

INDEPENDENT SCHOOL DISTRICT NO. 659
REGULAR SCHOOL BOARD MEETING

Monday, October 25, 2021 ~ 7:00 p.m.

Northfield District Office Boardroom

Zoom Link: <https://northfieldschools-org.zoom.us/j/86408199602?pwd=YytYajF0Y0FtOVFmNXB3K2xWdnprQT09>

Passcode: 374482

AGENDA

1. Call to Order
2. Agenda Approval/Table File
3. Public Comment
4. Announcements and Recognitions
5. Items for Discussion and Reports
 - a. Principal Antoine, Minnesota's National Distinguished Principal Presentation
 - b. Request to Hire an Additional Non-Licensed Special Education Staff
 - c. Superintendent Operations and COVID-19 Update
6. Consent Agenda
 - a. Minutes
 - b. Girls Alpine Skiing Cooperative Agreement with Goodhue Public Schools
 - c. Personnel Items
7. Items for Individual Action
 - a. Pay Equity Implementation Report
 - b. Adjustment of e-Learning Day Starting Point
8. Items for Information
 - a. Enrollment Options and History Report
9. Future Meetings
 - a. Monday, November 8, 2021, 6:15 p.m., World's Best Workforce Presentation, Northfield DO Boardroom
 - b. Monday, November 8, 2021, 7:00 p.m., Regular Board Meeting, Northfield DO Boardroom
 - c. Thursday, November 18, 2021, 5:00 p.m., Board Work Session, DO Conference Room 105
 - d. Monday, November 22, 2021, 7:00 p.m., Regular Board Meeting, Northfield DO Boardroom
10. Adjournment

NORTHFIELD PUBLIC SCHOOLS
MEMORANDUM

Monday, October 25, 2021 ~ 7:00 p.m.

Northfield District Office Boardroom

Zoom Link: <https://northfieldschools-org.zoom.us/j/86408199602?pwd=YytYajF0Y0FtOVFmNXB3K2xWdnprQT09>

Passcode: 374482

TO: Members of the Board of Education
FROM: Matthew Hillmann, Ed.D., Superintendent
RE: Explanation of Agenda Items for Monday, October 25, 2021, Regular School Board Meeting

1. Call to Order
2. Agenda Approval/Table File
3. Public Comment
Public comment for this school board meeting may be made in person at the beginning of the meeting. Comments must comply with the district's public comment guidelines. The board may limit the number of people permitted to participate in public comment.
4. Announcements and Recognitions
5. Items for Discussion and Reports
 - a. Principal Antoine, Minnesota's National Distinguished Principal Presentation. Nancy Antoine, Principal at Bridgewater Elementary School, was named Minnesota's National Distinguished Principal. This program honors outstanding elementary and middle-level principals who ensure that America's children acquire a sound foundation for lifelong learning and achievement. Ms. Antoine received her award at a ceremony held in Washington D.C. and she will share this experience with the board.
 - b. Request to Hire an Additional Non-Licensed Special Education Staff. Cheryl Hall, Director of Special Services, requests to hire one child specific Special Educational Assistant/Personal Care Assistant (EA/PCA) 6.75 hours per day due to new students entering the district with significant needs for safety and intensive services as required in the Individual Education Program (IEP) plan. The total projected cost of salary and benefits is \$31,000 with approximately 55% of the salary reimbursed through special education revenue for a net cost of \$22,606.00
 - c. Superintendent Operations and COVID-19 Update. Dr. Hillmann will provide an update about district operations and COVID-19 preparations.
6. Consent Agenda
Recommendation: Motion to approve the following items listed under the Consent Agenda
 - a. Minutes
 - Minutes of the Regular School Board meeting held on October 11, 2021
 - b. Girls Alpine Skiing Cooperative Agreement with Goodhue Public Schools
Joel Olson, with approval from the Minnesota State High School League, recommends the addition of Goodhue Public Schools to the Girls Alpine Skiing cooperatives for the 2021-2022 school year.
 - c. Personnel Items
 - i. Appointments
 1. Stephen Fox, Building Supervisor with Community Education, beginning 10/20/2021; \$17.41/hr.
 2. Debra Gottfried, Health Aide EA PCA for up to 7 hours/day on student contact days at the District Office, beginning 10/25/2021-6/9/2022; Step 4-\$17.52/hr.
 3. Isabela Hernandez-Perez, Special Education EA-PCA for 6.75 hours/day at Greenvale Park, beginning 10/25/2021; Step 1-\$16.17/hr.
 4. Marcia Simon, Event Worker at the High School, beginning 11/1/2021.

