00
	Matson, Maren E	9/1/2013	MA+10	0436478	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Sibley, Kindergarten, Teacher	1.00
195	Sasse, Anita L	9/1/2013	MA+10	0472345	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2024	Sibley, Elementary, Teacher	1.00
	Sasse, Anita L	9/1/2013	MA+10	0472345	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Sibley, Elementary, Teacher	1.00
196	McManus, Laura C	9/1/2013	MA	0366000	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Sibley, Elementary, Teacher	1.00
197	Kortbein, Tiffany R	9/1/2013	MA	0474180	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Greenvale Park, Elementary, Teacher	1.00
198	Estrella, Rafael	9/1/2013	BA	0445459	020000	VISUAL ARTS	K-12	6/30/2025	Middle School, Art, Teacher	1.00
199	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

2020-2021 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
200	Kuehl, Heather H	9/6/2013	BA+20	0336068	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2023	Middle School, English/Language Art, Teacher	1.00
201	Faust, Tyler L	4/16/2014	MA	0478472	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	12/30/2020	Bridgewater, Emotional/Behavioral Disorder, Teacher	1.00
	Faust, Tyler L	4/16/2014	MA	0478472	190201	LEARNING DISABILITIES	K-12	12/30/2020	Bridgewater, Emotional/Behavioral Disorder, Teacher	1.00
	Faust, Tyler L	4/16/2014	MA	0478472	990000	SHORT CALL SUBSTITUTE	Pre K - Ad	12/30/2020	Bridgewater, Emotional/Behavioral Disorder, Teacher	1.00
202	Dorey, Amy C	8/1/2014	MA	0440044	190202	AUTISM SPECTRUM DISORDERS	B-Age 6	6/30/2025	NCEC, Developmentally Delayed, Teacher	1.00
	Dorey, Amy C	8/1/2014	MA	0440044	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2025	NCEC, Developmentally Delayed, Teacher	1.00
203	Sweeney, BambiJo Allison	9/1/2014	MA+40	0478412	180100	ELEMENTARY EDUCATION	K-6	6/30/2021	Sibley, Elementary, Teacher	1.00
	Sweeney, BambiJo Allison	9/1/2014	MA+40	0478412	933000	PRINCIPAL K-12	District	6/30/2022	Sibley, Elementary, Teacher	1.00
204	Otting, Kelleen K	9/1/2014	MA+10	0413951	050196	READING	K-12	6/30/2025	Sibley, Specific Learning Disability, Teacher	1.00
	Otting, Kelleen K	9/1/2014	MA+10	0413951	190201	LEARNING DISABILITIES	K-12	6/30/2025	Sibley, Specific Learning Disability, Teacher	1.00
	Otting, Kelleen K	9/1/2014	MA+10	0413951	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2025	Sibley, Specific Learning Disability, Teacher	1.00
205	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	1.00
206	Craft, Kristen A	9/1/2014	MA	0355508	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Sibley, Elementary, Teacher	1.00
207	Trebelhorn, Erica L	9/1/2014	MA	0426782	020000	VISUAL ARTS	K-12	6/30/2025	Sibley, Elementary, Teacher	1.00
208	Nohava Hall, Erin J	9/1/2014	MA	0445937	180100	ELEMENTARY EDUCATION	K-6	12/30/2020	Bridgewater, Elementary, Teacher	1.00
	Nohava Hall, Erin J	9/1/2014	MA	0445937	180105	PRE-PRIMARY	AGE 3 - K	12/30/2020	Bridgewater, Elementary, Teacher	1.00
209	Scoville-Riazi, Christopher A	9/1/2014	MA	0456345	020000	VISUAL ARTS	K-12	6/30/2021	ALC, Secondary, Teacher	0.73
210	Lanza, Suzanne K	9/1/2014	MA	0463289	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Bridgewater, Elementary, Teacher	1.00
211	Casson, Kathleen S	9/1/2014	MA	0465038	060209	GERMAN	K-12	12/30/2020	High School, Foreign Language, Teacher	1.00
212	Phenow, Dustee D	9/1/2014	MA	0466915	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Bridgewater, Elementary, Teacher	1.00
	Phenow, Dustee D	9/1/2014	MA	0466915	941000	LIBRARY MEDIA SPECIALIST	K-12	6/30/2024	Bridgewater, Elementary, Teacher	1.00
213	Flom, Ashley D	9/1/2014	BA+10	0448085	190201	LEARNING DISABILITIES	K-12	6/30/2025	Middle School, Specific Learning Disability, Teacher	1.00
	Flom, Ashley D	9/1/2014	BA+10	0448085	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2025	Middle School, Specific Learning Disability, Teacher	1.00
214	Rubin, Anna M	9/1/2014	BA+10	0472588	060219	SPANISH	K-12	6/30/2021	Bridgewater, Elementary, Teacher	1.00
	Rubin, Anna M	9/1/2014	BA+10	0472588	180100	ELEMENTARY EDUCATION	1-6	6/30/2021	Bridgewater, Elementary, Teacher	1.00
215	Schultz, Micah T	9/15/2014	BA	0479449	150000	SOCIAL STUDIES -ALL-	5-12	12/30/2020	ALC, Secondary, Teacher	1.00
216	Kruse, Angela K	9/25/2014	MA	0468383	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2023	Bridgewater, Speech/Lang Pathologist	1.00
217	Bolton, Susan N	2/24/2015	MA	0466026	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Bridgewater, ADSIS, Teacher	1.00
218	Hanson, Inger L	9/1/2015	MA+40	0365367	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2024	ALC, EL, Teacher	1.00
219	Trotman, Ellen J	9/1/2015	MA+40	0390961	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2021	Middle School, Limited English Proficiency, Teacher	1.00
	Trotman, Ellen J	9/1/2015	MA+40	0390961	180150	EARLY CHILDHOOD EDUCATION	Pre K-3	6/30/2021	Middle School, Limited English Proficiency, Teacher	1.00
220	Swan McDonald, Eric J	9/1/2015	MA+40	0395024	130200	LIFE SCIENCES	7-12	6/30/2024	High School & ALC, Science, Teacher	1.00
	Swan McDonald, Eric J	9/1/2015	MA+40	0395024	130200	LIFE SCIENCES	Middle Sch	6/30/2024	High School & ALC, Science, Teacher	1.00
221	Berg-Wall, Matthew D	9/1/2015	MA+40	0401202	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2023	Greenville Park, Limited English Proficiency, Teacher	1.00

2020-2021 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
222	Hetzel, Sheila M	9/1/2015	MA+40	0473301	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
223	Korynta, Marcy R	9/1/2015	MA+40	0488421	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2021	Middle School, SPED-Multiple Disabilities, Psychologist	1.00
224	Hebzyński, Kelly M	9/1/2015	MA+10	0395763	110000	MATHEMATICS	7-12	6/30/2022	Middle School, Mathematics, Teacher	1.00
225	Crase, Danielle M	9/1/2015	MA+10	0489257	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2023	High School, EBD & Health Disabilities - Other, Teacher	1.00
	Crase, Danielle M	9/1/2015	MA+10	0489257	190201	LEARNING DISABILITIES	K-12	6/30/2023	High School, EBD & Health Disabilities - Other, Teacher	1.00
226	Nelson, Karen M.R.	9/1/2015	MA	0368951	090101	CONSUMER AND HOMEMAKING OCCUPATIONS	Voc High School	6/30/2022	High School, FACS, Teacher	1.00
227	Clarey, Alisha K	9/1/2015	MA	0413963	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	District-Wide, K-12 Instructional Coach, Teacher	1.00
	Clarey, Alisha K	9/1/2015	MA	0413963	180105	PRE-PRIMARY	AGE 3 - K	6/30/2025	District-Wide, K-12 Instructional Coach, Teacher	1.00
228	Balow, Tyler P	9/1/2015	MA	0453830	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2022	High School, Social Studies, Teacher	1.00
229	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
230	Timerson, Bridget L	9/1/2015	BA	0360887	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
231	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	1.00
232	Rud, Jodie L	9/1/2015	BA	0475040	180100	ELEMENTARY EDUCATION	K-6	6/30/2021	Sibley, Elementary, Teacher	1.00
233	Lindstrom, Joyce M	10/22/2015	BA+40	0200685	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2025	Greenvale Park, Limited English Proficiency, Teacher	1.00
	Lindstrom, Joyce M	10/22/2015	BA+40	0200685	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, Limited English Proficiency, Teacher	1.00
234	Whitney, Jonathan D	2/2/2016	MA	0485613	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2023	High School, Social Studies, Teacher	1.00
235	Roth, Kyle R	2/15/2016	MA	0463240	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Longfellow, 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, Developmentally Delayed, Teacher	1.00
	Roth, Kyle R	2/15/2016	MA	0463240	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2024	Longfellow, Developmentally Delayed, Teacher	1.00
236	Foehrkolb, Kelley L	7/1/2016	MA+20	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+20	0493243	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2023	District-Wide, Autistic Spectrum Disorders, Licensed Instr Support Staff	1.00
	Foehrkolb, Kelley L	7/1/2016	MA+20	0493243	190201	LEARNING DISABILITIES	K-12	6/30/2023	District-Wide, Autistic Spectrum Disorders, Licensed Instr Support Staff	1.00
	Foehrkolb, Kelley L	7/1/2016	MA+20	0493243	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2023	District-Wide, Autistic Spectrum Disorders, Licensed Instr Support Staff	1.00
	Foehrkolb, Kelley L	7/1/2016	MA+20	0493243	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2023	District-Wide, Autistic Spectrum Disorders, Licensed Instr Support Staff	1.00
237	Warner, Lori K	7/1/2016	BA	NBCOT	N/A	OCCUPATIONAL THERAPIST/AT	BA	3/30/2021	District-Wide, SPED-Multiple Disabilities, Occupational Therapist	1.00
238	Erickson, Molly D.B.	9/1/2016	MA+40	0429426	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2022	Bridgewater, SPED-Multiple Disabilities, Psychologist	1.00
239	Kortuem, Kristi M	9/1/2016	MA+30	0389360	110000	MATHEMATICS	7-12	6/30/2023	LOA	LOA
240	McLaughlin, Anne E	9/1/2016	MA+20	0393314	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Greenvale Park, Elementary, Teacher	1.00
241	Winter, Kari J	9/1/2016	MA+20	0398803	180102	PRE-KINDERGARTEN	Pre K	6/30/2023	Longfellow, Developmentally Delayed, Teacher	1.00
	Winter, Kari J	9/1/2016	MA+20	0398803	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2023	Longfellow, Developmentally Delayed, Teacher	1.00
242	Stulken, Shelley N.	9/1/2016	MA+20	0486864	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Sibley, Elementary, Teacher	1.00

