

INDEPENDENT SCHOOL DISTRICT NO. 659
REGULAR SCHOOL BOARD MEETING

Monday, December 13, 2021 ~ 7:00 p.m.

Northfield District Office Boardroom

Zoom Link: <https://northfieldschools-org.zoom.us/j/87054350907?pwd=ejJLeVpZczVyQUI0cUltZnZZZ1dydz09>

Passcode: 600226

AGENDA

1. Call to Order
2. Agenda Approval/Table File
3. Public Comment
4. Announcements and Recognitions
5. Items for Discussion and Reports
 - a. Truth in Taxation Presentation
 - b. FY2021 Audit Results and Presentation
 - c. Superintendent Operations and COVID-19 Update
6. Consent Agenda
 - a. Minutes
 - b. Gift Agreements
 - c. Financial Reports
 - d. Personnel Items
7. Items for Individual Action
 - a. FY2021 Audit
 - b. Certify Final 2021 Payable 2022 Tax Levy
 - c. Fiscal Year 2021-2022 General Fund Budget Revision
 - d. School Resource Officer Agreement
 - e. Start Time for School Board Meetings
 - f. Five-Year Strategic Plan
 - g. Additional Educational Assistant Support
8. Items for Information
 - a. Enrollment Report
9. Future Meetings
 - a. Monday, January 10, 2022, 7:00 p.m., Organizational Board Meeting followed by the Regular Board Meeting
 - b. Monday, January 24, 2022, 7:00 p.m., Regular Board Meeting
 - c. Monday, February 14, 2022, 7:00 p.m., Regular Board Meeting
10. Adjournment

NORTHFIELD PUBLIC SCHOOLS
MEMORANDUM

Monday, December 13, 2021 ~ 7:00 p.m.

Northfield District Office Boardroom

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Passcode: 600226

TO: Members of the Board of Education
FROM: Matthew Hillmann, Ed.D., Superintendent
RE: Explanation of Agenda Items for Monday, December 13, 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 and must comply with the district's public comment guidelines.
4. Announcements and Recognitions
5. Items for Discussion and Reports
 - a. Truth in Taxation Presentation for the Payable 2022 Property Tax Levy Followed by Public Comment
The amount of the proposed levy for 2022 is \$20,009,247.48 and represents a 1.50% decrease 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 about the truth in taxation following the presentation.
 - b. FY2021 Audit Results and Presentation
Craig Popenhagen, Principal with CliftonLarsonAllen, LLP, will present the results of the 2020-21 fiscal year audit. A draft of the full audit report is available upon request.
 - c. Superintendent Operations and COVID-19 Update. Dr. Hillmann will provide an update about district operations and COVID-19 preparations. He will also present a draft of COVID-19 safety protocols exit criteria.
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 November 22, 2021
 - b. Gift Agreements
 - \$1,000.00 from Greenvale Park Elementary PTO to Greenvale Park Elementary to purchase items for STEAM
 - \$2,014.10 from Pat Lamb and Ele Hansen Charitable Fund of Northfield Shares for two individual Pat Lamb and Ele Hansen scholarships
 - \$1,500.00 from Ben and Debra Miller to the NHS nordic team
 - \$6,500.00 from Northfield Booster Club, Inc. for the Hudl software
 - c. Financial Reports
Financial Report - July 2021. Director of Finance Val Mertesdorf requests the board approve paid bills totaling \$2,499,852.94, payroll checks totaling \$3,358,777.89, bond payments totaling \$1,150,901.04, a wire transfer totaling \$400,000.00 from Frandsen General to Frandsen Sweep, a wire transfer totaling \$400,000.00

from Frandsen Sweep to Frandsen General, and the financial reports for July 2021. At the end of July 2021 total cash and investments amounted to \$28,117,777.30.

Financial Report - August 2021. Director of Finance Val Mertesdorf requests the board approve paid bills totaling \$2,054,624.13, payroll checks totaling \$3,189,056.05, a wire transfer totaling \$300,000.00 from Frandsen General to Frandsen Sweep, a wire transfer totaling \$300,000.00 from Frandsen Sweep to Frandsen General, and the financial reports for August 2021. At the end of August 2021 total cash and investments amounted to \$27,910,930.42.

Financial Report - September 2021. Director of Finance Val Mertesdorf requests the board approve paid bills totaling \$2,910,867.20, payroll checks totaling \$3,453,210.59, a wire transfer totaling \$300,000.00 from Frandsen General to Frandsen Sweep, a wire transfer totaling \$300,000.00 from Frandsen Sweep to Frandsen General, and the financial reports for September 2021. At the end of September 2021 total cash and investments amounted to \$27,757,403.21.

d. Personnel Items

i. Appointments

1. Kristine Farmer, ECSE Due Process Clerical (Class II) for 4 hours/day at the NCEC, beginning 12/16/2021; Class II Step 5-\$21.16/hr.
2. Jeff Heckroth, Event Worker at the High School, beginning 12/6/2021.
3. Megan Latterner, 1.0 FTE Early Childhood Special Education Teacher at the NCEC, beginning 12/3/2021-6/9/2022; BA, Step 2
4. Jeremy Mork, .58 Assistant Wrestling Coach at the High School, beginning 12/3/2021; Level 1, .58 FTE, Step 1
5. Dawn O'Neill, 1.0 FTE Long Term Substitute Art Teacher at Greenvale Park, beginning 04/4/2022-6/9/2022; Daily Sub Rate
6. Theologia Pitsavas, Speech Judge as needed at the High School, beginning 12/13/2021; \$14.00/hr.
7. Jean Lee Ritter, 1.0 FTE Custodian at the Middle School, beginning 12/14/2021; Step 2-\$18.81/hr.
8. Tamara Wunderlich, Child Nutrition Associate I, for 3.75 hours/day at the Middle School, beginning 12/3/2021; \$19.28/hr.

ii. Increase/Decrease/Change in Assignment

1. Anna Bravo Gatton, Gen Ed EL EA for 7 hours/day at the Middle School, change to Gen Ed EL EA for 2.5 hours/day at Bridgewater and 4.25 hours/day at the Middle School, effective 11/23/2021.
2. Matt Detjen, .8 Assistant Boys Swim Coach at the High School, change to 1.0 Assistant Boys Swim Coach at the High School, effective 12/1/2021.
3. Sydney Larson, Teacher at the High School, add Assistant Student Council Advisor at the High School, effective 12/6/2021; Level 2, 4% \$1991.00/yr.
4. Correction: Averie Line, Substitute EA with the District, change to Special Ed EA PCA for 10 hours/week Mon.-Wed. at the NCEC, effective 11/23/2021-6/10/2022; Step 1-\$16.17/hr.
5. Jenelle Mullin, CNA III for 7 hours/day at the High School, change to CN Manager II for 8 hours/day at the High School, effective 12/06/2021-12/22/2021; \$24.99/hr.
6. Elizabeth Musicant, Teacher at the High School, add Speech Judge at the High School, effective 12/8/2021; \$18.00/hr.
7. Eva Reineke, Assistant Nordic Coach-Hourly at the High School, change to .5 Assistant Nordic Coach at the High School, effective 12/1/2021.
8. Alexis Sanborn, Special Ed EA Bus for 1.33 hours/day Friday afternoons only with the District, add Spec Ed EA Bus Mon.-Thurs. afternoons for 1.33 hours/day with the District, effective 11/15/2021-6/10/2022.
9. Karl Stromley, Gen Ed EA at the Middle School, add Special Ed EA Extracurricular Nonacademic Support as needed with the District, effective 12/8/2021-6/10/2022.
10. Deb Wagner, Coach with the District, add Gen Ed EA for 6.5 hours/day at Bridgewater, effective 9/9/2021-6/9/2022.

iii. Leave of Absence

1. Mara Hessian, EA at Bridgewater, Family/Medical Leave of Absence, effective 11/17/2021 continuing on an intermittent basis for up to 60 work days.
2. Updated: Amber Soderlund, Teacher at Spring Creek, Family/Medical Leave of Absence, effective 12/6/2021-4/1/2022.
3. Pilar Sullivan, EA at the NCEC, Family/Medical Leave of Absence, effective 1/4/2022-1/18/2022.

- iv. Retirements/Resignations/Terminations
 - 1. Sebastian Burset, Head Girls Soccer Coach at the High School, resignation effective 12/6/2021.
 - 2. Kristen Harstad, Teacher at Spring Creek, retirement effective 6/9/2022.
- v. Seniority Lists

The board is requested to approve the 2021-2022 Principal/Assistant Principals Seniority List and the 2021-2022 Teacher Seniority List.
- vi. Recommended Changes for Substitute Rate of Pay

Administration recommends the board approve the increases to substitute pay effective January 3, 2022.