5. Danette Reistad, .5 Assistant Dance Team Coach for 2 hours/day for 3 days/week at the High School, beginning 10/25/2021; Level 2 \$2,240
 6. Katiana Trout, Child Nutrition Associate I for 3.75 hours/day at the Middle School, beginning 11/1/2021; \$19.28/hr.
 7. Johanna Villa, Assistant Dance Team Coach for 2 hours/day for 3 days/week at the High School, beginning 10/25/2021; Level 2 \$4,480, Step 5
 8. John Watkins, Site Supervisor/Scheduler with Community Education Recreation, beginning 10/20/2021-5/31/2021; \$14.39/hr.
 9. Margaret Witt, 1.0 FTE Long Term Substitute Special Education Teacher at Spring Creek, beginning 11/30/2021-12/22/2021; MA, Step 10
- ii. Increase/Decrease/Change in Assignment
1. Kristin Basinger, Special Ed EA at the Middle School, add Special Ed EA PCA BUS EA for an additional .50 hours/day with the District, effective 9/21/2021-6/10/2022.
 2. Adriana Bermudez, ECFE EA for 14 hours/week at the NCEC, change to ECFE EA for 16.25 hours/week at the NCEC, effective 10/18/2021.
 3. Allyson Bernstorf, Nurse Aide and Instructional/Supervisory EA at Spring Creek, change to Nurse Aide and Instructional/Supervisory EA for 5 hours/day and Administrative Assistant class II for 2 hours/day at Spring Creek, effective 10/18/2021-6/9/2022; Class II Office Step 2-\$19.95/hr.
 4. Natalie Deane, Teacher at Bridgewater, add Targeted Services PLUS Teacher for up to 8 hours/week Mon.-Thurs. at Bridgewater, effective 11/1/2021-4/29/2022; Yr. 5-\$27.73/hr.
 5. Ryan Driscoll, Teacher at Greenvale Park, add Building Supervisor with Community Education, effective 10/15/2021. \$17.41/hr.
 6. DeEtte Harris, Administrative Assistant at Spring Creek, change to Administrative Assistant for 6 hours/day and Instructional EA for 2 hours/day at Spring Creek, effective 10/18/2021-6/9/2022; Gen Ed EA Step 4-\$16.92/hr.
 7. Leslie Hayden Jr. Middle School Football Coach, add Special Ed EA PCA for 6.75 hours/day and Gen Ed EA Crossing Guard for .25 hours/day at the Middle School, effective 10/25/2021- 6/9/2022; Gen Ed Step 4-\$16.92/hr. Special Ed Step 4-\$17.52/hr.
 8. Isabela Hernandez-Perez, Special Ed EA PCA at Greenvale Park, add .50 hours/day Supervision at Greenvale Park, effective 10/26/2021; Gen Ed Step 1-\$15.57/hr.
 9. Jenni Roney, Enrichment Coordinator for 20 hours/week with Community Education, change to Enrichment Coordinator for 30 hours/week with Community Education, effective 10/18/2021.
 10. Bailey Shimota, Special Ed EA at the Middle School, add Special Ed EA PCA Extra-curricular/non-academic activities with the District, effective 10/1/2021-6/10/2022.
 11. Dee Tomczik, Gen Ed EA for 3 hours/day and Health Aide for 4 hours/day at Bridgewater, change to Gen Ed EA for 4.50 hours/day and Health Aide for 2.50 hours/day at Bridgewater, effective 9/9/2021.
- iii. Leave of Absence
1. Katie Bauer, Administrative Assistant at the ALC, Family/Medical Leave of Absence beginning on or about 1/3/2022-3/25/2022.
 2. Tom Dickerson, Teacher at the High School, Family/Medical Leave of Absence beginning on 11/24/2021-1/3/2022.
 3. Cece Green, CN Manager II at the High School, Family/Medical Leave of Absence beginning on 11/24/2021-12/31/2021.
 4. Rich Kleeberger, Custodian at the High School, Family/Medical Leave of Absence beginning on 10/5/2021 and continuing on an intermittent basis for up to 60 work days.
- iv. Retirements/Resignations/Terminations
1. Jennifer Eggum, Child Nutrition at the Middle School, termination effective 10/13/2021.

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

7. Items for Individual Action

- a. Pay Equity Implementation Report. Pay Equity Report State statute requires the district to complete a pay equity study and pay equity report every three years. This study looks at all employee groups and job classifications and determines if male and female dominated employee groups are receiving equitable pay based on their established pay equity points. Pay equity points are determined based on a review of job descriptions and a determination of the level of responsibility and types of work that each employee is asked to perform. In January 2021, the board approved the submission of the pay equity report. The district did not

pass the salary range test and in May 2021, Superintendent Hillmann updated the board on the district's plan to address this issue. Attached is the resulting Pay Equity Implementation Report.

Superintendent's Recommendation: Motion to approve the Pay Equity Implementation Report.

- b. Adjustment of e-Learning Day Starting Point The district plans to begin using e-Learning days beginning with the second full-day closure due to winter weather. The district's adopted calendar indicated that it would begin with the third full-day closure.

Superintendent's Recommendation: Motion to approve the adjustment of e-Learning day starting point from the third full-day closure to the second full-day closure.

8. Items for Information

- a. Enrollment Options and History Report. Student Information Systems Specialist Christine Neset has provided the 2021-22 Enrollment Options Report and Director of Finance Val Mertesdorf has provided the 2021-22 Enrollment History Report. Superintendent Hillmann will review these reports with the board.

9. Future Meetings

- a. Monday, November 8, 2021, 6:15 p.m., World's Best Workforce Presentation, Northfield DO Boardroom
- b. Monday, November 8, 2021, 7:00 p.m., Regular Board Meeting, Northfield DO Boardroom
- c. Thursday, November 18, 2021, 5:00 p.m., Board Work Session, DO Conference Room 105
- d. Monday, November 22, 2021, 7:00 p.m., Regular Board Meeting, Northfield DO Boardroom

10. Adjournment

SPECIAL SERVICES

201 Orchard Street South
Northfield, MN 55057
PH 507.645.3410 • Fax 507.645.3404
www.northfieldschools.org

TO: School Board Members
Dr. Hillmann, Superintendent

FROM: Cheryl Hall

DATE: October 25, 2021

RE: Request to hire an additional non- licensed Special Education Staff

I am requesting the school board to consider approval of the following increase for special education staff at Spring Creek Elementary.:

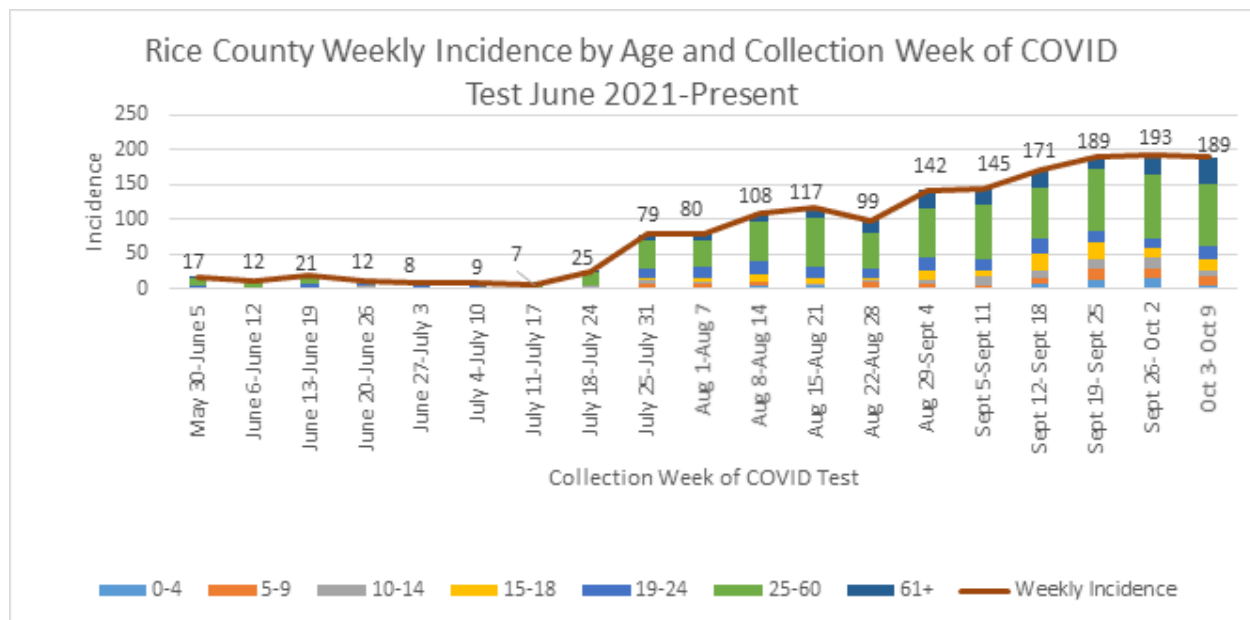
One Child Specific Special Educational Assistant/Personal Care Assistant (EA/PCA) 6.75 hours per day due to new students entering the district with significant needs for safety and intensive services as required in the Individual Education Program (IEP) plan.