2020-2021 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
243	Wiese, Diane L	9/1/2016	MA	0346910	180100	ELEMENTARY EDUCATION	I-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	1.00
	Wiese, Diane L	9/1/2016	MA	0346910	199801	MILD TO MODERATE MENTALLY HDPC	K-12	6/30/2023	Greenvale Park, Specific Learning Disability & DCD, Teacher	1.00
244	Randall, Amy L	9/1/2016	MA	0431709	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2022	Bridgewater, Speech/Lang Pathologist	1.00
245	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	1.00
246	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
247	Forbord, Jamie A	9/1/2016	BA+30	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+30	0477498	190201	LEARNING DISABILITIES	K-12	6/30/2022	High School, SLD & Health Disabilities - Other, Teacher	1.00
248	Soderlund, Amber L	9/1/2016	BA+20	0493716	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Sibley, Elementary, Teacher	1.00
	Soderlund, Amber L	9/1/2016	BA+20	0493716	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2022	Sibley, Elementary, Teacher	1.00
249	Ryan, Tiffany C	10/16/2016	BA	0414849	180100	ELEMENTARY EDUCATION	I-6	6/30/2021	Bridgewater, Elementary, Teacher	1.00
250	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
251	Malecha, Rebecca L	9/1/2017	MA+40	0378616	180100	ELEMENTARY EDUCATION	I-6	6/30/2022	Sibley, Elementary, Teacher	1.00
252	Amy, Natalie A	9/1/2017	MA+40	0486748	940310	SCHOOL COUNSELOR	K-12	6/30/2021	Middle School, Secondary, Teacher	1.00
253	Peterson, Betsy L	9/1/2017	MA+40	0497978	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Bridgewater, Kindergarten, Teacher	1.00
	Peterson, Betsy L	9/1/2017	MA+40	0497978	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2023	Bridgewater, Kindergarten, Teacher	1.00
254	Benhart, Ashley B	9/1/2017	MA+40	0498359	060301	BILINGUAL/BICULTURAL EDUCATION	K-6	6/30/2023	Sibley, Elementary, Teacher	1.00
	Benhart, Ashley B	9/1/2017	MA+40	0498359	180100	ELEMENTARY EDUCATION	I-6	6/30/2023	Sibley, Elementary, Teacher	1.00
255	Sherry, Lynsi J	9/1/2017	MA+40	0502247	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2021	Greenvale Park, SPED-Multiple Disabilities, Psychologist	1.00
256	Moening, Pamela J	9/1/2017	MA+30	NBCOT	N/A	OCCUPATIONAL THERAPIST	MA+30	3/31/2022	District-Wide, SPED-Multiple Disabilities, Occupational Therapist	1.00
257	Driscoll, Leah S	9/1/2017	MA+20	0371367	180100	ELEMENTARY EDUCATION	I-6	6/30/2025	Bridgewater, ASD & SLD, Teacher	1.00
	Driscoll, Leah S	9/1/2017	MA+20	0371367	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2025	Bridgewater, ASD & SLD, Teacher	1.00
	Driscoll, Leah S	9/1/2017	MA+20	0371367	190201	LEARNING DISABILITIES	K-12	6/30/2025	Bridgewater, ASD & SLD, Teacher	1.00
	Driscoll, Leah S	9/1/2017	MA+20	0371367	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2025	Bridgewater, ASD & SLD, Teacher	1.00
258	Kruse, Ann C	9/1/2017	MA+10	0456391	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2021	Longfellow/ALC, Developmentally Delayed, Licensed Instr Support Staff	1.00
259	Howard, Christine E	9/1/2017	MA+10	0494935	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2022	Sibley, Speech/Lang Pathologist	1.00
260	Docken, Whitney A	9/1/2017	MA+10	0503746	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2023	Greenvale Park, Speech/Lang Pathologist	1.00
261	Link, Jennifer M	9/1/2017	MA	0478601	080100	HEALTH EDUCATION	5-12	6/30/2025	Middle School, Autistic Spectrum Disorders, Teacher	1.00
	Link, Jennifer M	9/1/2017	MA	0478601	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2025	Middle School, Autistic Spectrum Disorders, Teacher	1.00
	Link, Jennifer M	9/1/2017	MA	0478601	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2025	Middle School, Autistic Spectrum Disorders, Teacher	1.00
262	Molloy, Shawna L	9/1/2017	MA	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	MA	0491774	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2022	High School, ASD & Health Disabilities - Other, Teacher	1.00
263	Jones, Jennifer L	9/1/2017	MA	0495720	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2023	Greenvale Park, Limited English Proficiency, Teacher	1.00
264	Stellner, Brynne E	9/1/2017	MA	0500940	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2023	High School, English/Language Art, Teacher	1.00
265	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

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Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
266	Puppe, Susan B	9/1/2017	BA+40	0332848	080450	COACHING	7-12	6/30/2024	Sibley, Emotional/Behavioral Disorder, Teacher	1.00
	Puppe, Susan B	9/1/2017	BA+40	0332848	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Sibley, Emotional/Behavioral Disorder, Teacher	1.00
	Puppe, Susan B	9/1/2017	BA+40	0332848	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2024	Sibley, Emotional/Behavioral Disorder, Teacher	1.00
	Puppe, Susan B	9/1/2017	BA+40	0332848	190201	LEARNING DISABILITIES	K-12	6/30/2024	Sibley, Emotional/Behavioral Disorder, Teacher	1.00
267	Waters, Katherine P	9/1/2017	BA+10	0490118	190490	ORAL/AURAL DEAF EDUCATION	B-12	6/30/2022	Longfellow, Developmentally Delayed & Visually Impaired, Teacher	1.00
268	David, Caitlin A	9/1/2017	BA+10	0501175	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Bridgewater, Elementary, Teacher	1.00
	David, Caitlin A	9/1/2017	BA+10	0501175	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2023	Bridgewater, Elementary, Teacher	1.00
269	Vind, Laura E	9/1/2017	BA	0418291	190201	LEARNING DISABILITIES	K-12	6/30/2021	High School, Specific Learning Disability, Teacher	1.00
270	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	1.00
271	Navarro, Deborah D	8/27/2018	MA	0411636	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, SLD & Physically Impaired, Teacher	1.00
	Navarro, Deborah D	8/27/2018	MA	0411636	190310	PHYSICAL AND HEALTH DISABILITIES	Pre K-12	6/30/2025	Greenvale Park, SLD & Physically Impaired, Teacher	1.00
	Navarro, Deborah D	8/27/2018	MA	0411636	199802	MODERATE TO SEVERE MENTALLY HDPC	K-12	6/30/2025	Greenvale Park, SLD & Physically Impaired, Teacher	1.00
272	DuBe, Sean D	9/1/2018	MA+40	0461959	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2022	High School, English/Language Art, Teacher	1.00
273	Schock, Angela A	9/1/2018	MA+30	0399493	180100	ELEMENTARY EDUCATION	1-6	6/30/2023	Middle School, Elementary, Teacher	1.00
274	Smith, Janet L	9/1/2018	MA	0410231	110000	MATHEMATICS	5-12	6/30/2024	High School, Mathematics, Teacher	1.00
275	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	1.00
	Yule, Brent W	9/1/2018	MA	0451734	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2021	Greenvale Park, Elementary, Teacher	1.00
276	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	1.00
	Hanson, Katie A	9/1/2018	MA	0451743	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2021	High School, SLD & Health Disabilities - Other, Teacher	1.00
277	Wilson, Theresa M	9/1/2019	MA+40	0332205	140000	BUSINESS EDUCATION -ALL-	7-12	6/30/2024	High School, Business, Teacher	0.80
	Wilson, Theresa M	9/1/2019	MA+40	0332205	140710	ADMINISTRATIVE SUPPORT OCCUPATIONS	Voc High School	6/30/2024	High School, Business, Teacher	0.80
278	Bendett, Michelle	9/1/2019	MA+20	0487188	120400	VOCAL AND CLASSROOM MUSIC	K-12	6/30/2022	Middle School, Music, Teacher	1.00
279	Mahoney-Hanzlik, Jeanne M	9/1/2019	MA+10	0287829	130500	SCIENCE 5-9	5-9	6/30/2024	High School, MTSS, Teacher	1.00
280	Muniak, Edward M	9/1/2019	MA	0416628	130200	LIFE SCIENCES	9-12	6/30/2025	Middle School, Science, Teacher	1.00
	Muniak, Edward M	9/1/2019	MA	0416628	130600	SCIENCE 5-8	5-8	6/30/2025	Middle School, Science, Teacher	1.00
281	Otte, Molly J.E.	9/1/2019	MA	0422331	020000	VISUAL ARTS	K-12	6/30/2021	Middle School, Art, Teacher	1.00
282	Borup, Melissa K	9/1/2019	MA	0433242	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2023	ALC, Secondary, Teacher	0.80
283	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