*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. FY2021 Audit. The board is asked to approve the 2021-2021 audit report.
Superintendent's Recommendation: Motion to approve the 2020-2021 audit report as presented.
- b. Certify Final 2021 Payable 2022 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 (MDE). We have reviewed and analyzed MDE'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 will be held as part of the Regular Board meeting on December 13 to provide a final opportunity for community feedback to the proposed levy. This levy, payable in 2022, will be a component of the 2022-23 fiscal budget.

Superintendent's Recommendation: Motion to certify to County Auditors the 2021 Payable 2022 Final Certified Levy Limitation and Certification Report in the amount of \$20,009,247.48 which represents a 1.50% decrease from the prior year.

- c. Fiscal Year 2021-2022 General Fund Budget Revision. The Director of Finance Val Mertesdorf is recommending the following revisions to the school board for the FY22 general fund budget. The adopted general fund revenue and expenditure budget for FY22 was \$57,741,045 and \$59,892,883 respectively. The recommended revised budget for FY22 is revenues of \$58,488,013 and expenditures of \$61,030,394. The major factors contributing to these changes include the final audited data from FY21, coronavirus relief funding, enrollment data, COVID protocol expenses, and increased health insurance premiums.

Superintendent's Recommendation: Motion to approve the revised 2021-22 general fund budget of revenues of \$58,488,013 and expenditures of \$61,030,394.

- d. School Resource Officer Agreement. Superintendent Hillmann is recommending the approval of a contract with the City of Northfield for the 2022-2024 calendar years. The district shall pay the City of Northfield the sum of \$29,361 for the period of January 1, 2022, through June 30, 2022. The district shall pay the City of Northfield the sum of \$32,003 for the period of July 1, 2022 through December 31, 2022. The district shall pay the City of Northfield the sum of \$64,006 each year as consideration for the city's provision of the school resource officer for the calendar years of 2023 and 2024, with two equal payments of \$32,003 annually on or before June 1 and December 1, respectively, of each year. The initial payment being made on June 1, 2022 and the final payment on December 1, 2024.

Superintendent's Recommendation: Motion to approve the School Resource Officer agreement with the City of Northfield for the 2022-2024 calendar years as presented.

- e. Start Time for School Board Meetings. The board is asked to approve moving the starting time of regular school board meetings to 6:00 p.m. beginning in January 2022. If approved, regular meetings of the school board shall be adjourned at or before 9:00 p.m. Policy 206 Operation of the School Board Bylaws will be updated to reflect these changes.

Superintendent's Recommendation: Motion to begin regular board meetings at 6:00 p.m. instead of 7:00 p.m. and to modify Policy 206 Operation of the School Board Bylaws that regular school board meetings are adjourned at or before 9:00 p.m. instead of 10:00 p.m. beginning in January 2022.

- f. Five-Year Strategic Plan. The board is asked to approve the final draft of the 2027 Five-Year Strategic Plan.

Superintendent's Recommendation: Motion to approve the 2027 Five-Year Strategic Plan as presented.

- g. Additional Educational Assistant Support for the 2021-22 school year. The board is asked to approve the addition of a 6.5 hours per day educational assistant at Bridgewater Elementary, primarily to support Grade 5 students and an additional 1.0 hour per day of educational assistant time at each elementary school to support students in Grade 1. The anticipated cost will be \$47,554.82. Federal relief funds will be used to pay for these positions.

Superintendent's Recommendation: Motion to approve the additional educational assistant positions as presented for the remainder of the 2021-22 school year.

8. Items for Information

- a. Enrollment Report. Superintendent Hillmann will review the December 2021 enrollment report.

9. Future Meetings

- a. Monday, January 10, 2022, 7:00 p.m., Organizational Board Meeting followed by the Regular Board Meeting, Northfield DO Boardroom
- b. Monday, January 24, 2022, 7:00 p.m., Regular Board Meeting, Northfield DO Boardroom
- c. Monday, February 14, 2022, 7:00 p.m., Regular Board Meeting, Northfield DO Boardroom

10. Adjournment



TRUTH IN TAXATION
2021 Pay 2022 Levy Certification

12/13/2021

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 25% 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

2022 Property Tax Levy

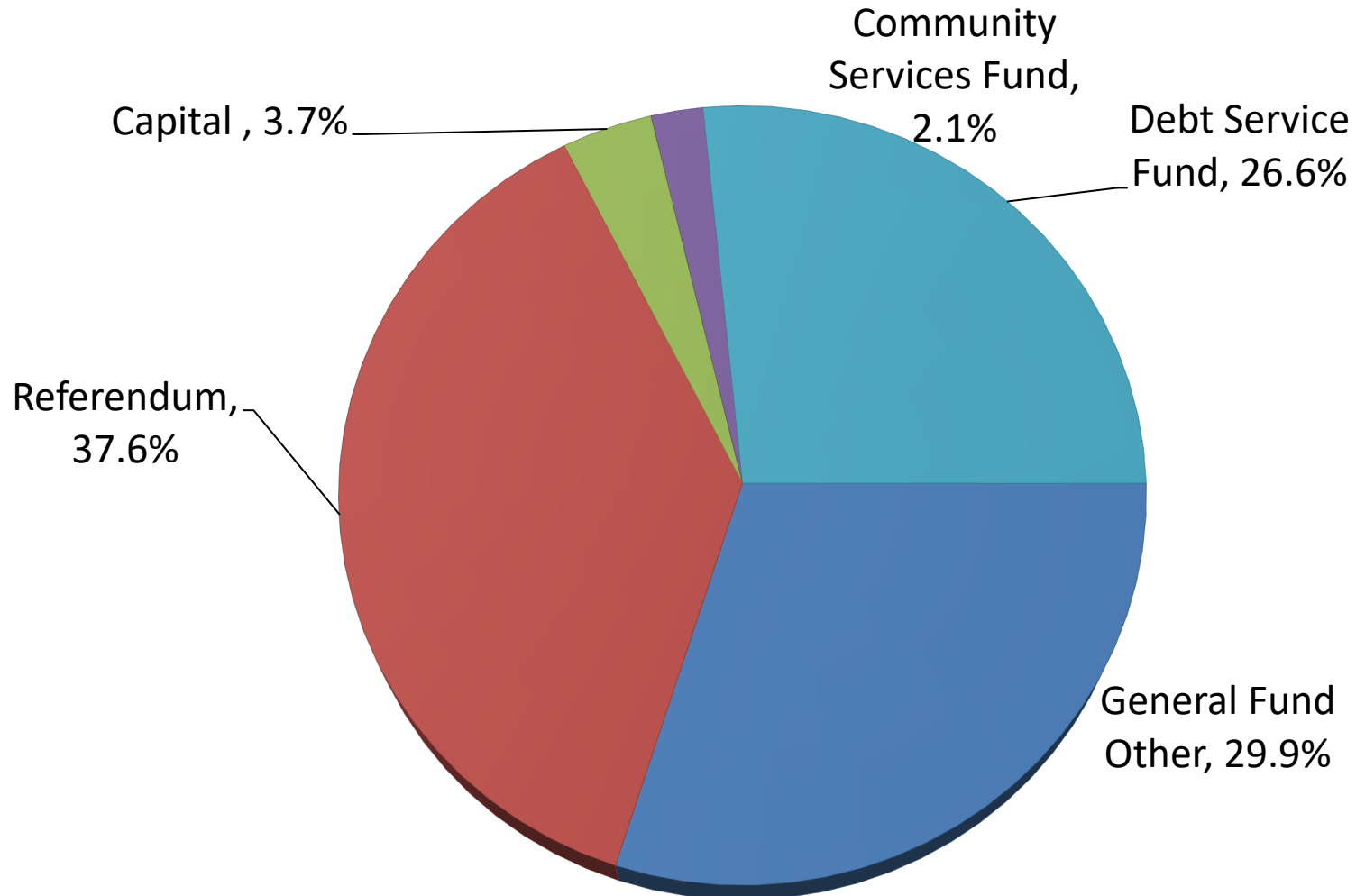
- Overall levy authority down \$303,795.91 or 1.50%
- Preliminary levy of \$20,017,034.10
- Final Certified levy of \$20,009,247.48

Levy Authority vs. Certification

	PAY 21	PAY 22	DIFFERENCE
LEVY AUTHORITY (September)	\$20,436,460.54	\$20,017,034.10	\$(419,426.44)
LEVY CERTIFICATION (December)	\$20,313,043.39	\$20,009,247.48	\$(303,795.91)
Difference	\$(123,417.15)	\$(7,786.62)	