The total projected cost of salary and benefits is \$31,000 with approximately 55% of the salary reimbursed through special education revenue for a net cost of \$22,606.00

Building	Position	FTE	Cost	Rationale
Spring Creek Elementary	Sped EA/PCA	6.75 hrs/day	\$31,000	student enrollment

Executive Summary: This report provides an overview of the district's operations, bright spots, anti-racism work, and response to COVID-19.

The graph below represents the COVID-19 cases in Rice County per week. The chart is from the Rice County Public Health website.



The district began counting positive COVID-19 tests within the school community on Aug. 31. As of Oct. 20, the district had 63 total positive COVID-19 cases and 22 active cases recorded in the last 14 days. People can view the latest district data through the district's COVID-19 dashboard at:

<https://northfieldschools.org/covid-19/reported-covid-19-cases-dashboard/>

The district average percentage of students quarantined for the week of Oct. 11-15 was 1.98%. The district average percentage of students absent with influenza-like illness symptoms was 1.58% during the same time frame.

COVID-19 Testing Program Update

The district is prepared to open the district's COVID-19 testing center during the week of Oct. 25, 2021. The district has the Cue testing materials on-site and has hired a new staff member who will start on or around Oct. 28. The testing center will have an initial capacity of 19 tests per weekday. The district will add the BinaxNow test to its testing strategy after tests arrive, which is currently anticipated for the last week in October.

These testing resources should further reduce the number of students who need to quarantine within the district.

e-Learning Day Plan Update

The district will continue to use e-Learning days this school year. The purpose of e-Learning Days is to maintain instructional momentum when Minnesota winter weather disrupts the ability to provide in-person instruction rather than extend the school year later into June. e-Learning days will begin with the second day of winter-weather-related school closure. In past years,

e-Learning Days started with the third closure. Students will engage in live interaction with their teachers and independent learning activities on e-Learning days.

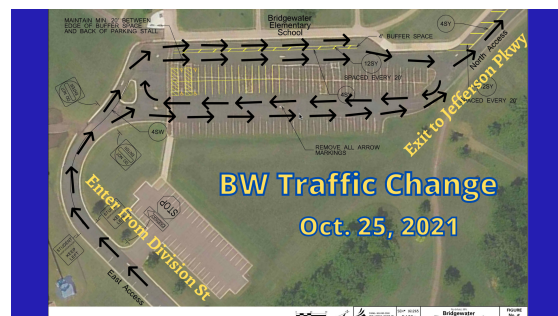
Teachers will post the day's activities, materials, and appropriate Zoom links to either Schoology (Grades 4-12) or SeeSaw (Grades PK-3) by 9:00 a.m. on an e-Learning Day.

It is vital to understand that e-Learning days are different from the distance learning that families experienced during the pandemic. Distance learning was intended to serve students' instructional needs over a longer time frame. An e-Learning day serves as an instructional bridge over Minnesota winter weather disruptions.

The district will post the formal updated e-Learning day plan to the district's website by Oct. 28.

Bridgewater Elementary School Traffic Pattern Change and City Council Lincoln Parkway Discussion

Traffic issues during the dropoff and pickup times at elementary schools are common across the nation. Since the pandemic, the traffic congestion at Bridgewater Elementary School has increased. The school district and the city have received additional complaints about this congestion. To address these concerns about increased congestion, the district is changing the entry and exit into the Bridgewater campus. Vehicles will enter the campus from Highway 246 (Division Street) and exit onto Jefferson Parkway. This will allow approximately twice as many vehicles to "stack" on school property, alleviating the backup of traffic onto Jefferson Parkway. The district made this decision in conjunction with the city. The city assisted in several ways, including [producing this video that was shared with families and the community](#). Principal Nancy Antoine and the district have used our cascading communication strategy to inform families and the community. The change has been included in multiple school e-newsletters, in a district-wide email to all families, through a Skylert phone message to Bridgewater families, a post on the district website, a news story on KYMN radio (and website), a post on the *Northfield News* website, and through social media.



There have also been concerns about increased congestion on Lincoln Parkway near Greenvale Park Elementary School and the Northfield Community Education Center. The district has met with city officials and attended a City Council meeting where it was an agenda item. The city is moving forward with implementing several solutions, including relocating the dynamic speed signs currently on Second Street near the District Offices and Area Learning Center building to Lincoln Parkway. The City Council directed their staff to bring specific recommendations for traffic delineators (these items can mimic "bump outs") that provide a visual reminder for drivers about crosswalks and pedestrian-activated beacons that could also assist in people crossing the street in the area near the school when cross guard services are not available.

Bright Spot: Northfield Community Action Center Food Shelf Open



The district's commitment to partnerships is well known in the community. This fall, the Northfield Community Action Center opened its satellite food shelf at the Northfield Community Education Center.