2020-2021 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
284	Dayneko, Jacob J	9/1/2019	BA+40	0472881	100100	TECHNOLOGY	5-12	6/30/2021	High School, Technology and Engineering, Teacher	1.00
	Dayneko, Jacob J	9/1/2019	BA+40	0472881	300700	TRANSPORTATION CAREERS	7-12	6/30/2021	High School, Technology and Engineering, Teacher	1.00
285	Burton, Erik O	9/1/2019	BA	0471727	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2024	High School, Secondary, Teacher	1.00
	Burton, Erik O	9/1/2019	BA	0471727	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2024	High School, Secondary, Teacher	1.00
286	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	1.00
	Polzin, Ashly M	9/1/2019	BA	0484979	180100	ELEMENTARY EDUCATION	4-6	6/30/2021	Bridgewater, Elementary, Teacher	1.00
THIRD YEAR PROBATIONARY										
287	Bloom, Sarah F	9/1/2018	MA+10	0446657	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2023	Middle School, Elementary, Teacher	1.00
	Bloom, Sarah F	9/1/2018	MA+10	0446657	050196	READING	K-12	6/30/2023	Middle School, Elementary, Teacher	1.00
	Bloom, Sarah F	9/1/2018	MA+10	0446657	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Middle School, Elementary, Teacher	1.00
288	Johnson, Kristin G	9/1/2018	MA	0271185	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Greenvale Park, Title I, Teacher	1.00
289	Rolling, Rachel M	9/1/2018	MA	0506615	110000	MATHEMATICS	5-12	6/30/2022	ALC, Secondary, Teacher	1.00
290	Thompson, Jonathan D	9/1/2018	MA	0507723	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2023	High School, Social Studies, Teacher	1.00
291	Haley, Paige W	9/1/2018	MA	0508431	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Bridgewater, Elementary, Teacher	1.00
292	Gross, Lydia E	9/1/2018	MA	0510778	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2022	NCEC, Early Childhood Special Education Teacher	1.00
293	Lynch, Angela F	9/1/2018	BA+30	0509636	180100	ELEMENTARY EDUCATION	K-6	6/30/2021	High School & LF, Specific Learning Disability, Teacher	1.00
294	Medin, Kimberly A	9/1/2018	BA+20	0490555	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	12/30/2020	Bridgewater, Sld & EBD, Teacher	1.00
295	Russell, Deborah M	9/1/2019	MA	0488913	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Greenvale Park, Elementary, Teacher	1.00
296	Johnson, Erin B	9/1/2020	MA+10	0420165	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2021	High School, English/Language Arts, Teacher	1.00
297	Rose, Heather L	9/1/2020	MA	0441794	110000	MATHEMATICS	5-8	6/30/2024	Middle School, Mathematics, Teacher	1.00
	Rose, Heather L	9/1/2020	MA	0441794	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Middle School, Mathematics, Teacher	1.00
298	Roth, Melissa J	9/1/2020	MA	0464058	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	High School, DCD: Mild-Moderate, Teacher	1.00
	Roth, Melissa J	9/1/2020	MA	0464058	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2023	High School, DCD: Mild-Moderate, Teacher	1.00
299	Miller Gordinier, Leslie A	9/1/2020	MA	0474210	190201	LEARNING DISABILITIES	K-12	6/30/2024	Greenvale Park, Special Education, Teacher	1.00
300	Rudebusch, Lee B	9/1/2020	MA	0481155	130301	CHEMISTRY	9-12	6/30/2025	High School, Science, Teacher	1.00
	Rudebusch, Lee B	9/1/2020	MA	0481155	130600	SCIENCE 5-8	5-8	6/30/2025	High School, Science, Teacher	1.00
301	Schwartz, Mollie A	9/1/2020	BA+20	0502175	120400	VOCAL AND CLASSROOM MUSIC	K-12	6/30/2023	Sibley, Elementary, Teacher	1.00
302	Mikulski, McKenzie A	9/1/2020	BA	0492063	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2022	Greenvale Park, Special Education, Teacher	1.00
	Mikulski, McKenzie A	9/1/2020	BA	0492063	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Greenvale Park, Special Education, Teacher	1.00
303	Dunkelberger, Brent J	9/1/2020	BA	0502468	110000	MATHEMATICS	5-8	6/30/2022	Middle School, Mathematics, Teacher	1.00
	Dunkelberger, Brent J	9/1/2020	BA	0502468	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Middle School, Mathematics, Teacher	1.00
304	Karl, Joni L	9/3/2020	MA	0466863	110000	MATHEMATICS	5-12	6/30/2023	High School, Mathematics, Teacher	1.00

2020-2021 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
305	Dickerson, Thomas D	9/15/2020	MA	0373661	060209	GERMAN	7-12	6/30/2022	High School, Secondary, Teacher	1.00
	Dickerson, Thomas D	9/15/2020	MA	0373661	080450	COACHING	7-12	6/30/2022	High School, Secondary, Teacher	1.00
	Dickerson, Thomas D	9/15/2020	MA	0373661	190200	EMOTIONAL BEHAVIOR DISORDERS	7-12	6/30/2022	High School, Secondary, Teacher	1.00
	SECOND YEAR PROBATIONARY									
306	Mathews, Makenzie R	1/16/2018	BA	0514201	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2022	Longfellow, Developmentally Delayed, Teacher	1.00
307	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
308	Holland, Cara L	9/1/2019	MA+30	0509493	130600	SCIENCE 5-8	5-8	6/30/2021	Middle School, Science, Teacher	1.00
	Holland, Cara L	9/1/2019	MA+30	0509493	933000	PRINCIPAL K-12	District	6/30/2022	Middle School, Science, Teacher	1.00
309	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	0.60
	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	0.60
310	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	1.00
311	Leaphart, Ada M	9/1/2019	MA	1000733	020000	VISUAL ARTS	K-12	6/30/2022	Greenville Park, Elementary, Teacher	1.00
	FIRST YEAR PROBATIONARY									
312	Robertson, Caitlin I	9/1/2018	MA	0442213	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Bridgewater, Elementary, Teacher	1.00
313	Richardson, Andrew J	9/1/2020	MA+30	0417782	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2024	High School, Industrial Technology, Teacher	1.00
314	Hood, Lisa T	9/1/2020	MA+20	0486275	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2021	NCEC, Early Childhood Special Education Teacher, Teacher	1.00
	Hood, Lisa T	9/1/2020	MA+20	0486275	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2021	NCEC, Early Childhood Special Education Teacher, Teacher	1.00
315	Legros, Marckileine	9/1/2020	MA	0494770	940310	SCHOOL COUNSELOR	K-12	6/30/2022	High School, Guidance, Guidance Counselor	1.00
316	Peterson, Stephanie K	9/1/2020	MA	1005002	110000	MATHEMATICS	5-12	6/30/2022	High School, Mathematics, Teacher	1.00
317	Selwan, Bernard	9/1/2020	MA	1005786	110000	MATHEMATICS	5-12	6/30/2022	High School, Mathematics, Teacher	1.00
318	Leigh, Bridgette A	9/1/2020	BA+40	0436344	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2023	NCEC, Early Childhood Special Education, Teacher	1.00
	Leigh, Bridgette A	9/1/2020	BA+40	0436344	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	NCEC, Early Childhood Special Education, Teacher	1.00
	Leigh, Bridgette A	9/1/2020	BA+40	0436344	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2023	NCEC, Early Childhood Special Education, Teacher	1.00
319	Stromme, Ella S	9/1/2020	BA	1005335	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2023	Longfellow/ALC, Secondary, Social Worker	0.80
320	Vondrasek, Tara R	10/23/2020	MA	0408258	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	St. Dominic's, Title I, Teacher	0.20
	Vondrasek, Tara R	10/23/2020	MA	0408258	180105	PRE-PRIMARY	AGE 3 - K	6/30/2024	St. Dominic's, Title I, Teacher	0.20
321	McCabe, Shari E	11/2/2020	BA	0501015	080300	PHYSICAL EDUCATION	K-12	6/30/2023	Middle School, Secondary, Teacher	0.40
	McCabe, Shari E	11/2/2020	BA	0501015	080100	HEALTH	5-12	6/30/2023	Middle School, Secondary, Teacher	0.40
	McCabe, Shari E	11/2/2020	BA	0501015	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2023	Middle School, Secondary, Teacher	0.40

Policy 404 EMPLOYMENT BACKGROUND CHECKS

I. PURPOSE

The purpose of this policy is to maintain a safe and healthful environment in the school district in order to promote the physical, social, and psychological well-being of its students. To that end, the school district will seek a criminal history background check for applicants who receive an offer of employment with the school district or such other background checks as provided by this policy. The school district may also elect to do background checks of volunteers, independent contractors and student employees in the school district over the age of 18.