2022 Property Tax Levy

\$20,009,247.48



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

Property Tax Levy Breakout

Pay 22 Levy Analysis

	Pay 2022 Certified Levy	Pay 2022 Proposed Levy	Pay 2021 Certified Levy	Increase (Decrease)	Percent Change
General Fund	\$ 14,255,967.15	\$ 14,257,760.87	\$ 14,528,579.31	\$ (272,612.16)	-1.88%
Community Education	\$ 428,563.42	\$ 428,563.42	\$ 419,487.08	\$ 9,076.34	2.16%
Debt Service	\$ 5,324,716.91	\$ 5,330,709.81	\$ 5,364,977.00	\$ (40,260.09)	-0.75%
Total	\$ 20,009,247.48	\$ 20,017,034.10	\$ 20,313,043.39	\$ (303,795.91)	-1.50%

Subtotals by Truth in Taxation Category	Pay 2022 Certified Levy	Pay 2022 Proposed Levy	Pay 2021 Certified Levy	Increase (Decrease)	Percent Change
Voter Approved	\$ 12,622,767.88	\$ 12,622,767.88	\$ 12,663,785.44	\$ (41,017.56)	-0.32%
Other	\$ 7,386,479.60	\$ 7,394,266.22	\$ 7,649,257.95	\$ (262,778.35)	-3.44%
Total	\$ 20,009,247.48	\$ 20,017,034.10	\$ 20,313,043.39	\$ (303,795.91)	-1.50%

Subtotals by Tax Base	Pay 2022 Certified Levy	Pay 2022 Proposed Levy	Pay 2021 Certified Levy	Increase (Decrease)	Percent Change
Referendum Market					
Value*	\$ 10,526,258.02	\$ 10,526,258.02	\$ 10,460,356.52	\$ 65,901.50	0.63%
Net Tax Capacity	\$ 9,482,989.46	\$ 9,490,776.08	\$ 9,852,686.87	\$ (369,697.41)	-3.75%
Total	\$ 20,009,247.48	\$ 20,017,034.10	\$ 20,313,043.39	\$ (303,795.91)	-1.50%

*Includes Operating Referendum and Equity Revenue

Funds	Certified Pay22	Preliminary Pay22	Certified Pay21	Difference
General Fund				
Referendum	\$ 7,545,900	\$ 7,545,900	\$ 7,609,326	\$ (63,426)
Local Optional Revenue	\$ 2,639,608	\$ 2,639,608	\$ 2,672,833	\$ (33,226)
Equity	\$ 303,526	\$ 303,526	\$ 315,529	\$ (12,003)
Capital Projects Levy	\$ 750,000	\$ 750,000	\$ 750,000	\$ -
Operating Capital	\$ 350,547	\$ 350,547	\$ 329,217	\$ 21,330
Achievement & Integration	\$ 114,769	\$ 114,769	\$ 99,109	\$ 15,660
Annual OPEB	\$ 820,000	\$ 820,000	\$ 821,233	\$ (1,233)
Reemployment Insurance	\$ 25,000	\$ 25,000	\$ 25,000	\$ -
Safe Schools	\$ 149,890	\$ 149,890	\$ 155,657	\$ (5,767)
Career Technical	\$ 36,551	\$ 36,551	\$ 35,478	\$ 1,073
LTFM	\$ 1,300,510	\$ 1,302,304	\$ 1,327,091	\$ (26,581)
Lease Levy	\$ 419,521	\$ 419,521	\$ 365,250	\$ 54,271
Abatements	\$ 2,050	\$ 2,050	\$ 66,585	\$ (64,535)
Adjustments (up to 3 yrs)	\$ (201,905)	\$ (201,905)	\$ (43,730)	\$ (158,175)
Total General Fund	\$ 14,255,967	\$ 14,257,761	\$ 14,528,579	\$ (272,612)
Community Education	\$ 428,563	\$ 428,563	\$ 419,487	\$ 9,076
Debt Service	\$ 5,324,717	\$ 5,330,710	\$ 5,364,977	\$ (40,260)
Total Levy	\$ 20,009,247	\$ 20,017,034	\$ 20,313,043	\$ (303,796)
Percent Change				-1.50%

LEVY TRENDS

	Pay 22 Certified Levy	Pay 21 Certified Levy	Pay 20 Certified Levy	Pay 19 Certified Levy	Pay 18 Certified Levy
General Fund	\$ 14,255,967.15	\$ 14,528,579.31	\$ 14,132,123.97	\$14,009,102.49	\$ 13,506,213.15
Community Education	\$ 428,563.42	\$ 419,487.08	\$ 417,154.44	\$ 410,997.28	\$ 412,076.54
Debt Service	\$ 5,324,716.91	\$ 5,364,977.00	\$ 5,436,717.52	\$ 5,605,745.95	\$ 5,337,839.20
Total	\$ 20,009,247.48	\$ 20,313,043.39	\$ 19,985,995.93	\$20,025,845.72	\$ 19,256,128.89
Difference	\$ (303,795.91)	\$ 327,047.46	\$ (39,849.79)	\$ 769,716.83	\$ 3,679,064.29
Percent Change	-1.50%	1.64%	-0.20%	4.00%	23.62%

- Pay18 includes the voter approved referendum increase



2021-22 General Fund Budget Revision

12/13/2021

20201-22 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
 - Health Insurance

Enrollment Projection

Average Daily Membership							
	Pre-K	KG	1-3	4-6	7-12	Total	Weighted
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
2020-21 Actual	44.3	202.4	747.9	843.9	2,062.29	3,900.8	4,313.26
2021-22 Adopted	39.0	238.9	690.0	774.9	2,044.6	3,787.4	4,196.4
2021-22 Revised	45.8	241.1	747.7	815.8	1,984.3	3,834.7	4,231.6
Difference	6.8	2.2	57.7	40.9	5.9	-60.3	35.2

Revenue Revision

	19-20 Audit Results	20-21 Audit Results	21-22 Adopted Budget	21-22 Revised Budget
Property Tax	\$ 13,865,817	\$ 14,217,639	\$ 14,528,579	\$ 14,528,579
State Sources	\$ 39,595,228	\$ 40,135,486	\$ 39,321,725	\$ 39,600,693
Federal Sources	\$ 1,428,206	\$ 2,593,072	\$ 2,639,748	\$ 2,957,748
Local Sources	\$ 2,646,723	\$ 1,660,274	\$ 1,250,993	\$ 1,400,993
Total	\$ 57,535,974	\$ 58,606,471	\$ 57,741,045	\$ 58,488,013

Expenditure Revision

	19-20 Audit Results	20-21 Audit Results	21-22 Adopted Budget	21-22 Revised Budget
Salaries & Benefits	\$ 44,518,951	\$ 45,486,802	\$ 48,053,503	\$ 49,145,403
Purchased Services	\$ 6,379,528	\$ 6,379,528	\$ 7,102,743	\$ 7,110,813
Supplies/Other	\$ 2,550,222	\$ 2,550,222	\$ 3,070,346	\$ 3,107,887
Capital/Equipment	\$ 3,032,575	\$ 3,032,575	\$ 1,666,291	\$ 1,666,291
Total	\$ 56,481,276	\$ 57,449,127	\$ 59,892,883	\$ 61,030,394

General Fund Budget

FUND SUMMARY				
	2019-20	2020-21	2021-22	2021-22
	Audit Results	Audit Results	Adopted Budget	Revised Budget
Beginning Fund Balance*	\$17,503,062	\$18,557,760	\$18,557,760	\$18,557,760
Annual Revenue	<u>57,535,974</u>	<u>58,606,471</u>	<u>57,741,045</u>	<u>58,488,013</u>
Total Sources	75,039,036	77,164,231	76,298,805	77,045,773
Annual Expenditures	<u>56,481,276</u>	<u>59,010,192</u>	<u>59,892,883</u>	<u>61,030,394</u>
Ending Fund Balance*	\$18,557,760	\$18,154,039	\$16,405,922	\$16,015,379
Unassigned Fund Balance	\$12,798,673	\$10,854,621	\$8,647,687	\$9,768,172
Unassigned Percentage	22.66%	18.39%	14.44%	16.01%

*Beginning and ending fund balances include unrestricted and restricted dollars

THANK YOU!

COMMENTS & QUESTIONS?



ISD NO. 659 NORTHFIELD

June 30, 2021

WEALTH ADVISORY | OUTSOURCING | AUDIT, TAX, AND CONSULTING

Investment advisory services are offered through CliftonLarsonAllen Wealth Advisors, LLC, an SEC-registered investment advisor

Create Opportunities

Audit Summary

Audit Opinion

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

Internal Control Over Financial Reporting

No deficiencies in internal control over financial reporting were noted.

Compliance and Other Matters (Yellow Book)

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

Compliance Required by Uniform Guidance (Single Audit)

No findings were noted relating to compliance and internal control over compliance.