The site will serve families by offering a mix of fresh fruits and vegetables, frozen foods, pantry staples, and other essential items.

The program will help interrupt food insecurity for residents, especially those living on the north side of Northfield.

NORTHFIELD PUBLIC SCHOOLS

School Board Minutes

October 11, 2021

District Office Boardroom

1. Call to Order

Board Chair Julie Pritchard called the Regular meeting of the Northfield Board of Education of Independent School District No. 659 to order at 7:00 p.m. Present: Baraniak, Butler, Gonzalez-Goerge, Goerwitz, Pritchard, Quinnell and Stratmoen. Absent: None. This meeting was open to the public, live-streamed and recorded, and access to the recording was posted to the school district website.

2. Land Acknowledgement Statement

Today is Indigenous Peoples Day. In June 2021 the school board adopted Policy 950 that formalized a statement from the Northfield School District that recognizes and respects Indigenous peoples as traditional stewards of this land and the enduring relationship that exists between Indigenous peoples and their traditional territories. Northfield High School Senior Amelia Arnold, who was instrumental in leading student involvement in drafting this statement, read the land acknowledgement statement: "The Northfield School District recognizes that we reside on the homeland of the Wahpekute Tribe of the Dakota Nation. We acknowledge the wrongdoings, previous and ongoing, and strive to repair and strengthen our relations with Indigenous peoples."

3. Agenda Approval/Table File

On a motion by Quinnell, seconded by Butler, the board approved the agenda.

4. Public Comment

There was public comment from Carol Myint, Kristi Pursell, James Demas, Rachel Trnka, and Amy GernonEdwards regarding masking in school and COVID-19.

5. Announcements and Recognitions

- Nancy Antoine, Principal at Bridgewater Elementary School, was named Minnesota's National Distinguished Principal. This program honors outstanding elementary and middle-level principals who ensure that America's children acquire a sound foundation for lifelong learning and achievement. Ms. Antoine received her award last week at a ceremony held in Washington D.C.
- Steve Taggart, Technology & Engineering Teacher at NHS, recently started participating in the Ford Automotive Career Exploration (ACE) program. He is working on connecting with and getting sponsored by a dealership. The sponsoring dealership is required to come into the classroom two times a year, be a member of the advisory group, offer job shadowing for students and support any career fairs. Mr. Taggart is excited to implement this program and for the opportunities it may bring to students who wish to pursue a career in the automotive industry.
- Rice County has officially been accepted as an implementation community for the Healthy Ways program developed by the Harlem Children's Zone. We will be the first replication communities of this evidence-based program through the community schools at Jefferson Elementary in Faribault and Greenvale Park in Northfield.
- Through funding that Rice County Public Health received from the State of Minnesota and support from Allina, HCI was able to hire Diego Calvario Bravo as a Healthy Ways Coordinator. Bilingual in English and Spanish, Diego grew up in Northfield, graduated from Northfield High School and St. Olaf College where he double majored in kinesiology and Latin American Studies. Diego will be working in our communities and at Jefferson and Greenvale Park.
- Northfield Chamber of Commerce hosted board members and Dr. Hillmann for the State of the District address to the community.

6. Items for Discussion and Reports

- a. Five-Year Strategic Plan. Superintendent Hillmann provided a high-level overview of the progress for updating the district's strategic plan and highlighted the next steps in the process. We held strategic planning sessions with community members last spring and this fall. The vision of the district was shared and we asked for feedback regarding the five strategic district commitments: people, learner outcomes, stewardship, partnerships, and equity. We will also use pulse survey results, and a variety of other sources and data to produce a draft of the five-year strategic plan. The board will review the first draft on November 8, and we will schedule a work session in November to delve deeper into the strategic plan. The draft will be reviewed on November 22, and the board will be asked to approve the five-year strategic plan at the December 13 school board meeting. The approved plan will be instrumental in formulating the priority based budgeting process starting in January 2022.
- b. Superintendent Operations and COVID-19 Update. Dr. Hillmann provided an update about district operations and COVID-19. COVID cases continue to increase in the county but have begun to flatten. We have added the total accumulated number of COVID cases, the ILI rate, and the quarantine rate to the district dashboard. Testing for COVID has become less available to families and the district, in conjunction with MDH and MDE, is planning to begin offering the CUE rapid molecular test to district staff and students. We are also looking at BinaxNOW OTC at home testing as a 'test to stay' option for staff and students, and we continue to offer the VAULT saliva tests. The district does plan to continue e-Learning in the event of severe winter weather during the 2021-22 school year and we are finalizing the e-Learning plan.

7. Committee Reports

There were committee reports.

8. Consent Agenda

On a motion by Baraniak, seconded by Goerwitz, the board approved the consent agenda.

- a. Minutes
 - Minutes of the Regular School Board meeting held on September 27, 2021
- b. Gifts Agreement
 - \$1,000.00 from Northfield Booster Club, Inc. for 2020 scholarships
- c. Northfield Swim Club

The school board was asked to approve the agreement with the Northfield Swim Club. This agreement is for the time period November 10, 2021 to November 8, 2022 and contains no significant updates from last year's agreement.
- d. Personnel Items
 - i. Appointments
 1. Correction: Josten Coleman, 1.0 FTE STEM Teacher at the Middle School, beginning 9/27/2021; MA, Step 9
 2. Jodi DiMaggio, ECSE Due Process Clerical (Class II) for 4 hours/day at the NCEC, beginning 10/12/2021-6/9/2022; Class II Step 3-\$20.35/hr.
 3. Tyler Lexvold, 1.0 FTE Long Term Substitute Second Grade Teacher at Bridgewater, beginning 10/4/2021-1/28/2022; Daily Sub Rate
 4. Ryan Oden, Long Term Substitute EL Educational Assistant for 6.75 hours/day at the Middle School, beginning 10/12/2021-11/19/2021; Gen Ed Step 3-\$16.29/hr.
 5. Alexis Sanburn, Special Ed EA PCA for 6.75 hours/day at the High School, beginning 10/19/2021; Spec Ed Step 4-\$17.52/hr.
 - ii. Increase/Decrease/Change in Assignment
 1. Kristin Basinger, Special Ed EA PCA at the Middle School, Special Ed EA PCA Bus for an additional .50 hrs/day with the District, effective 9/20/2021-6/10/2022.
 2. Adriana Bermudez, ECFE EA/Health Aide for 16.5 hours/week at the NCEC, change to ECFE EA for 14 hours/week at the NCEC, effective 9/27/2021.
 3. Adriana Bermudez, Health Aide/ECFE EA for 23.50 hours/week at the NCEC, change to Health Aide for 26 hours/week at the NCEC, effective 9/30/2021-6/10/2022.