II. GENERAL STATEMENT OF POLICY

- A. The school district shall require that applicants for school district positions who receive an offer of employment and all individuals, except student workers/volunteers under the age of eighteen (18), who are offered the opportunity to provide athletic coaching services or other extracurricular academic coaching services to the school district, regardless of whether any compensation is paid, submit to a criminal history background check. The offer of employment shall be conditioned upon a determination by the school district that an applicant's criminal history does not preclude the applicant from employment with, or provision of services to, the school district.
- B. The school district specifically reserves any and all rights it may have to conduct background checks regarding current employees, —or—applicants, or service providers without the consent of such individuals.
- C. Adherence to this policy by the school district shall in no way limit the school district's right to require additional information, or to use procedures currently in place or other procedures to gain additional background information concerning employees, applicants, volunteers, service providers, independent contractors and student employees.

III. PROCEDURES

- A. ~~Normally a~~An applicant individual will not commence employment or provide services until the school district receives the results of the criminal history background check. ~~The school district may conditionally hire an applicant or allow an individual to provide services pending completion of the background check, but shall notify the applicant individual that the applicant's individual's employment or opportunity to provide services may be terminated based on the result of the background check.~~ Background checks will be performed by a district approved vendor and shall include data from the Minnesota Bureau of Criminal Apprehension ("BCA"). The school district reserves the right to also have criminal history background checks conducted by other organizations or agencies.
- B. In order for an individual to be eligible for employment or to provide athletic coaching services or other extracurricular academic coaching services to the

school district, except for a student worker/volunteer under the age of eighteen (18), the individual ~~An applicant who is offered employment must complete the online application process. Completion of this process sign a criminal history consent form, which provides permission for the school district to conduct a criminal history background check; The cost of the criminal history background check is the responsibility of the individual, unless the school district decides to pay the costs for a volunteer, an independent contractor, or a student employee. If the applicant individual fails to complete the process or pay the fee a signed Informed Consent Form at the time the individual receives a job offer, or permission to provide services, the applicant individual will be considered to have voluntarily withdrawn the application for employment or request to provide services.~~

~~E. The school district, in its discretion, may elect not to request a criminal history background check on an applicant who holds an initial entrance license issued by the state board of teaching Minnesota Professional Educator Licensing and Standards Board or the commissioner state board of education within the 12 months preceding an offer of employment.~~

D.C. The school district may use the results of a criminal background check conducted at the request of another school hiring authority if:

1. the results of the criminal background check are on file with the other school hiring authority or otherwise accessible;
2. the other school hiring authority conducted a criminal background check within the previous 12 months and the standards of the other school hiring authority match those of the district;
3. the applicant individual executes a written consent form giving the school district access to the results of the check; and
4. there is no reason to believe that the applicant individual has committed an act subsequent to the check that would disqualify the applicant individual for employment or provision of services.

E.D. For all nonstate residents who are offered employment with or the opportunity to provide athletic coaching services or other extracurricular academic coaching service to the school district, the school district shall request a criminal history background check on such applicants individuals from the superintendent of the BCA and from the government agency performing the same function in the resident state, or if no government entity performs the same function in the resident state, from the Federal Bureau of Investigation. The offer of employment or the opportunity to provide services shall be conditioned upon a determination by the school district that an individual's criminal history does not preclude the individual from employment with, or provision of services to, the school district. Such applicants must provide an executed criminal history consent form.

F.E. When required, applicants individuals must provide fingerprints to assist in a criminal history background check. If the fingerprints provided by the applicant individual are unusable, the applicant individual will be required to submit another set of prints.

- G.F. Copies of this policy shall be available in the school district's employment office and will be distributed to applicants for employment and individuals who are offered the opportunity to provide athletic coaching services or other extracurricular academic coaching service upon request. The need to submit to a criminal history background check may be included with the basic criteria for employment or provision of services in the job position posting and job position advertisements.
- H.G. The ~~applicant~~ individual will be informed of the results of the criminal background check(s) to the extent required by law.
- I.H. If the criminal history background check precludes employment with the school district, the ~~applicant~~ individual will be so advised.
- J.I. The school district ~~may~~ shall apply these procedures to volunteers, independent contractors or student employees ~~as though they were employees or applicants for employment.~~
- J. At the beginning of each school year or when a student enrolls, the school district will notify parents and guardians about this policy and identify those positions subject to a background check and the extent of the school district's discretion in requiring a background check. The school district may include this notice in its student handbook, a school policy guide, or other similar communication. A form notice for this purpose is included with this policy.
- K. Volunteer background checks are conducted annually.

IV. ~~CRIMINAL HISTORY CONSENT FORM~~

~~A form to obtain consent for a criminal history background check is included with this policy.~~

Policy 404 Employment Background Checks

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

School Board

INDEPENDENT SCHOOL DISTRICT 659

Northfield, Minnesota

Legal References: Minn. Stat. § 13.04, Subd. 4 (Inaccurate or Incomplete Data)
Minn. Stat. § 13.87, Subd. 1 (Criminal History Data)
Minn. Stat. § 123B.03 (Background Checks)
Minn. Stat. §§ 299C.60-299C.64 (Minnesota Child Protection Background Check Act)
Minn. Stat. § 364.09(b) (Exception for School Districts)

Policy 404. BACKGROUND SCREENING STANDARDS

An individual will be disqualified and prohibited from serving as an employee or volunteer for the Northfield Public Schools if that individual has been found guilty or entered a plea of guilty or nolo contendere (no contest), regardless of the adjudication for any of the following disqualifying offenses.

1. Sex Offenses

- A) All Sex Offenses – Regardless of the amount of time since offense
 - i. Examples: Child molestation, rape, sexual assault, sexual battery, sodomy, prostitution, solicitation, indecent exposure, etc.

2. Felonies

- A) All Felony Violence – Regardless of the amount of time since offense
 - i. Examples: Murder, manslaughter, aggravated assault, kidnapping, robbery, aggravated burglary, etc.
- B) All Felony Offences other than violence or sex within the past 10 years.
 - i. Examples: Drug offenses, theft, embezzlement, fraud, child endangerment, etc.

3. Misdemeanors

- A) All Misdemeanor Violence offenses within the past 7 years or multiple offenses in the past 10 years.
 - i. Examples: Driving under the influence, simple drug possession, drunk and disorderly, public intoxication, possession of drug paraphernalia, etc.
- B) Any Other Misdemeanor within the past 5 years that would be considered a potential danger to children or is directly related to the functions of that employee or volunteer
 - i. Examples: Contributing to the delinquency of a minor, providing alcohol to a minor, theft – if a person is handling monies, etc.

**Policy 409 EMPLOYEE PUBLICATIONS, INSTRUCTIONAL MATERIALS,
INVENTIONS AND CREATIONS**

I. PURPOSE

The purpose of this policy is to identify and reserve the proprietary rights of the school district to certain publications, instructional materials, inventions, and creations which employees may develop or create, or assist in developing or creating, while employed by the school district.

II. GENERAL STATEMENT OF POLICY

Unless the employee develops, creates or assists in developing or creating a publication, instructional material, computer program, invention or creation entirely on the employee's own time and without the use of any school district facilities or equipment, the employee shall immediately disclose and, on demand of the school district, assign any rights to publications, instructional materials, computer programs, materials posted on websites, inventions or creations which the employee develops or creates or assists in developing or creating during the term of employee's employment and for two (2) years thereafter. In addition, employees shall sign such documents and perform such other acts as may be necessary to secure the rights of the school district relating to such publications, instructional materials, computer programs, materials posted on websites, inventions and/or creations, including domestic and foreign patents and copyrights.

III. NOTICE OF POLICY

The school district shall give employees notice of this policy by such means as are reasonably likely to inform them of this policy.

Policy 409 Employee Publications, Instructional Materials, Inventions and Creations

Adopted: 2/28/05; UPDATED: INSERT DATE HERE

School Board
INDEPENDENT SCHOOL DISTRICT 659
Northfield, Minnesota

Legal References: 17 U.S.C. § 101 et seq. (Copyrights)
Minn. Stat. § 181.78 (Agreements; Terms Relating to Inventions)

Cross References:

Policy 413 HARASSMENT AND VIOLENCE

I. PURPOSE

The purpose of this policy is to maintain a learning and working environment that is free from harassment and violence on the basis of race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability.