Minnesota Legal Compliance

No Minnesota legal compliance findings were noted.



Audit Summary

- **UGG Single Audit**
 - Over \$750,000 of Total Federal Expenditures
 - Tested the Special Education and Coronavirus Relief Fund
 - No compliance issues were noted in our review of the federal programs
-
- **Future Changes**
 - Leases – Effective for FY2022
 - Subscription-Based Information Technology Arrangements – Effective for FY2023



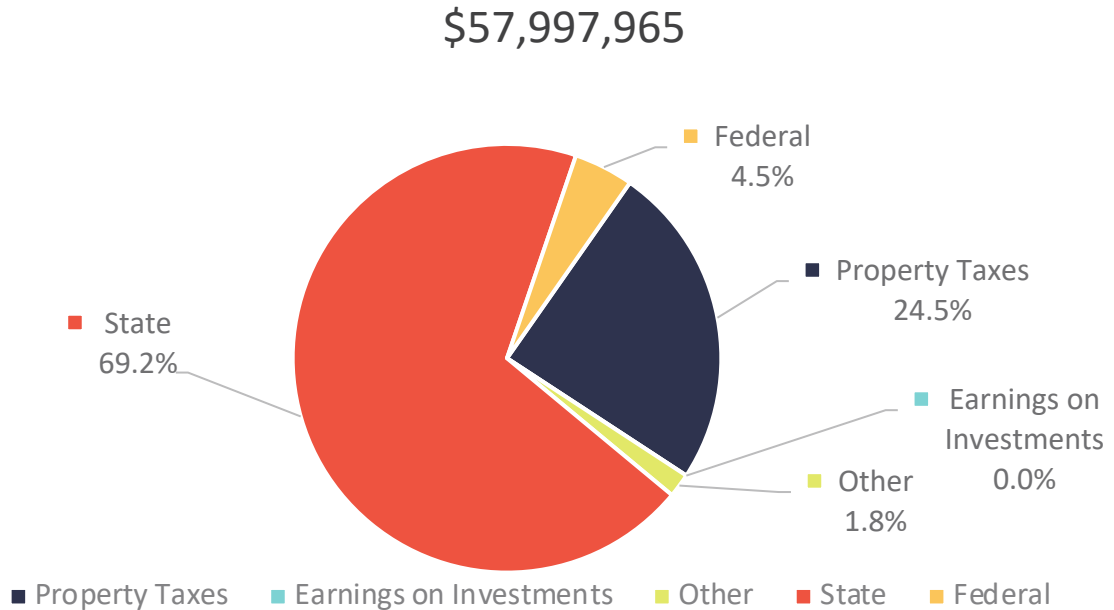
INDEPENDENT SCHOOL DISTRICT #659
COMBINING STATEMENT OF REVENUES, EXPENDITURES,
AND CHANGES IN FUND BALANCES
GENERAL FUND
YEAR ENDED JUNE 30, 2021

	Nonspendable Assigned & Unassigned	Non-Capital Restrictions	Capital Related Restriction			General Fund Total
			Operating Capital	Long Term Fac. Maint.	Total	
Revenues and Other Financing Sources	\$ 50,698,858	\$ 5,208,722	\$ 1,160,588	\$ 1,538,303	\$ 2,698,891	\$ 58,606,471
Expenditures	<u>51,488,296</u>	<u>5,250,484</u>	<u>885,095</u>	<u>1,386,318</u>	<u>2,271,413</u>	<u>\$ 59,010,193</u>
Excess (Deficit) Revenues Over Expenditures	(789,438)	(41,762)	275,493	151,985	427,478	(403,722)
Fund Balance June 30, 2020	<u>16,735,552</u>	<u>514,340</u>	<u>279,224</u>	<u>1,028,645</u>	<u>1,307,869</u>	<u>\$ 18,557,761</u>
Fund Balance June 30, 2021	<u>\$ 15,946,114</u>	<u>\$ 472,578</u>	<u>\$ 554,717</u>	<u>\$ 1,180,630</u>	<u>\$ 1,735,347</u>	<u>\$ 18,154,039</u>