4. Kevin Dahle, National Honor Society Advisor at the High School for the 2020-2021 school year, change to National Honor Society Advisor-on going at the High School, effective 8/30/2021; Stipend \$4,480
 5. Claire Edwards, KidVentures Site Assistant for 26 hours/week at Spring Creek, change to KidVentures Site Assistant for 28.5 hours/week at Spring Creek, effective 10/4/2021.
 6. Anna Kelly, LTS Teacher at Greenvale Park, add Targeted Services PLUS Teacher for up to 8 hours/week at Greenvale Park, effective 11/1/2021-5/5/2022; Yr. 4-\$27.73/hr.
 7. Jenny Link, Teacher at the Middle School, add Targeted Services MSYC Teacher for up to 8 hours/week Mon.-Thurs. at the Middle School, effective 10/11/2021-5/12/2022; Yr. 5-\$27.73/hr.
 8. Brent Lothert, Technology Specialist with the District, change to Assistant Network Manager with the District, effective 9/28/2021. \$71,959 prorated.
 9. Catherine Lovrien, Will Teacher at the Middle School, add Targeted Services MSYC Teacher for up to 8 hours/week Mon.-Thurs. at the Middle School, effective 10/11/2021-5/12/2022; Yr. 1-\$27.11/hr.
 10. Ashly Polzin, Teacher at Bridgewater, add Targeted Services PLUS Teacher for up to 8 hours/week Mon.-Thurs. at Bridgewater, effective 10/25/2021-4/29/2022; Yr. 3-\$27.11/hr.
- iii. Leave of Absence
1. Ashley Benhart, Teacher at Spring Creek, Family/Medical Leave of Absence beginning on or about 3/21/2022 through the end of the 2021-2022 school year.
 2. Kimbra Dimick, Teacher at Greenvale Park, Family/Medical Leave of Absence beginning on or about 3/13/2022 through the end of the 2021-2022 school year.
 3. Ada Leaphart, Teacher at Greenvale Park, Family/Medical Leave of Absence beginning on or about 4/4/2022 through the end of the 2021-2022 school year.
 4. Amber Soderlund, Teacher at Spring Creek, Family/Medical Leave of Absence beginning on or about 12/26/2021-4/1/2022.
 5. Carrie Zupfer-Rice, Teacher at Greenvale Park, Family/Medical Leave of Absence beginning on 11/2/2021 and continuing on an intermittent basis through 11/30/2021.
- iv. Retirements/Resignations/Terminations
1. Ray Coudret, Portage Tutor with the District, resignation effective 9/13/2021.
 2. Matthew Crase, Wrestling Coach at the Middle School, resignation effective 9/30/2021.
 3. Julie Ochs, School Nurse at Greenvale Park, retirement effective 12/31/2021.
 4. Laurie Rupp, LTS Teacher at Bridgewater, resignation effective 9/29/2021.
- iv. Other Items
- Correction: On September 27, 2021 the board approved the request to hire 1.0 FTE licensed special education resource teacher for the Portage online program and Greenvale Park Elementary at a total projected cost of salary and benefits of \$95,627. Approximately 55% of this salary is reimbursed through special education revenue for a net cost of \$32,355. This position is not federally funded at 100%.

9. Items for Individual Action

- a. Policy Approval. On a motion by Goerwitz, seconded by Quinnell, the board approved policies 102, 406 and 413 as presented at the September 27, 2021 school board meeting with a modification to link procedures for policy 413 in the policy document.
- b. Minnesota State High School League Addendum COVID-19 Protocol Update. On a motion by Goerwitz, seconded by Baraniak, the board approved one update to the district's COVID-19 protocols governing high school activities governing the Northfield High School fall play. Similar to high school athletes, play performers will be allowed to remove their masks while performing on stage during tech week rehearsals and public performances.

10. Items for Information

- a. Enrollment Report. Superintendent Hillmann reviewed the October 2021 enrollment report which reflects a full time district enrollment of 3,810.
- b. School Lunch Week is October 11-15, 2021. The National School Lunch Program serves nearly 30 million children every school day. President John F. Kennedy created National School Lunch Week in 1962 to promote the importance of a healthy school lunch in a child's life and the impact it has inside and outside of the classroom. We are grateful for our child nutrition director and staff who serve our district students each and every day.
- c. School Bus Safety Week is October 18-22, 2021. National School Bus Safety Week is an active and evolving public education program and an excellent way for parents, students, teachers, motorists, school bus

operators, school administrators, and other interested parties, to join forces and address the importance of school bus safety. Designed to promote school bus safety, school districts throughout the country observe School Bus Safety Week.

11. Future Meetings

- a. Monday, October 25, 2021, 7:00 p.m., Regular Board Meeting, Northfield DO Boardroom
- b. Monday, November 8, 2021, 6:15 p.m., World's Best Workforce Presentation, Northfield DO Boardroom
- c. Monday, November 8, 2021, 7:00 p.m., Regular Board Meeting, Northfield DO Boardroom

12. Adjournment

On a motion by Stratmoen, seconded by Quinnell, the board adjourned at 8:29 p.m.

Noel Stratmoen
School Board Clerk

Minnesota State High School League
2100 Freeway Blvd., Brooklyn Center, MN 55430-1735
763-560-2262, Fax: 763.569.0499

Application for Cooperative Sponsorship

Deadline: Not later than 30 days prior to the first day of practice for that sport season.
PLEASE SEE BYLAW 403.2 (A-C) and 403.4 (A-D) (amended May 15, 2017) FOR INFORMATION REGARDING REQUIRED DOCUMENTATION AND APPLICATION PROCEDURE

The governing boards of each participating school must jointly make an application for cooperative sponsorship.