III. GENERAL STATEMENT OF POLICY

- A. The policy of the school district is to maintain a learning and working environment that is free from harassment and violence on the basis of race, color, creed, religion, national origin, sex, ~~gender~~, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability. The school district prohibits any form of harassment or violence on the basis of race, color, creed, religion, national origin, sex, ~~gender~~, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression or disability.
- B. A violation of this policy occurs when any student, teacher, administrator or other school district personnel harasses a student, teacher, administrator or other school district personnel or group of students, teachers, administrators, or other school district personnel through conduct or communication based on a person's race, color, creed, religion, national origin, sex, ~~gender~~, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability as defined in the attached procedures.
- C. A violation of this policy occurs when any student, teacher, administrator or other school district personnel inflicts, threatens to inflict, or attempts to inflict violence upon any student, teacher, administrator or other school district personnel or group of students, teachers, administrators, or other school district personnel based on a person's race, color, creed, religion, national origin, sex, ~~gender~~, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability.
- D. The school district will act to investigate all complaints, either formal or informal, verbal or written, of harassment or violence based on a person's race, color, creed, religion, national origin, sex, ~~gender~~, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability, and to discipline or take appropriate action against any student, teacher, administrator or other school district personnel who is found to have violated this policy.
- E. For purposes of this policy, school personnel includes school board members, school employees, agents, volunteers, contractors or persons subject to the supervision and control of the district.

III. HARASSMENT OR VIOLENCE AS ABUSE

- A. Under certain circumstances, alleged harassment or violence may also be possible abuse under Minnesota law. If so, the duties of mandatory reporting under Minn. Statutes may be applicable.
- B. Nothing in this policy will prohibit the school district from taking immediate action to protect victims of alleged harassment, violence or abuse.

Policy 413 Harassment and Violence

Adopted: 2/28/05; Updated 10/27/10, 12/2014; Revised: INSERT DATE HERE

School Board

INDEPENDENT SCHOOL DISTRICT 659

Northfield, Minnesota

Legal References: Minn. Stat. § 120B.232 (Character Development Education)
Minn. Stat. § 120B.234 (Child Sexual Abuse Prevention Education)
Minn. Stat. § 121A.03, Subd. 2 (Sexual, Religious and Racial Harassment and Violence Policy)
Minn. Stat. § 121A.031 (School Student Bullying Policy)
Minn. Stat. Ch. 363 (Minnesota Human Rights Act)
Minn. Stat. § 609.341 (Definitions)
Minn. Stat. § 626.556 *et seq.* (Reporting of Maltreatment of Minors)
20 U.S.C. §§ 1681-1688 (Title IX of the Education Amendments of 1972)
29 U.S.C. § 621 *et seq.* (Age Discrimination in Employment Act)
29 U.S.C. § 794 (Rehabilitation Act of 1973, § 504)
42 U.S.C. § 1983 (Civil Action for Deprivation of Rights)
42 U.S.C. § 2000d *et seq.* (Title VI of the Civil Rights Act of 1964)
42 U.S.C. § 2000e *et seq.* (Title VII of the Civil Rights Act)
42 U.S.C. § 12101 *et seq.* (Americans with Disabilities Act)

Cross References: Policy 102 (Equal Educational and Employment Opportunity)
Policy 401 (Equal Employment Opportunity)
Policy 402 (Disability Nondiscrimination Policy)
Policy 403 (Dismissal of School District Employees)
Policy 406 (Public and Private Personnel Data)
Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)
Policy 415 (Mandated Reporting of Maltreatment of Vulnerable Adults)
Policy 506 (Student Discipline)
Policy 514 (Bullying Prohibition)
Policy 515 (Protection and Privacy of Pupil Records)
Policy 521 (Student Disability Nondiscrimination)
Policy 522 (Student Sex Nondiscrimination)
Policy 524.2 (Internet Acceptable Use and Safety Policy)
Policy 526 (Hazing Prohibition)
Policy 528 (Student Parental, Family, and Marital Status Nondiscrimination)

INDEPENDENT SCHOOL DISTRICT NO. 659
TITLE IX/HARASSMENT/VIOLENCE REPORT FORM

General Statement of Policy Prohibiting Harassment and Violence

Independent School District No.659 maintains a firm policy prohibiting all forms of discrimination. Harassment or violence against students or employees or groups of students or employees on the basis of race, color, creed, religion, national origin, sex, ~~gender~~, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity and expression, or disability is strictly prohibited. All persons are to be treated with respect and dignity. Harassment or violence on the basis of race, color, creed, religion, national origin, sex, ~~gender~~, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity and expression, or disability by any pupil, teacher, administrator or other school personnel, which create an intimidating, hostile or offensive environment will not be tolerated under any circumstances.

Complainant _____

Home Address _____

Work Address _____

Home Phone _____ Work Phone _____

Date of Alleged Incident(s) _____

Basis of Alleged Harassment/Violence - circle as appropriate: race / color / creed / religion / national origin / sex / ~~gender~~ / age / marital status / familial status / status with regard to public assistance / sexual orientation, including gender identity and expression, / disability

Name of person you believe harassed or was violent toward you or another person or group.

If the alleged harassment or violence was toward another person or group, identify that person or group.

Describe the incident(s) as clearly as possible, including such things as: what force, if any, was used; any verbal statements (i.e. threats, requests, demands, etc.); what, if any, physical contact was involved; etc. (Attach additional pages if necessary.)

Where and when did the incident(s) occur?

List any witnesses that were present

This complaint is filed based on my honest belief that _____ has harassed or has been violent to me or to another person. I hereby certify that the information I have provided in this complaint is true, correct and complete to the best of my knowledge and belief.

(Complainant Signature)

(Date)

Received by _____

Date _____

Procedures for Policy 413: Harassment and Violence

I. DEFINITIONS

A. "Assault" is:

1. an act done with intent to cause fear in another of immediate bodily harm or death;
2. the intentional infliction of or attempt to inflict bodily harm upon another; or
3. the threat to do bodily harm to another with present ability to carry out the threat.

B. "Harassment" prohibited by this policy consists of physical or verbal conduct, including, but not limited to, electronic communications, relating to an individual's or group of individuals' race, color, creed, religion, national origin, sex, ~~gender~~, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability when the conduct:

1. has the purpose or effect of creating an intimidating, hostile, or offensive working or academic environment;
2. has the purpose or effect of substantially or unreasonably interfering with an individual's work or academic performance; or
3. otherwise adversely affects an individual's employment or academic opportunities.

C. "Immediately" means as soon as possible but in no event longer than 24 hours.

D. Protected Classifications; Definitions

1. "Disability" means any condition or characteristic that renders a person a disabled person. A disabled person is any person who:
 - a. has a physical, sensory, or mental impairment which materially limits one or more major life activities;
 - b. has a record of such an impairment; or
 - c. is regarded as having such an impairment.
2. "Familial status" means the condition of one or more minors being domiciled with:
 - a. their parent or parents or the minor's legal guardian; or
 - b. the designee of the parent or parents or guardian with the written permission of the parent or parents or guardian. The protections afforded against harassment on the basis of family status apply to any person who is pregnant or is in the process of securing legal custody of an individual who has not attained the age of majority.
3. "Marital status" means whether a person is single, married, remarried, divorced, separated, or a surviving spouse and, in employment cases, includes protection against harassment on the basis of the identity, situation, actions, or beliefs of a spouse or former spouse.
4. "National origin" means the place of birth of an individual or of any of the individual's lineal ancestors.

5. "Sex" includes, but is not limited to, pregnancy, childbirth, and disabilities related to pregnancy or childbirth.
 6. "Sexual orientation", as defined by Minnesota Statue 363A.03, means having or being perceived as having an emotional, physical, or sexual attachment to another person without regard to the sex of that person or having or being perceived as having an orientation for such attachment, or having or being perceived as having a self-image or identity not traditionally associated with one's biological maleness or femaleness. "Sexual orientation" does not include a physical or sexual attachment to children by an adult.
 7. "Status with regard to public assistance" means the condition of being a recipient of federal, state, or local assistance, including medical assistance, or of being a tenant receiving federal, state, or local subsidies, including rental assistance or rent supplements.
- E. "Remedial response" means a measure to stop and correct acts of harassment or violence, prevent acts of harassment or violence from recurring, and protect, support, and intervene on behalf of a student who is the target or victim of acts of harassment or violence.

F. Sexual Harassment; Definition

1. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct or other verbal or physical conduct or communication of a sexual nature when:
 - a. submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining employment, or an education; or
 - b. submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual's employment or education; or
 - c. that conduct or communication has the purpose or effect of substantially or unreasonably interfering with an individual's employment or education, or creating an intimidating, hostile or offensive employment or educational environment.
2. Sexual harassment may include but is not limited to:
 - a. unwelcome verbal harassment or abuse;
 - b. unwelcome pressure for sexual activity;
 - c. unwelcome, sexually motivated or inappropriate patting, pinching or physical contact, other than necessary restraint of student(s) by teachers, administrators or other school district personnel to avoid physical harm to persons or property;
 - d. unwelcome sexual behavior or words, including demands for sexual favors, accompanied by implied or overt threats concerning an individual's employment or educational status;

- e. unwelcome sexual behavior or words, including demands for sexual favors, accompanied by implied or overt promises of preferential treatment with regard to an individual's employment or educational status; or
- f. unwelcome behavior or words directed at an individual because of ~~gender~~ sexual orientation, including gender identity or expression.