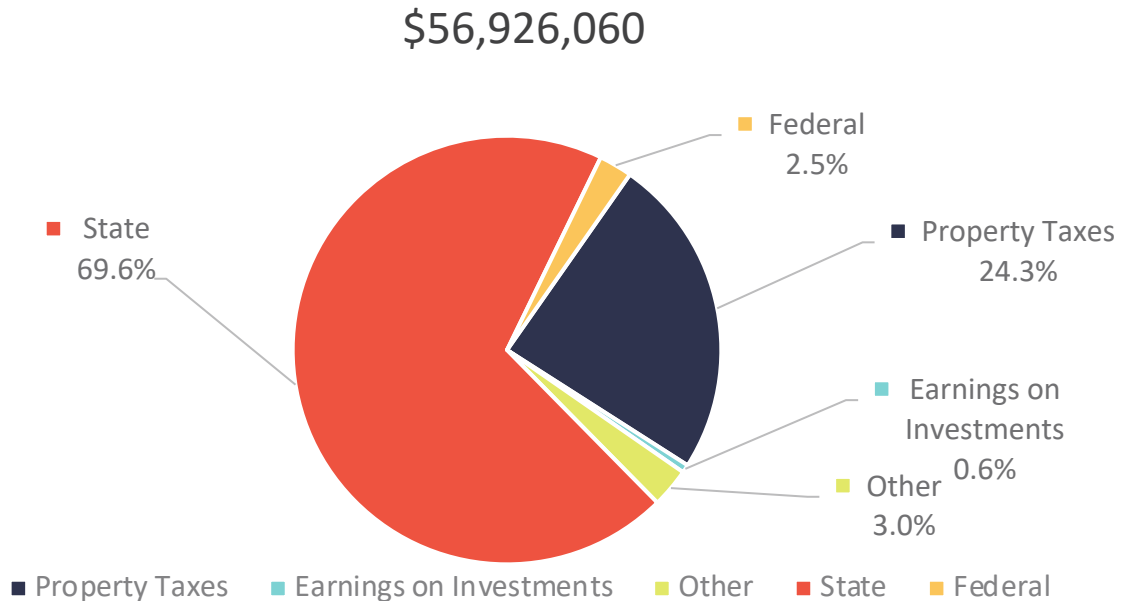
General Fund Revenue by Source

Fiscal Year Ended June 30, 2021



General Fund Revenue by Source

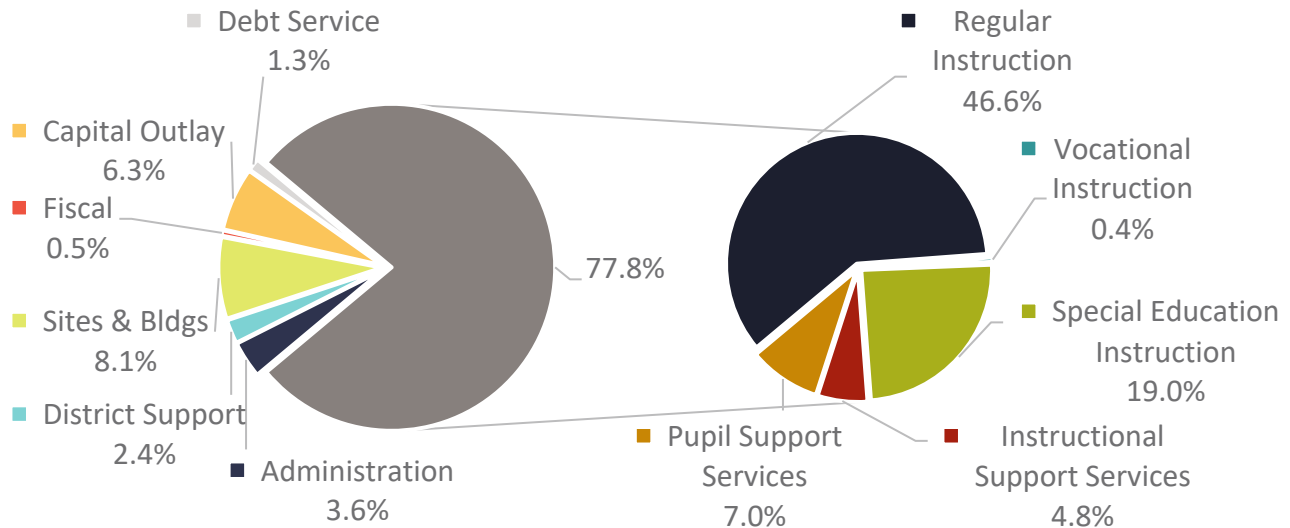
Fiscal Year Ended June 30, 2020



General Fund Expenditures by Program

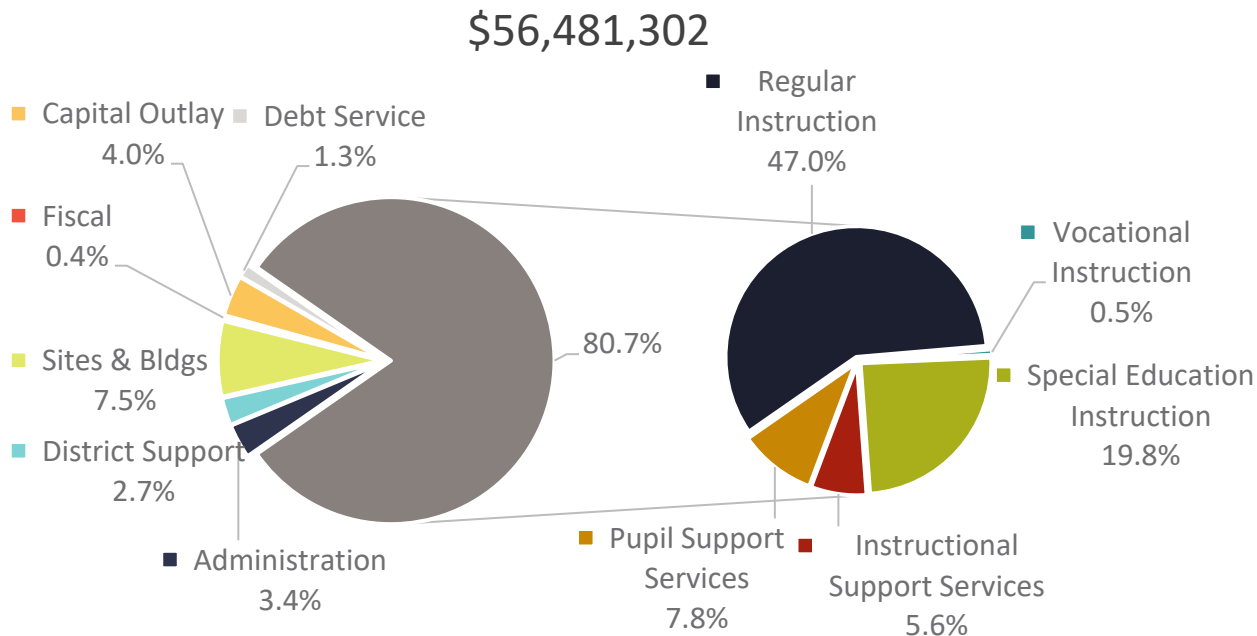
Fiscal Year Ended June 30, 2021

\$59,010,193

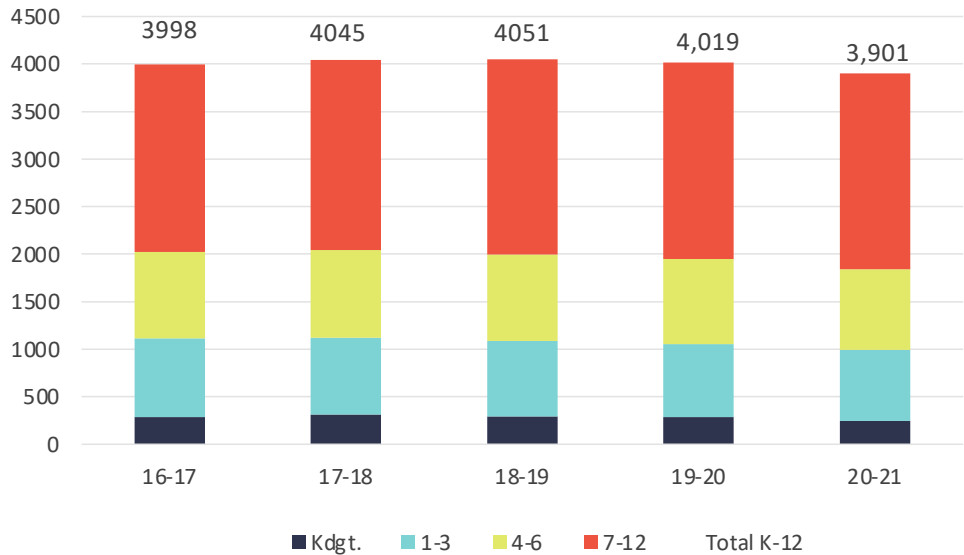


General Fund Expenditures by Program

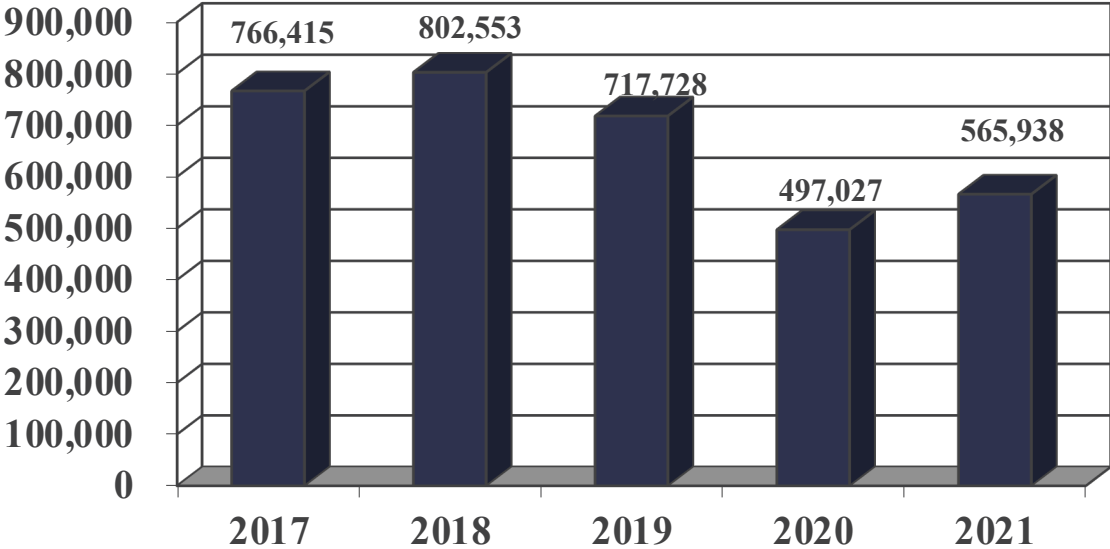
Fiscal Year Ended June 30, 2020



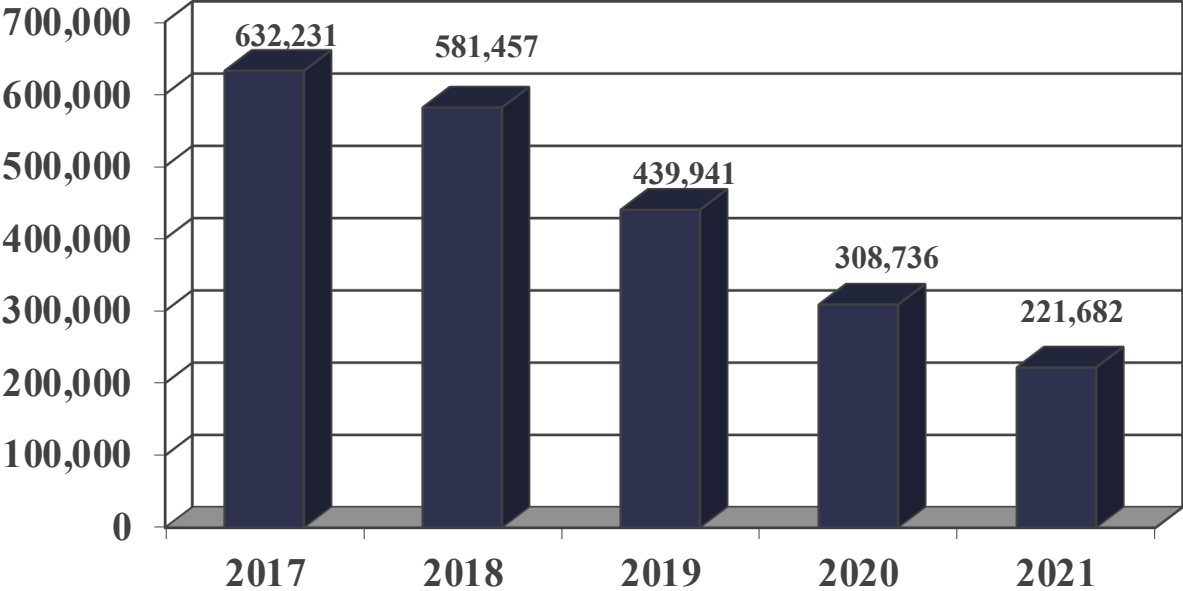
Five-Year Enrollment Trend



ISD NO. 659 NORTHFIELD
Food Service Fund Balance



ISD NO. 659 NORTHFIELD
Community Education Fund Balance





THANK YOU!