On behalf of the following schools, we hereby apply for cooperative sponsorship of **Girls' Alpine Skiing**
beginning with the **2021 - 2022** school year. (activity) (boys' or girls') (Adapted-CI or PI)

List **ALL** schools included in the cooperative sponsorship. *Attach another form if necessary.*

	School	Enrollment (9-12)*	City	Administrative Region**	Competitive Section**
High School #1:	Northfield	1281	Northfield	1AA	6
High School #2:	Goodhue	214	Goodhue	1A	6
High School #3:					
High School #4:					

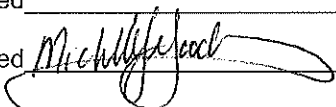
*Enrollment reported to the State of Minnesota on October 1 of the previous school year.

**Current (Number and Class)

- Do any of the above schools belong to a conference in this activity?
☒ **Yes** This application must include a review and comments from the conference(s) of which the schools are members.
☐ **No**
- Do any of the above schools currently have a cooperative agreement in this activity?
☐ **Yes** An application for dissolution must be submitted for the existing agreement.
☒ **No**
- Describe the conditions which have prompted your request to co-sponsor this activity. (See model resolution at [www.mshsl.org/About MSHSL/Membership Information: A History & Model Resolution for School Boards](http://www.mshsl.org/About%20MSHSL/Membership%20Information%20A%20History%20&%20Model%20Resolution%20for%20School%20Boards))
- List the number of students, by grade level, who participated in this activity during the previous year. *If the school did not sponsor the program last year, indicate the number of students expected to participate in this cooperatively-sponsored activity this year if approved.*

	7th	8th	9th	10th	11th	12th
High School #1	0	8	1	6	2	2
High School #2	1	0	0	0	0	0
High School #3						
High School #4						

- Team Identification: (Indicate how cooped schools should be identified in tournament programs): **Northfield High School**
- Team Colors: Maroon and Gold Team Mascot: Raiders
- Host School (school that will receive revenue share check):

Board of Education (or designee)	School	Date
Signed _____	_____	_____
Signed <u></u>	<u>Goodhue Public School</u>	<u>10/11/21</u>
Signed _____	_____	_____
Signed _____	_____	_____

Official Action of the MSHSL Board of Directors

☐ Approved ☐ Not Approved

Signature: _____ Date: _____
MSHSL Executive Director

Pay Equity Implementation Report

Part A: Jurisdiction Identification

Jurisdiction: ISD No. 659 - Northfield
201 Orchard St,

Northfield, MN 55057

Jurisdiction Type: School

Contact: Molly Viesselman

Phone: (507) 663-0624

E-Mail: mviesselman@northfiel
dschools.org

Contact: Kathleen Murphy

Phone: (651) 452-4099

E-Mail: kmurphymmc@msn.co
m

Part B: Official Verification

1. The job evaluation system used measured skill, effort responsibility and working conditions and the same system was used for all classes of employees.

The system was used: Consultant

Description:

Decision Band Method

2. Health Insurance benefits for male and female classes of comparable value have been evaluated and:

There is no difference and female classes are not at a disadvantage.

3. An official notice has been posted at:

Staff Break/Lunch Room all buildings

(prominent location)

informing employees that the Pay Equity Implementation Report has been filed and is available to employees upon request. A copy of the notice has been sent to each exclusive representative, if any, and also to the public library.

The report was approved by:

School Board

(governing body)

Julie Pritchard

(chief elected official)

Board Chair

(title)

Part C: Total Payroll

\$35125083.95

is the annual payroll for the calendar year just ended December 31.

- [X] Checking this box indicates the following:

- signature of chief elected official
- approval by governing body
- all information is complete and accurate, and
- all employees over which the jurisdiction has final budgetary authority are included

Date Submitted: 10/18/2021

Job Class Data Entry Verification List

Case: 2021DATA

ISD No. 659 - Northfield

LGID: 1741

Job Nbr	Class Title	Nbr Males	Nbr Females	Non- Binary	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
1	Child Nutrition Associate I	1	13	0	F	625	3341.00	3601.00	1.00		Longevity
2	Delivery Driver/Floating Custodian	1	0	0	M	875	3185.00	3664.00	5.00		Longevity
3	EducAsstSupervisory/GenEd	0	4	0	F	875	2698.00	2932.00	4.00		Longevity
4	Community Serv Site Asst	7	31	0	F	875	2445.00	2683.00	4.00		
5	Child Nutrition Associate II	0	6	0	F	875	3515.00	3774.00	1.00		Longevity
6	Custodian	13	2	0	M	875	3227.00	3664.00	5.00		Longevity
7	Volunteer Coordinator	1	0	0	M	1125	3040.00	3350.00	4.00		
8	Child Nutrition Associate III	0	6	0	F	1125	3806.00	4066.00	1.00		Longevity
9	Educ Asst Media	0	5	0	F	1125	2698.00	2932.00	4.00		Longevity
10	Office Generalist	0	1	0	F	1125	3390.00	3667.00	5.00		
11	Auditorium Technician	1	0	0	M	1875	4208.00	4208.00	1.00		
12	Security Monitor	0	1	0	F	1875	3943.00	3943.00	1.00		
13	Custodian Engineer	9	0	0	M	1875	4001.00	4662.00	5.00		Longevity
14	Early Venture Asst Teacher	0	1	0	F	2125	2780.00	3275.00	6.00		
15	Educ Asst Instruc/Gen Ed	3	13	0	F	2125	2698.00	2932.00	4.00		Longevity
16	Early Venture Teacher	0	15	0	F	2375	2977.00	3475.00	6.00		
17	Office Specialist	0	11	0	F	2375	3586.00	3868.00	5.00		Longevity
18	Educ Asst PersonalCareAsst	3	96	0	F	2375	2802.00	3036.00	4.00		Longevity
19	EarlyChildhoodOutreachSpec	0	1	0	F	3250	3561.00	3561.00	1.00		
20	TargetedServEnrichCoord/Club	2	4	0	B	3875	3988.00	3988.00	1.00		
21	Child Nutrition Manager I	0	3	0	F	3875	4014.00	4274.00	1.00		Longevity
22	Administrative Support Asst	0	13	0	F	3875	3712.00	3988.00	5.00		Longevity
23	Accounting Gen/Spec Payroll	0	3	0	F	3875	3712.00	3988.00	5.00		Longevity
24	Ventures Site Leader	0	3	0	F	4125	3573.00	4071.00	6.00		
25	HR Generalist/Specialist	0	3	0	F	4125	3712.00	3988.00	5.00		
26	Child Nutrition Manager II	0	2	0	F	4125	4071.00	4331.00	1.00		Longevity
27	Elementary Head Custodian	3	1	0	B	4125	4984.00	5421.00	6.00		Longevity
77	Mental Health Navigator	0	1	0	F	4125	3986.00	3986.00	1.00		
28	AsstGroundskeeper/FloatingSub	1	0	0	M	4375	4757.00	5048.00	4.00		Longevity
29	Cultural Liaison	1	0	0	M	4375	5532.00	6079.00	4.00		
30	Information Systems Specialist	0	1	0	F	4750	6169.00	6338.00	4.00		Longevity
31	Building Nurse	0	5	0	F	5333	5506.00	6774.00	4.00		Longevity