G. Sexual Violence: Definition.

1. Sexual violence is a physical act of aggression or force or the threat thereof which involves the touching of another's intimate parts, or forcing a person to touch any person's intimate parts. Intimate parts, as defined in Minn. Stat. § 609.341, includes the primary genital area, groin, inner thigh, buttocks or breast, as well as the clothing covering these areas.
2. Sexual violence may include, but is not limited to:
 - a. touching, patting, grabbing, or pinching another person's intimate parts, whether that person is of the same sex or the opposite sex;
 - b. coercing, forcing or attempting to coerce or force the touching of anyone's intimate parts;
 - c. coercing, forcing or attempting to coerce or force sexual intercourse or a sexual act on another; or
 - d. threatening to force or coerce sexual acts, including the touching of intimate parts or intercourse, on another.

H. Violence: Definition.

Violence prohibited by this policy is a physical act of aggression or assault upon another or group of individuals because of, or in a manner reasonably related to, race, color, creed, religion, national origin, sex, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression or disability.

II. REPORTING PROCEDURES

- A. Any person who believes he or she has been the target or victim of harassment or violence on the basis of race, color, creed, religion, national origin, sex, ~~gender~~, age, marital status, familial status, status with regard to public assistance, sexual orientation, including gender identity or expression, or disability by a student, teacher, administrator or other school district personnel, or any person with knowledge or belief of conduct which may constitute harassment or violence prohibited by this policy toward a student, teacher, administrator or other school district personnel or group of students, teachers, administrators, or other school district personnel should report the alleged acts immediately to an appropriate school district official designated by this policy. A person may report conduct which may constitute harassment or violence anonymously. However, the school district may not rely solely on an anonymous report to determine discipline or other remedial responses.

- B. The school district encourages the reporting party or complainant to use the report form available from the principal or building supervisor of each building or available from the school district office, but oral reports shall be considered complaints as well.
- C. Nothing in this policy shall prevent any person from reporting harassment or violence directly to a school district human rights officer or to the superintendent. If the complaint involves the building report taker, the complaint shall be made or filed directly with the superintendent or the school district human rights officer by the reporting party or complainant.
- D. In Each School Building. The building principal, the principal's designee, or the building supervisor (hereinafter the "building report taker") is the person responsible for receiving oral or written reports of harassment or violence prohibited by this policy at the building level. Any adult school district personnel who receives a report of harassment or violence prohibited by this policy shall inform the building report taker immediately. If the complaint involves the building report taker, the complaint shall be made or filed directly with the superintendent or the school district human rights officer by the reporting party or complainant. The building report taker shall ensure that this policy and its procedures, practices, consequences, and sanctions are fairly and fully implemented and shall serve as a primary contact on policy and procedural matters.
- E. A teacher, school administrator, volunteer, contractor, or other school employee shall be particularly alert to possible situations, circumstances, or events that might include acts of harassment or violence. Any such person who witnesses, observes, receives a report of, or has other knowledge or belief of conduct that may constitute harassment or violence shall make reasonable efforts to address and resolve the harassment or violence and shall inform the building report taker immediately. School district personnel who fail to inform the building report taker of conduct that may constitute harassment or violence or who fail to make reasonable efforts to address and resolve the harassment or violence in a timely manner may be subject to disciplinary action.
- F. Upon receipt of a report, the building report taker must notify the school district human rights/Title IX officer immediately, without screening or investigating the report. The building report taker may request, but may not insist upon a written complaint. A written statement of the facts alleged will be forwarded as soon as practicable by the building report taker to the human rights officer. If the report was given verbally, the building report taker shall personally reduce it to written form within 24 hours and forward it to the human rights officer. Failure to forward any harassment or violence report or complaint as provided herein may result in disciplinary action against the building report taker.
- G. In the District. The school board hereby designates the Superintendent or designee as the school district human rights officer to receive reports or complaints of harassment or violence prohibited by this policy. If the complaint involves a human rights officer, the complaint shall be filed directly with the superintendent.
- H. The school district shall conspicuously post the name of the human rights officer, including mailing address and telephone number.

- I. Submission of a good faith complaint or report of harassment or violence prohibited by this policy will not affect the complainant or reporter's future employment, grades, work assignments, or educational or work environment.
- J. Use of formal reporting forms is not mandatory.
- K. Reports of harassment or violence prohibited by this policy are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law.
- L. The school district will respect the privacy of the complainant(s), the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the school district's legal obligations to investigate, to take appropriate action, and to comply with any discovery or disclosure obligations.
- M. Retaliation against a victim, good faith reporter, or a witness of violence or harassment is prohibited.
- N. False accusations or reports of violence or harassment against another person are prohibited.
- O. A person who engages in an act of violence or harassment, reprisal, retaliation, or false reporting of violence or harassment, or permits, condones, or tolerates violence or harassment shall be subject to discipline or other remedial responses for that act in accordance with the school district's policies and procedures.

Consequences for students who commit, or are a party to, prohibited acts of violence or harassment or who engage in reprisal or intentional false reporting may range from remedial responses or positive behavioral interventions up to and including suspension and/or expulsion.

Consequences for employees who permit, condone, or tolerate violence or harassment or engage in an act of reprisal or intentional false reporting of violence or harassment may result in disciplinary action up to and including termination or discharge.

Consequences for other individuals engaging in prohibited acts of violence or harassment may include, but not be limited to, exclusion from school district property and events and/or termination of services and/or contracts.

III. INVESTIGATION

- A. By authority of the school district, the human rights officer, within three (3) days of the receipt of a report or complaint alleging harassment or violence prohibited by this policy, shall undertake or authorize an investigation. The investigation may be conducted by school district officials or by a third party designated by the school district.
- B. The investigation may consist of personal interviews with the complainant, the individual(s) against whom the complaint is filed, and others who may have knowledge of the alleged incident(s) or circumstances giving rise to the complaint.

The investigation may also consist of any other methods and documents deemed pertinent by the investigator.

- C. In determining whether alleged conduct constitutes a violation of this policy, the school district should consider the surrounding circumstances, the nature of the behavior, past incidents or past or continuing patterns of behavior, the relationships between the parties involved and the context in which the alleged incidents occurred. Whether a particular action or incident constitutes a violation of this policy requires a determination based on all the facts and surrounding circumstances.
- D. In addition, the school district may take immediate steps, at its discretion, to protect the target or victim, the complainant, and students, teachers, administrators or other school district personnel pending completion of an investigation of alleged harassment or violence prohibited by this policy.
- E. The alleged perpetrator of the act(s) of harassment or violence shall be allowed the opportunity to present a defense during the investigation or prior to the imposition of discipline or other remedial responses.
- F. The investigation will be completed as soon as practicable. The school district human rights officer shall make a written report to the superintendent upon completion of the investigation. If the complaint involves the superintendent, the report shall be filed directly with the school board. The report shall include a determination of whether the allegations have been substantiated as factual and whether they appear to be violations of this policy.

IV. SCHOOL DISTRICT ACTION

- A. Upon completion of an investigation that determines a violation of this policy has occurred, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination or discharge. Disciplinary consequences will be sufficiently severe to try to deter violations and to appropriately discipline prohibited behavior. School district action taken for violation of this policy will be consistent with requirements of applicable collective bargaining agreements, Minnesota and federal law and applicable school district policies and regulations.
- B. The school district is not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator who is a student or employee of the school district. School officials will notify the parent(s) or guardian(s) of targets or victims of harassment or violence and the parent(s) or guardian(s) of alleged perpetrators of harassment or violence who have been involved in a reported and confirmed harassment or violence incident of the remedial or disciplinary action taken, to the extent permitted by law.
- C. In order to prevent or respond to acts of harassment or violence committed by or directed against a child with a disability, the school district shall, where determined appropriate by the child's individualized education program (IEP) or Section 504 team, allow the child's IEP or Section 504 plan to be drafted to address the skills and

proficiencies the child needs as a result of the child's disability to allow the child to respond to or not to engage in acts of harassment or violence.

V. RETALIATION OR REPRISAL

The school district will discipline or take appropriate action against any student, teacher, administrator, or other school district personnel who commits an act of reprisal or who retaliates against any person who asserts, alleges, or makes a good faith report of alleged harassment or violence prohibited by this policy, who testifies, assists, or participates in an investigation of retaliation or alleged harassment or violence, or who testifies, assists, or participates in a proceeding or hearing relating to such harassment or violence. Retaliation includes, but is not limited to, any form of intimidation, reprisal, harassment, or intentional disparate treatment. Disciplinary consequences will be sufficiently severe to deter violations and to appropriately discipline the individual(s) who engaged in the harassment or violence. Remedial responses to the harassment or violence shall be tailored to the particular incident and nature of the conduct.

VI. RIGHT TO ALTERNATIVE COMPLAINT PROCEDURES

These procedures do not deny the right of any individual to pursue other avenues of recourse ~~that~~ which may include filing charges with the Minnesota Department of Human Rights, initiating civil action or seeking redress under state criminal statutes and/or federal law.