Craig Popenhagen, Principal

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WEALTH ADVISORY | OUTSOURCING | AUDIT, TAX, AND CONSULTING

Investment advisory services are offered through CliftonLarsonAllen Wealth Advisors, LLC, an SEC-registered investment advisor

Create Opportunities

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

EXECUTIVE AUDIT SUMMARY (EAS)

JUNE 30, 2021



WEALTH ADVISORY | OUTSOURCING
AUDIT, TAX, AND CONSULTING

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CLAconnect.com

November 30, 2021

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

**NORTHFIELD PUBLIC SCHOOLS
INDEPENDENT SCHOOL DISTRICT NO. 659
TABLE OF CONTENTS
JUNE 30, 2021**

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**EXECUTIVE AUDIT SUMMARY (EAS) FOR
INDEPENDENT SCHOOL DISTRICT NO. 659
YEAR ENDED JUNE 30, 2021**

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, 2021.

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 Opinion

The Special Education Cluster and the Coronavirus Relief Fund programs were tested.

There were no compliance or internal control over compliance findings reported related to Single Audit compliance.

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, 2021, and have issued our report thereon dated November 30, 2021. We have previously communicated to you information about our responsibilities under auditing standards generally accepted in the United States of America and *Government Auditing Standards*, 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.

No new accounting policies were adopted, and the application of existing policies was not changed during 2021.

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 2020-2021. 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 2020-2021 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 2020-2021. 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. Management did not identify, and we did not notify them of any uncorrected financial statement misstatements.

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 November 30, 2021.

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 of 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 November 30, 2021.

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 November 30, 2021.

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.

A handwritten signature in black ink that reads "CliftonLarsonAllen LLP". The signature is written in a cursive, flowing style.

CliftonLarsonAllen LLP

Rochester, Minnesota
November 30, 2021

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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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INDEPENDENT SCHOOL DISTRICT #659
COMBINING STATEMENT OF REVENUES, EXPENDITURES,
AND CHANGES IN FUND BALANCES
GENERAL FUND
YEAR ENDED JUNE 30, 2021

© 2021 CliftonLarsonAllen LLP

	Nonspendable Assigned & Unassigned	Non-Capital Restrictions	Capital Related Restriction			General Fund Total
			Operating Capital	Long Term Fac. Maint.	Total	
Revenues and Other Financing Sources	\$ 50,698,858	\$ 5,208,722	\$ 1,160,588	\$ 1,538,303	\$ 2,698,891	\$ 58,606,471
Expenditures	51,488,296	5,250,484	885,095	1,386,318	2,271,413	\$ 59,010,193
Excess (Deficit) Revenues Over Expenditures	(789,438)	(41,762)	275,493	151,985	427,478	(403,722)
Fund Balance June 30, 2020	16,735,552	514,340	279,224	1,028,645	1,307,869	\$ 18,557,761
Fund Balance June 30, 2021	\$ 15,946,114	\$ 472,578	\$ 554,717	\$ 1,180,630	\$ 1,735,347	\$ 18,154,039



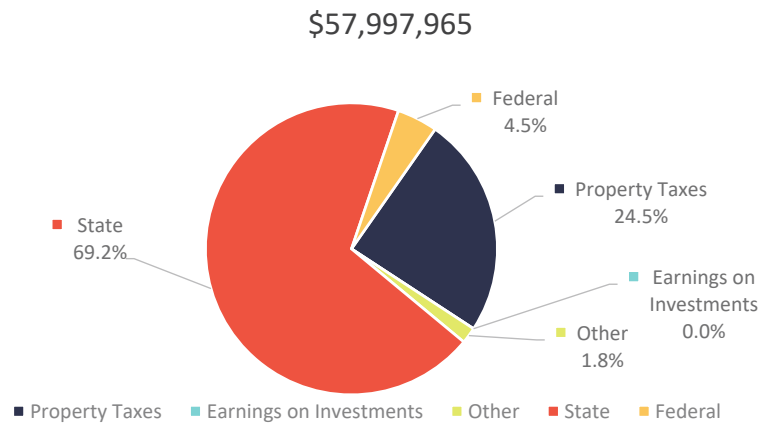
Create Opportunities

4

General Fund Revenue by Source

Fiscal Year Ended June 30, 2021

© 2021 CliftonLarsonAllen LLP



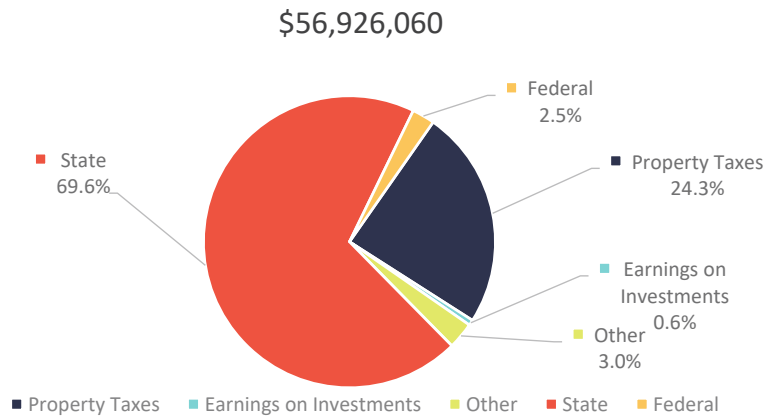
Create Opportunities

5

General Fund Revenue by Source

Fiscal Year Ended June 30, 2020

© 2021 CliftonLarsonAllen LLP



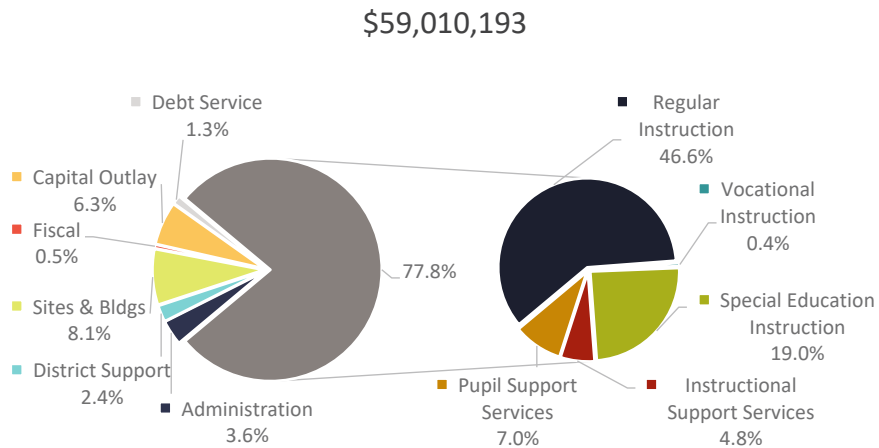
Create Opportunities

6

General Fund Expenditures by Program

Fiscal Year Ended June 30, 2021

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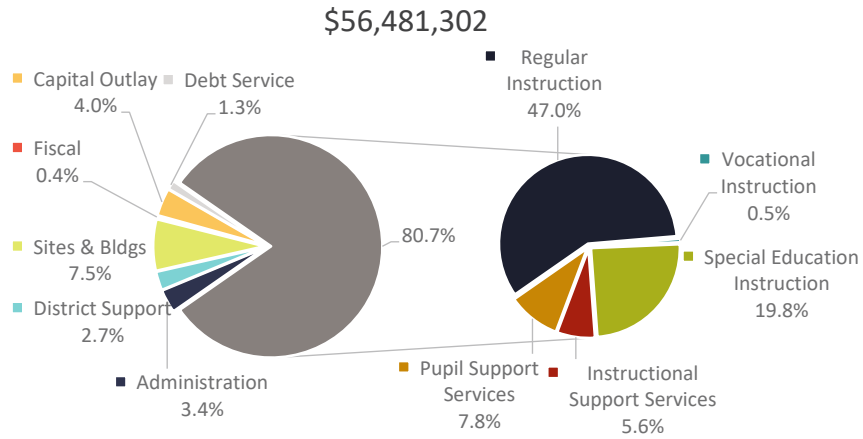
Create Opportunities