Job Class Data Entry Verification List

Case: 2021DATA

ISD No. 659 - Northfield

LGID: 1741

Job Nbr	Class Title	Nbr Males	Nbr Females	Non- Binary	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
32	Technology Specialist	1	1	0	B	5333	5090.00	5256.00	4.00		
33	Secondary Head Custodian	2	0	0	M	5333	5130.00	5566.00	6.00		Longevity
34	Admin Asst to Superintendent	0	1	0	F	5333	6294.00	6544.00	4.00		
35	District Life Coach	1	0	0	M	5333	3778.00	5546.00	4.00		
36	Parent Educator ECFE	0	3	0	F	5667	5767.00	9530.00	10.00		Longevity
37	Network Manager	1	0	0	M	5667	7523.00	7689.00	4.00		Longevity
38	YouthDevl/Recr/Enrich Coord	0	3	0	F	5667	5199.00	5490.00	4.00		
39	CommunitySchool Coordinator	0	1	0	F	5667	4048.00	4339.00	4.00		
40	Master Electrician	1	0	0	M	5667	7301.00	7634.00	4.00		Longevity
41	Network Assistant	1	0	0	M	5667	5996.00	6163.00	4.00		
42	District Maint/Grds Coordinato	2	0	0	M	5667	5790.00	6137.00	4.00		Longevity
43	ADSIS Interventionist	1	4	0	F	6000	5767.00	9530.00	10.00		Longevity
44	Work Experience Coordinator	1	0	0	M	6000	5767.00	9530.00	10.00		
45	Special Education Teacher	6	48	0	F	6000	5767.00	9530.00	10.00		Longevity
46	School Social Worker	0	6	0	F	6000	5767.00	9530.00	10.00		Longevity
47	Physical Therapist	0	1	0	F	6000	5767.00	9530.00	10.00		Longevity
48	Pre-K12 Systems&InstrCoach	0	3	0	F	6000	5767.00	9530.00	10.00		Longevity
49	Media Specialist	0	2	0	F	6000	5767.00	9530.00	10.00		Longevity
50	Licensed Teacher K-12	64	170	0	F	6000	5767.00	9530.00	10.00		Longevity
51	Autism Resource Specialist	0	1	0	F	6000	5767.00	9530.00	10.00		Longevity
52	Ventures Coordinator	0	1	0	F	6333	5199.00	5490.00	4.00		
53	School Counselor Secondary	2	5	0	F	6333	5767.00	9530.00	10.00		Longevity
54	Occupational Therapist	1	2	0	B	6333	5767.00	9530.00	10.00		
55	Educ Speech&Lang Pathologist	1	7	0	F	6333	5767.00	9530.00	10.00		Longevity
56	Director of Child Nutrition	0	1	0	F	6333	8083.00	8582.00	4.00		
57	Assistive Technology Specialis	0	1	0	F	6333	5767.00	9530.00	10.00		Longevity
58	Early Childhood Coordinator	0	1	0	F	6333	5828.00	6131.00	4.00		
59	School Psychologist	0	6	0	F	6750	5767.00	9530.00	10.00		
60	Licensed Public School Nurse	0	1	0	F	6750	5767.00	9530.00	10.00		
61	Director Technology Services	0	1	0	F	7667	9535.00	9946.00	4.00		
62	Director Student Activiities	1	0	0	M	7667	9535.00	9946.00	4.00		
63	Director Buildings & Grounds	1	0	0	M	7667	9374.00	9785.00	4.00		

Job Class Data Entry Verification List

Case: 2021DATA

ISD No. 659 - Northfield

LGID: 1741

Job Nbr	Class Title	Nbr Males	Nbr Females	Non- Binary	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
64	Assistant Secondary Principal	1	0	0	M	7667	12010.0 0	13807.00	4.00		
65	Assistant Secondary Principal	1	1	0	B	7667	12439.0 0	14237.00	4.00		
66	Asst Director Special Services	0	1	0	F	7667	11006.0 0	11417.00	4.00		
67	Director Community Education	0	1	0	F	8000	11200.0 0	11611.00	4.00		
68	Director ALC	1	0	0	M	8333	11589.0 0	11999.00	4.00		
69	Elementary School Principal	2	1	0	B	8333	12368.0 0	14438.00	4.00		Longevity
70	Middle School Principal	1	0	0	M	8750	13029.0 0	14689.00	4.00		Longevity
71	High School Principal	1	0	0	M	9250	13283.0 0	14944.00	4.00		Longevity
72	Director of Human Resources	0	1	0	F	9750	12491.0 0	12902.00	4.00		
73	Director of Finance	0	1	0	F	9750	12491.0 0	12902.00	4.00		
74	Director of Instructional Serv	0	1	0	F	9750	12491.0 0	12902.00	4.00		
75	Director of Special Services	0	1	0	F	9750	12491.0 0	12902.00	4.00		
76	Superintendent	1	0	0	M	11250	14883.0 0	14883.00		5.00	

Job Number Count: 77

MEMO TO: Dr. Matt Hillmann
 Board of Education
 FROM: Chris Neset
 DATE: October 18, 2021
 RE: 2021-2022 Enrollment Options Report

Northfield Public Schools has 454 students attending our schools from other school districts this school year compared to 455 last year. 853 Northfield students are attending school elsewhere, including other public schools (258), charter schools (287), home schools (180) and non-public schools (128). Last year 875 students attended school elsewhere.