VII. DISSEMINATION OF POLICY AND TRAINING

- A. This policy shall be conspicuously posted throughout each school building in areas accessible to students and staff members.
- B. This policy shall be given to each school district employee and independent contractor who regularly interacts with students at the time of initial employment with the school district.
- C. This policy shall appear in the student handbook.
- D. The Superintendent or designee will develop a method of discussing this policy with students and employees.
- E. The school district may implement violence prevention and character development education programs to prevent and reduce policy violations. Such programs may offer instruction on character education including, but not limited to, character qualities such as attentiveness, truthfulness, respect for authority, diligence, gratefulness, self-discipline, patience, forgiveness, respect for others, peacemaking, ~~and~~ resourcefulness, and/or sexual abuse prevention.
- F. The Superintendent or designee shall review this policy at least annually for compliance with state and federal law.

Dated: 2/28/05; Updated: 10/27/10, 5/14/13, 12/2014; Revised: INSERT DATE HERE

School Board
INDEPENDENT SCHOOL DISTRICT 659
Northfield, Minnesota

Policy 415 MANDATED REPORTING OF MALTREATMENT OF VULNERABLE ADULTS

I. PURPOSE

The purpose of this policy is to make clear the statutory requirements of school personnel to report suspected maltreatment of vulnerable adults.

II. GENERAL STATEMENT OF POLICY

- A. ~~It is that~~The policy of the school district is to fully comply with Minnesota Statutes requiring school personnel to report suspected maltreatment of vulnerable adults.
- B. A violation of this policy occurs when any school personnel fails to report suspected maltreatment of vulnerable adults when the school personnel has reason to believe that a vulnerable adult is being or has been maltreated, or has knowledge that a vulnerable adult has sustained a physical injury which is not reasonably explained.

Policy 415 Mandated Reporting of Maltreatment of Vulnerable Adults

Adopted: 2/28/05; Revised: INSERT DATE HERE

School Board

INDEPENDENT SCHOOL DISTRICT 659

Northfield, Minnesota

Legal References: Minn. Stat. § 13.02 (Collection, Security, and Dissemination of Records; Definitions)
Minn. Stat. § 245.825 (Aversive and Deprivation Procedures; Licensed Facilities and Services)
Minn. Stat. § 609.221-609.224 (Assault)
Minn. Stat. § 609.234 (Crimes Against the Person)
Minn. Stat. § 609.235 (Use of Drugs to Injure or Facilitate Crime)
Minn. Stat. § 609.322 (Solicitation, Inducement, and Promotion of Prostitution; Sex Trafficking)
Minn. Stat. § 609.341 (Definitions)
Minn. Stat. § 609.342-609.3451 (Criminal Sexual Conduct)
Minn. Stat. § 626.556 (Reporting of Child Neglect)
Minn. Stat. § 626.557 (Reporting of Maltreatment of Vulnerable Adults)
Minn. Stat. § 626.5572 (Definitions)
In re Kleven, 736 N.W.2d 707 (Minn. App. 2007)

Cross References: Policy 211 (Criminal or Civil Action Against School District, School Board Member, Employee or Student)
Policy 403 (Dismissal of Employees)
Policy 406 (Public and Private Personnel Data)
Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)

Procedures for Policy 415: MANDATED REPORTING OF MALTREATMENT OF VULNERABLE ADULTS

I. DEFINITIONS

- A. "Mandated Reporters" means any school personnel who has reason to believe that a vulnerable adult is being or has been maltreated.
- B. "Maltreatment" means the neglect, abuse, or financial exploitation of a vulnerable adult.
- C. "Neglect" means the failure or omission by a caregiver to supply a vulnerable adult with care or services, including but not limited to, food, clothing, shelter, health care, or supervision which is: (1) reasonable and necessary to obtain or maintain the vulnerable adult's physical or mental health or safety, considering the physical and mental capacity or dysfunction of the vulnerable adult; and (2) which is not the result of an accident or therapeutic conduct. Neglect also includes the absence or likelihood of absence of care or services, including but not limited to, food, clothing, shelter, health care, or supervision necessary to maintain the physical and mental health of the vulnerable adult which a reasonable person would deem essential to obtain or maintain the vulnerable adult's health, safety, or comfort considering the physical or mental capacity or dysfunction of the vulnerable adult. Neglect does not include actions specifically excluded by Minn. Stat. § 626.5572, Subd. 17.
- D. "Abuse" means: (a) An act against a vulnerable adult that constitutes a violation of, an attempt to violate, or aiding and abetting a violation of: (1) assault in the first through fifth degrees as defined in sections 609.221 to 609.224; (2) the use of drugs to injure or facilitate crime as defined in section 609.235; (3) the solicitation, inducement, and promotion of prostitution as defined in section 609.322; and (4) criminal sexual conduct in the first through fifth degrees as defined in sections 609.342 to 609.3451. A violation includes any action that meets the elements of the crime, regardless of whether there is a criminal proceeding or conviction. (b) Conduct which is not an accident or therapeutic conduct as defined in this section, which produces or could reasonably be expected to produce physical pain or injury or emotional distress including, but not limited to, the following: (1) hitting, slapping, kicking, pinching, biting, or corporal punishment of a vulnerable adult; (2) use of repeated or malicious oral, written, or gestured language toward a vulnerable adult or the treatment of a vulnerable adult which would be considered by a reasonable person to be disparaging, derogatory, humiliating, harassing, or threatening; (3) use of any aversive or deprivation procedure, unreasonable confinement, or involuntary seclusion, including the forced separation of the vulnerable adult from other persons against the will of the vulnerable adult or the legal representative of the vulnerable adult; and (4) use of any aversive or deprivation procedures for persons with developmental disabilities or related conditions not authorized under section 245.825. (c) Any sexual contact or penetration as defined in section 609.341, between a facility

- staff person or a person providing services in the facility and a resident, patient, or client of that facility. (d) The act of forcing, compelling, coercing, or enticing a vulnerable adult against the vulnerable adult's will to perform services for the advantage of another. Abuse does not include actions specifically excluded by Minn. Stat § 626.5572, Subd. 2.
- E. "Financial Exploitation" means a breach of a fiduciary duty by an actor's unauthorized expenditure of funds entrusted to the actor for the benefit of the vulnerable adult or by an actor's failure to provide food, clothing, shelter, health care, therapeutic conduct or supervision, the failure of which results or is likely to result in detriment to the vulnerable adult. Financial exploitation also includes: the willful use, withholding or disposal of funds or property of a vulnerable adult; the obtaining of services for wrongful profit or advantage which results in detriment to the vulnerable adult; the acquisition of a vulnerable adult's funds or property through undue influence, harassment, duress, deception or fraud; and the use of force, coercion or enticement to cause a vulnerable adult to perform services against the vulnerable adult's will for the profit or advantage of another.
- F. "Vulnerable Adult" means any person 18 years of age or older who: (1) is a resident or inpatient of a facility; (2) receives services ~~at or from a licensed facility which serves adults, as set forth in Minn. Stat. § 626.5572, Subd. 21(a) (2);~~ required to be licensed under Minn. Stat. Ch. 245A, except as excluded under Minn. Stat. § 626.5572, Subd. 21(a) (2); (3) receives services from a licensed home care provider ~~or home care provider service person or organization that offers, provides, or arranges for personal care assistance services under the medical assistance program;~~ or (4) regardless of residence or type of service received possesses a physical or mental infirmity or other physical, mental, or emotional dysfunction that impairs the individual's ability to adequately provide the person's own care without assistance or supervision and, because of the dysfunction or infirmity and need for care of services, has an impaired ability to protect the individual's self from maltreatment.
- G. "Caregiver" means an individual or facility who has responsibility for the care of a vulnerable adult as a result of a family relationship, or who has assumed responsibility for all or a portion of the care of a vulnerable adult voluntarily, by contract, or by agreement.
- H. "School Personnel" means professional employees or their delegates of the school district engaged in providing health, educational, social, psychological, law enforcement or other caretaking services of vulnerable adults.
- I. "Immediately" means as soon as possible, but no longer than 24 hours from the time initial knowledge that the incident occurred has been received.

II. REPORTING PROCEDURES

- A. A mandated reporter as defined herein shall immediately report the suspected maltreatment to the ~~designated county entity~~ common entry point responsible for receiving reports.
- B. Whenever a mandated reporter, as defined herein, knows or has reason to believe that an individual made an error in the provision of therapeutic conduct to a vulnerable adult which results in injury or harm, which reasonably requires the care of a physician, such information shall be reported immediately to the designated county agency. The mandated reporter also may report a belief that the error did not constitute neglect and why the error does not constitute neglect.
- C. The reporter shall to the extent possible identify the vulnerable adult, the caregiver, the nature and extent of the suspected maltreatment, any evidence of previous maltreatment, the name and address of the reporter, the time, date, and location of the incident and any other information that the reporter believes might be helpful in investigating the suspected abuse or neglect. A mandated reporter may disclose not public data as defined under Minn. Stat. § 13.02 to the extent necessary to comply with the above reporting requirements.
- D. A person mandated to report suspected maltreatment of a vulnerable adult who negligently or intentionally fails to report is liable for damages caused by the failure. A negligent or intentional failure to report may result in discipline. A mandatory reporter may be guilty of a misdemeanor for intentionally failing to make a report, for knowingly providing false or misleading information in reporting or for intentionally failing to provide all the material circumstances surrounding the reported incident.
- E. Retaliation against a person who makes a good faith report under Minnesota law and this policy, or against a vulnerable adult who is named in a report is prohibited.
- F. Any person who intentionally makes a false report under the provisions of applicable Minnesota law or this policy shall be liable in a civil suit for any actual damages suffered by the person or persons so reported and for any punitive damages set by the court or jury. The intentional making of a false report may result in discipline.