7

General Fund Expenditures by Program

Fiscal Year Ended June 30, 2020

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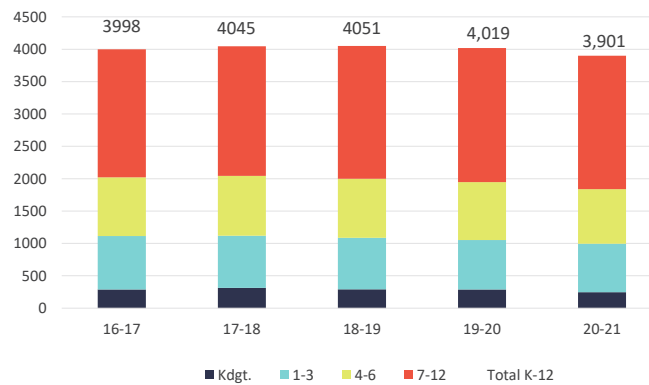


Create Opportunities

8

Five-Year Enrollment Trend

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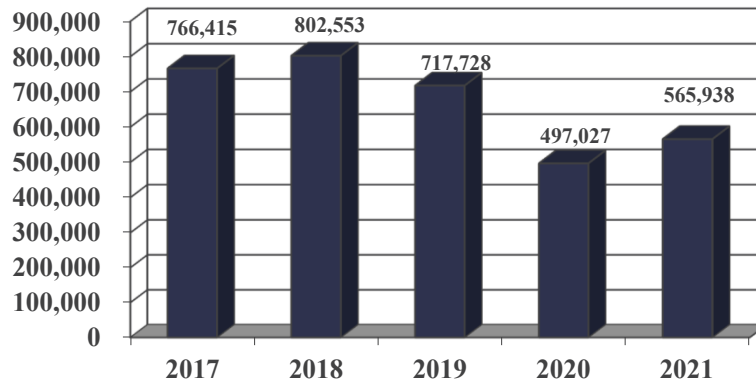


Create Opportunities

9

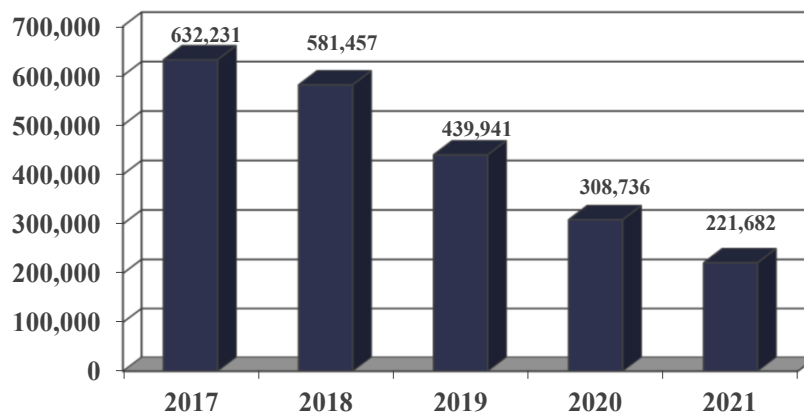
ISD NO. 659 NORTHFIELD
Food Service Fund Balance

© 2021 CliftonLarsonAllen LLP



ISD NO. 659 NORTHFIELD
Community Education Fund Balance

© 2021 CliftonLarsonAllen LLP



APPENDIX B

ACCOUNTING UPDATE

GASB Statement No. 87 – Leases

GASB Statement No. 87 requires recognition of certain lease assets and liabilities for leases that were previously classified as operating leases. Specifically, this statement:

1. Establishes a single model for lease accounting based on the foundational principle that leases are financings of the right to use an underlying asset.
2. Defines the “lease term” and clarifies when lessees and lessors should reassess the lease term due to lease modifications or terminations.
3. Defines and establishes recognition criteria for short-term leases.
4. Amends accounting and financial reporting requirements for contracts with multiple components, contract combinations, subleases, and leaseback transactions.

The statement was to be effective for reporting periods beginning after December 15, 2019. However, due to the impact of COVID-19, the effective date was moved back one and a half years to reporting periods beginning after June 15, 2021. Earlier application is encouraged.

STEPS THAT SHOULD BE TAKEN NOW

- 1) **Gather leases and contracts.** Depending on the number of leases your organization has, this will likely be a bigger challenge than anticipated. Keep in mind that not all leases are written “lease” agreements. Some contracts also include embedded leases that were previously treated as expenses, so you may be surprised to find more operating leases than you realized. Checking accounts payable for recurring payments may help you locate agreements that you’ll need to analyze.
- 2) **Analyze all contracts to determine which are leases under the new standard.** GASB 87 defines a lease as a “contract that conveys control of the right to use another entity’s nonfinancial asset (the underlying asset), as specified in the contract, for a period of time in an exchange or exchange-like transaction.” Here are some of the agreements that can be excluded:
 - Short-term leases that are one year or less in duration.
 - Intangibles, such as investment assets, software licenses, and patents.
 - Financed purchases, where ownership of the asset transfers at the end of the lease without an additional payment.
- 3) **Review leases for multiple components.** Some leases include service agreements that will need to be split off from the entire lease. Many agreements (like service agreements and supply contracts) may qualify as leases under GASB 87. Some examples of service contracts that may have embedded leases can include cafeteria equipment, soda fountains, water coolers, coffee machines, solar panels, etc., where the government may get to use a particular piece of equipment for free in return for the exclusive use of the provider’s products.
- 4) **Determine appropriate materiality thresholds for capitalization.** Work with your auditor to determine what this should be. Be aware that items that are well below that threshold individually may be material in the aggregate.

- 5) **Select a technology solution such as leasing software to help manage your leases.** Unless your organization only has a few leases, the calculations for journal entries and footnote disclosures will most likely be beyond the capabilities of Excel. When choosing a software solution, keep in mind that tracking this information from leases will be an ongoing project, so look for one that's easy to use and provides your organization with all the information you'll need. Make sure to consider document storage as part of the capabilities. Entities with greater than 10-20 identified leases may wish to seriously consider a lease software solution and not rely on spreadsheets. Keep in mind that if a government has many similar leases, it may choose to amortize the leased assets as a group rather than individually. Composite depreciation is applied to groups of dissimilar assets, but should not be applied across classes of assets, such as buildings, equipment, furniture, and vehicles.

- 6) **Consider the district's bond covenants, loan covenants, and debt limitations to determine impact.** While a recent update from GASB (GASB 88) specifies that lease liabilities are excluded from the definition of debt for the purposes of financial statement disclosures, it's not clear whether banks, credit rating agencies, or other stakeholders will take a similar stance.

Adding liabilities for operating leases to the balance sheet may mean that covenants for bond contracts and loan agreements will be violated. If this is the case, you may need to renegotiate those agreements. Contacting these stakeholders and other interested parties early on is crucial.

Adding to the complexity, the rules and statutes governing debt limitations vary across states, counties, and municipalities. You may need to consult with an attorney to determine whether lease liabilities count as debt for those limitations.

- 7) **Develop new district policies and procedures as necessary.** Unlike many other financial controls, you'll need to work as a team with people outside of accounting, including procurement, IT, and legal, to make sure all leases and contracts go through accounting. You may need to educate others about the balance sheet impacts of leases.
- 8) **Do your initial calculations and run the results past your auditor.** Because the calculations are different from the previous treatment of leases, some advisors are recommending performing a trial calculation on a subset of your leases. Then, ask us as your auditors to check your numbers before you do the entire population of leases.
- 9) **Start learning and keep learning.** Early adopters report that they need two or three hours per lease to analyze and extract the data. Adding to the challenge, many government finance professionals wear many hats, and dealing with financial matters may be only a small part of their responsibilities. Be sure to keep the resulting information very organized and accessible and also keep in mind the new information that will be required for footnote disclosures.
- 10) **Begin Implementing the Standard Now.** Ensuring that someone is able to learn and understand the new standard and how to implement it is important for a successful implementation year. If you find you are having issues with stretched resources within your organization, don't understand the standard, how to properly implement it, or simply don't have the time to do it, feel free to consult with us. CLA is helping many of our clients through this implementation and is providing various levels of assistance depending on the needs of our clients. We would be happy to discuss the various ways in which we can help and be involved if you determine you will need help with the lease determinations, calculations, or implementation related to the new standard.

GASB Statement No. 89 – Accounting for Interest Cost Incurred before the End of a Construction Period

GASB Statement No. 89 provides that for financial statements prepared using the economic resources measurement focus, interest cost incurred before the end of a construction period should be recognized as an expense in the period in which the cost is incurred. Such interest cost should not be capitalized as part of the historical cost of a capital asset. Initially effective for reporting periods beginning after December 31, 2019 but postponed to reporting periods beginning after December 15, 2020. Earlier application is encouraged.