Northfield Students Going To Non-Public Schools:			Northfield Students Going To Home School:		
	2020-21	2021-22		2020-21	2021-22
Abeka Academy		1	Grade K	13	16
Academy for the Deaf/Blind	2	3	Grade 1	17	13
Bethlehem Academy	4	6	Grade 2	21	13
Bloomington Lutheran	3	2	Grade 3	24	18
Chesterton Academy	1	1	Grade 4	26	17
Christian Life-Farmington	1		Grade 5	14	19
Cyber Village	1		Grade 6	19	10
Divine Mercy Catholic	5	3	Grade 7	16	17
Eagle Ridge Academy	1		Grade 8	19	15
Falcon View	2	2	Grade 9	10	13
Faribault Consolidated Catholic		1	Grade 10	15	9
Faribault Lutheran	1		Grade 11	7	13
First Baptist-Rosemount		2	Grade 12	6	7
Glory Academy		1	Total Home School	207	180
Good Shephard	3	3	Total Families	94	85
Guidepost Montessori		2			
Hollandale Christian	2	2	Northfield Students Going To Charter Schools:		
Holy Cross Catholic	7	2		2020-21	2021-22
Holy Family Academy	3	3	Arcadia	90	107
Minnehaha Academy	1		Blue Sky	1	
MN Autism Center	1	1	Cannon River STEM	4	4
Montessori Christian	7	1	Discovery School	1	1
Shattuck-St. Mary's	2	3	Fit Academy	1	2
St. Croix Lutheran	3	4	MN Online HS		1
St. Dominic's	99	80	MTCS Connections	24	23
St. Elizabeth Ann Seton Cath.		1	Nerstrand Charter	5	4
St. Paul's Lutheran	2	2	New Millennium		1
United Christian Academy	2	2	Parnassus Prep		4
United South Central		1	Perpich Center	1	1
Total Non-Public	153	128	Prairie Creek	148	137
			St. Paul Conservatory	3	2
			Total Charter Schools	278	287

Public Schools	Northfield Students Out		Non Resident Students In	
	2020-21	2021-22	2020-21	2021-22
Brooklyn Center	1	2		
Burnsville	5	3		1
Byron				3
Cannon Falls	3	4	9	18
Cannon Valley Spec Ed	19	20		
Dakota County Spec Ed	2	1		
Duluth		1		
Eden Prairie		3		
Faribault	6	4	326	309
Farmington	28	26	15	13
Grand Rapids	1			
Hastings				1
Hopkins				1
Houston	6	4		
Hutchinson		1		
Intermediate 287	3	5		
Jordan	1	1		
Kasson-Mantorville	3	3		
Kenyon-Wanamingo	4	3	28	28
Lakeville	23	25	10	14
Medford	2		1	5
Moorhead	1			
Moundsview				1
N St. Paul-Maplewood			1	
N.R.H.E.G			1	1
New Dominion	1	2		
New Prague	37	35	9	8
Owatonna		1		
Prior Lake		1		
Randolph	74	95	24	21
Red Rock Central				1
Rochester		1		5
Rosemount-Apple Valley-				
Eagan	9	5	2	1
Roseville	1	1		
Shakopee				1
Stillwater				1
SW Metro Intermediate 288		1		
SW Metro	1	1		
Tri City United	6	8	22	18
Wabasha-Kellogg		1		
Waterville-Elysian-				
Morristown			5	2
West St Paul-Mendota				
Heights			1	1
Willmar			1	
Totals	237	258	455	454

Northfield Public Schools - Enrollment Options History											
	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14	2012-13	2011-12
Northfield Students Out											
Cannon Falls	4	3	2	13	6	0	0	0	0	0	0
CVSEC	20	19	21	22	16	0	0	0	0	0	0
Faribault	4	6	8	5	6	5	5	9	9	20	17
Farmington	26	28	22	19	20	20	23	27	20	18	24
Lakeville	25	23	24	25	20	22	22	24	18	21	14
New Prague	35	37	34	30	27	21	23	22	22	20	16
Randolph	95	74	72	59	65	62	63	55	45	43	29
Tri-City United	8	6	7	6	5	5	10	10	9	11	10
Other	41	41	37	41	24	47	33	40	70	58	54
Total	258	237	227	220	189	182	179	187	193	191	164
Non-Resident In											
Cannon Falls	18	9	11	14	13	7	8	13	17	22	15
Faribault	309	326	293	266	252	202	167	171	167	148	144
Farmington	13	15	14	19	20	13	12	10	12	12	13
Kenyon-Wanamingo	28	28	24	17	17	15	17	15	14	18	21
Lakeville	14	10	6	11	13	10	8	5	2	12	11
New Prague	8	9	11	19	25	19	22	16	19	20	20
Randolph	21	24	22	19	28	17	14	18	24	19	16
Tri-City United	18	22	27	21	24	20	21	22	16	14	14
Other	25	12	11	17	19	10	12	12	26	27	22
Total	454	455	419	403	411	313	281	282	297	292	276
Northfield to Non-Public											
St. Dominic's	80	99	108	104	100	108	122	122	151	168	169
Other	48	54	45	41	40	38	36	41	34	64	66
Total	128	153	153	145	140	146	158	163	185	232	235
Northfield to Home School	180	207	150	137	130	113	120	121	109	115	123
Northfield to Charter											
Prairie Creek	137	148	150	152	153	159	152	156	153	166	145
Arcadia	107	90	86	95	99	94	90	107	104	120	91
Other	43	40	26	31	28	25	30	25	11	14	18
Total	287	278	262	278	280	278	272	288	268	300	254
Total Student In	454	455	419	403	411	313	281	282	297	292	276
Total Students Out	853	875	792	780	739	719	729	759	755	838	776
Net In/Out	-399	-420	-373	-377	-328	-406	-448	-477	-458	-546	-500
	-5.00%	12.60%	-1.06%	14.94%	-19.21%	-9.38%	-6.08%	4.15%	-16.12%	9.20%	