III. INVESTIGATION

The responsibility for investigating reports of suspected maltreatment of a vulnerable adult rests with the entity designated by the county for receiving reports.

IV. DISSEMINATION OF POLICY AND TRAINING

- A. This policy shall appear in school personnel handbooks where appropriate.
- B. The school district will develop a method of discussing this policy with employees where appropriate.

- C. The Superintendent or designee will review this policy at least annually for compliance with state law.

Procedure for Policy 415

Dated: 2/28/05; Revised: INSERT DATE HERE

School Board

INDEPENDENT SCHOOL DISTRICT 659

Northfield, Minnesota

						2020-2021						
School and	September	September	September	October	November	December	January	February	March	April	May	End of Year
Grade Level	14th	18th	25th	1st	1st	2nd	6th	3rd	2nd	1st	1st	6/7/20
Longfellow												
Early Childhood	106	99	104	104	110	115						
Total	106	99	104	104	110	115	0	0	0	0	0	0
Greenvale Park												
Grade K-2033	54	55	55	55	55	54						
Grade 1-2032	61	61	61	61	61	63						
Grade 2-2031	54	54	54	55	54	54						
Grade 3-20230	51	52	52	52	52	54						
Grade 4-2029	52	52	52	52	52	52						
Grade 5-2028	58	59	59	59	61	61						
Portage	102	100	98	98	99	95						
Total	432	433	431	432	434	433	0	0	0	0	0	0
Sibley												
Grade K-2033	52	53	53	54	51	51						
Grade 1-2032	65	65	65	65	67	66						
Grade 2-2031	79	80	80	80	85	85						
Grade 3-2030	62	62	62	62	63	64						
Grade 4-2029	69	69	69	69	70	71						
Grade 5-2028	74	75	74	74	74	75						
Portage	83	83	83	83	82	83						
Total	484	487	486	487	492	495	0	0	0	0	0	0
Bridgewater												
Grade K-2033	69	69	68	69	69	67						
Grade 1-2032	75	76	76	76	76	75						
Grade 2-2031	68	78	78	78	78	78						
Grade 3-2030	83	84	84	84	83	82						
Grade 4-2029	80	81	81	81	80	82						
Grade 5-2028	86	87	87	87	86	86						
Portage	83	81	82	81	81	79						
Total	544	556	556	556	553	549	0	0	0	0	0	0
Middle School												
Grade 6-2027	297	269	266	265	263	260						
Grade 7-2026	264	262	261	261	259	259						
Grade 8-2025	271	297	297	297	297	295						
Portage	141	141	138	139	140	141						
Total	973.0	969.0	962.0	962.0	959.0	955.0	0.0	0.0	0.0	0.0	0.0	0.0
High School												
Grade 9-2024	322	317	319	316	310	309						
Grade 10-2023	261	258	256	255	251	250						
Grade 11-2022	299	295	290	288	279	275						
Grade 12-2021	312	309	304	305	303	303						
Portage	184	192	202	208	225	227						
Total	1378	1371	1371	1372	1368	1364	0	0	0	0	0	0
ALC												
Grade 9-2024	0	0	0	0	0	0						
Grade 10-2023	6	6	6	5	7	8						
Grade 11-2022	9	12	12	9	18	21						
Grade 12-2021	63	59	64	49	77	72						
Portage				20	29	25						
Total	78	77	82	83	131	126	0	0	0	0	0	0
Grand Total	3995.0	3992.0	3992.0	3996.0	4047.0	4037.0	0.0	0.0	0.0	0.0	0.0	0.0
Full Time only (excluding EC and Part-time/Independent Study ALC)	3889.0	3871.0	3862.0	3883.0	3890	3880						

LongfellowEarly Childhood

Dorey	15
Gross	14
Hood	9
Kruse	7
Leigh	11
Matthews	9
O'Connor	6
Roth	9
Schnorr	8
Waters	13
Webster	2

Winter 12
TOTAL 115

Greenvale Park

K	Flick	17	
K	Hagberg	19	
K	Matson	11	P
K	Ziemann	18	
1	Johnson	15	
1	Kortbein	12	P
1	Landry	16	C
1	Nivala	16	
1	Zach	16	
2	Amundson	19	C
2	Bulfer/Nelson	15	P
2	Larson	17	
2	Torbenson	18	C
3	Alvarez, C.	15	C
3	Lane/Youngblut	22	P
3	Spitzack	20	
3	Timerson	19	
4	Garcia	19	C
4	Haar/Dimick	15	P
4	Hetzel	16	
4	McLaughlin	17	
5	Harding	19	
5	Rauk/Kohl	20	P
5	Russell	22	C
5	Sickler	20	
TOTAL		433	

Sibley

Grade	Teacher		
K	Heil	18	
K	Matson	6	P
K	Rud	15	
K	Sieger	18	
1	Born	17	C
1	Craft	17	
1	Downs	16	
1	Kortbein	16	P
1	Swenson	16	
2	Benhart	24	C
2	Bulfer/Nelson	10	P
2	Seeborg	20	
2	Soderlund	21	
2	Spitzack	20	
3	Guggisberg	17	
3	Jandro	16	
3	Lane/Youngblut	16	P
3	Sasse	15	C
3	Sweeney	16	
4	Fox	17	
4	Gainy	18	
4	Haar/Dimick	13	P
4	Hehr	17	
4	McManus	19	C
5	Baragary	19	
5	Malecha	20	
5	Ostermann	17	C
5	Rauk/Kohl	22	P
5	Stulken	19	
TOTAL		495	

Bridgewater

K	Cade	16	
K	Danielson	18	
K	Matson	10	P
K	Peterson	16	
K	Tran	17	
1	Charlton	20	
1	Haley	18	
1	Hall	19	
1	Kortbein	9	P
1	Lanza	19	C
2	Bulfer/Nelson	15	P
2	Ellerbusch	19	
2	Lofquist	20	
2	Rubin	19	C
2	Schwaab	20	
3	Lane/Youngblut	12	P
3	Larson	21	C
3	Sickler	21	
3	Temple	21	
3	Truman	19	
4	Haar/Dimick	15	P
4	Robertson	21	
4	Ryan	21	
4	Schuster	23	
4	Swenson	16	C
5	DeVries	19	C
5	Duchene	22	
5	Holden	22	
5	Polzin	23	
5	Rauk/Kohl	18	P
TOTAL		549	

<u>Middle School</u>	<u>Portage</u>	<u>Regular</u>	<u>Total</u>
Grade 6-2027	49	260	309
Grade 7-2026	47	259	306
Grade 8-2025	45	295	340
TOTAL	141	814	955

<u>High School</u>	<u>Portage</u>	<u>Regular</u>	<u>Total</u>
Grade 9-2024	53	309	362
Grade 10-2023	55	250	305
Grade 11-2022	75	275	350
Grade 12-2021	44	303	347
TOTAL	227	1137	1364

<u>ALC</u>	<u>F/T</u>	<u>Portage</u>	<u>**I/S</u>	<u>Total</u>
Grade 9-2024		1		1
Grade 10-2023	5	1	3	9
Grade 11-2022	12	3	9	24
Grade 12-2021	42	20	30	92
TOTAL	59	25	42	126

	<u>Regular</u>	<u>Portage</u>	<u>Total</u>
Early Childhood**	115		115
Kindergarten-2033	172	27	199
Grade 1-2032	205	37	242
Grade 2-2031	217	40	257
Grade 3-2030	200	50	250
Grade 4-2029	204	43	247
Grade 5-2028	222	60	282
Total K-5	1335	257	1592
Total Middle School	814	141	955
Total High School	1137	227	1364
GRAND TOTAL			3911
ALC 9-12			126
GRAND TOTAL with ALC			4037
Full Time only (excluding EC and Part-time/Independent Study ALC)			
			3880



Construction Update No. 38
Presented to the Board on 12.14.2020
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	✓
Greenvale Park (new)	\$27.62 million	August 2019	✓
Sibley Elementary	\$7.38 million	November 2019	✓
GVP Early Childhood Center (remodeling)	\$859,000	June 2020	✓
Longfellow School (remodeling)	\$837,000	September 2020	December 2020

December

➤ Longfellow

- Installing carpet and base next week
- Finishing painting touch ups and completing ceiling tile
- Casework is nearly complete and doors are hardware will wrap up this week
- Punch List for the space was completed December 9
- Window replacement will finish up in roughly two weeks
- Furniture install will begin next week and staff move in is expected the week of 12/28/20