GASB Statement No. 91 – Conduit Debt Obligations

The primary objective of GASB Statement No. 91 is to provide a single method of reporting conduit debt obligations by issuers and eliminate diversity in practice associated with (1) commitments extended by issuers, (2) arrangements associated with conduit debt obligations, and (3) related note disclosures. Initially effective for reporting periods beginning after December 15, 2020 but postponed to reporting periods beginning after December 15, 2021.

GASB Statement No. 92 – Omnibus 2020

The primary objectives of this statement are to enhance comparability and consistency by addressing practice issues that have been identified during implementation and application of certain GASB statements.

This Statement addresses a variety of topics and includes specific provisions about the following:

- The effective date of Statement No. 87, *Leases*, and Implementation Guide No. 2019-3, *Leases*, for interim financial reports
- Reporting of intra-entity transfers of assets between a primary government employer and a component unit defined benefit pension plan or defined benefit other postemployment benefit (OPEB) plan
- The applicability of Statements No. 73, *Accounting and Financial Reporting for Pensions and Related Assets That Are Not within the Scope of GASB Statement 68*, and *Amendments to Certain Provisions of GASB Statements 67 and 68*, as amended, and No. 74, *Financial Reporting for Postemployment Benefit Plans Other Than Pension Plans*, as amended, to reporting assets accumulated for postemployment benefits
- The applicability of certain requirements of Statement No. 84, *Fiduciary Activities*, to postemployment benefit arrangements
- Measurement of liabilities (and assets, if any) related to asset retirement obligations (AROs) in a government acquisition
- Reporting by public entity risk pools for amounts that are recoverable from reinsurers or excess insurers
- Reference to nonrecurring fair value measurements of assets or liabilities in authoritative literature
- Terminology used to refer to derivative instruments

GASB Statement No. 96 – Subscription-Based Information Technology Arrangements

This Statement provides guidance on the accounting and financial reporting for subscription-based information technology arrangements (SBITAs) for government end users (governments). This Statement (1) defines a SBITA; (2) establishes that a SBITA results in a right-to-use subscription asset—an intangible asset—and a corresponding subscription liability; (3) provides the capitalization criteria for outlays other than subscription payments, including implementation costs of a SBITA; and (4) requires note disclosures regarding a SBITA. To the extent relevant, the standards for SBITAs are based on the standards established in Statement No. 87, *Leases*, as amended.

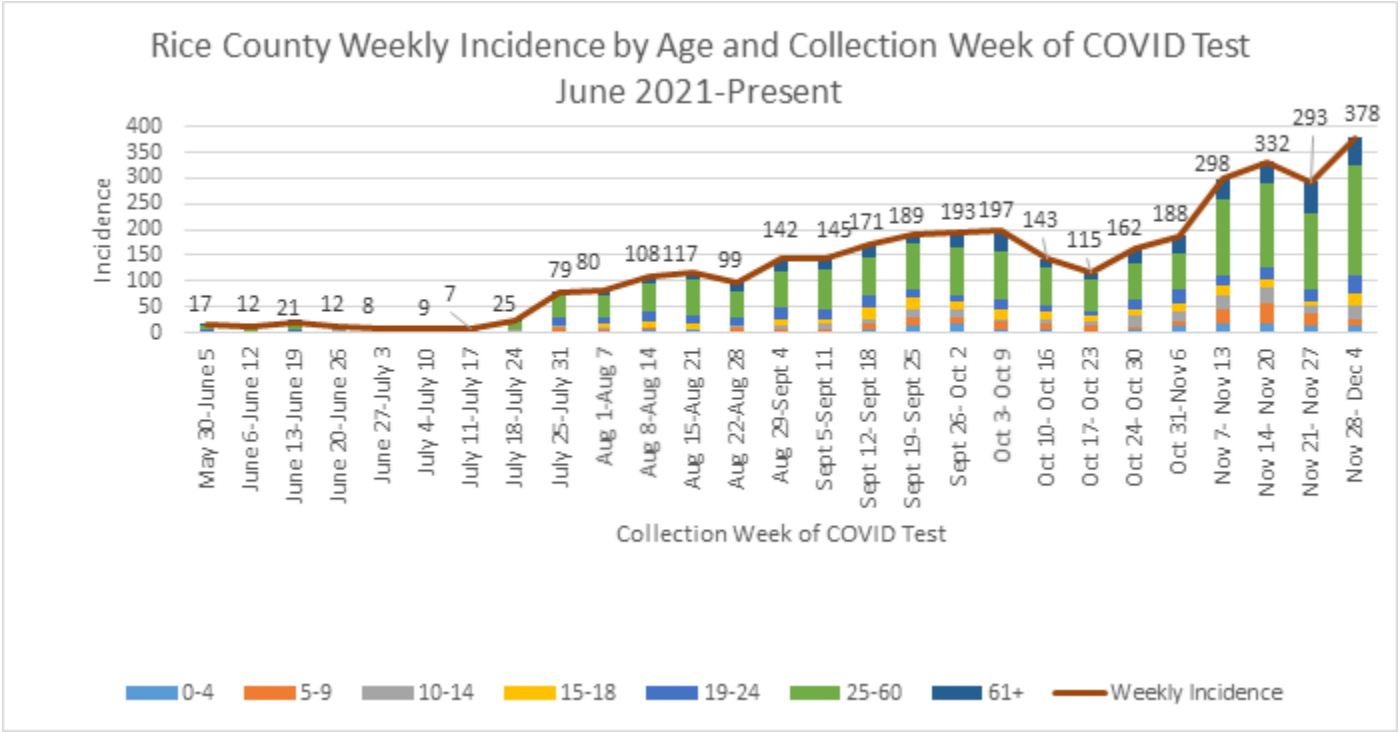
A SBITA is defined as a contract that conveys control of the right to use another party's (a SBITA vendor's) information technology (IT) software, alone or in combination with tangible capital assets (the underlying IT assets), as specified in the contract for a period of time in an exchange or exchange-like transaction. Effective for fiscal years beginning after June 15, 2022, and all reporting periods thereafter.

GASB Statement No. 97 – Certain Component Unit Criteria, and Accounting and Financial Reporting for Internal Revenue Code Section 457 Deferred Compensation Plans

This statement clarifies how the absence of a governing board should be considered in determining whether a primary government is financially accountable for purposes of evaluating potential component units. It also modifies the applicability of certain component unit criteria as they relate to defined contribution pension plans, defined contribution OPEB plans, and other employee benefit plans. The statement also establishes accounting and financial reporting requirements for Section 457 plans that meet the definition of a pension plan and for benefits provided through those plans and modifies the investment valuation requirements for all Section 457 plans. The requirements related to the accounting and financial reporting for Section 457 plans are effective for fiscal years beginning after June 15, 2021. Requirements relating to the applicability of certain component unit criteria as they relate to defined contribution pension plans, defined contribution OPEB plans, and other employee benefit plans are effective immediately.

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 current county case rate per 100,000 residents is 565.91.



The district began counting positive COVID-19 tests within the school community on Aug. 31. As of Dec. 9, the district had 251 total positive COVID-19 cases and 45 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 Nov. 29-Dec. 3 was 3.51%. The district average percentage of students absent with influenza-like illness symptoms was 1.86% during the same time frame.

Northfield Public Schools COVID-19 Safety Protocols Exit Criteria

On Aug. 9, the board adopted the COVID-19 safety protocols for the 2021-22 school year. Updates were approved at the Aug. 23 and Oct. 11 board meetings.

The district is committed to ensuring the safest learning environment as practicable during the COVID-19 global health pandemic. A draft of the exit criteria is included as part of this report. No action is being requested at this time. The board will be asked for feedback and a revised draft will be returned for board consideration in January.

Initial discussions about Northfield High School facility needs

The district has started (very) preliminary discussions with administrators, Wold Architects, and Knutson Construction about facility needs at Northfield High School. These discussions have focused on the concept of renovation and additional facilities for activities. There are no additional details at this time, but I want board members to be aware of these initial discussions.

Universal masking and quarantining protocols shift to recommended masking and optional quarantine for those identified as close contacts <u>at school</u> to someone who has tested positive for COVID-19 when:	
The school influenza-like illness rate is less than five percent (5%) on average per week.	
K-12 Student Vaccinations (both doses) + COVID-19 Infections in the last 90 days (immunity rate)	Seven (7)-day case rate/100,000 county residents for <u>three consecutive weeks</u>
Less than 60% and	less than 50 per 100,000 residents
At least 60% and	less than 100 per 100,000 residents
At least 70% and	less than 125 per 100,000 residents
At least 80% and	less than 150 per 100,000 residents

Notes:

- The earliest date that the district would consider any exit strategy is Jan. 31, 2022.
- The seven-day Rice County case rate is published every Thursday by Rice County Public Health [on their website](#).
- The [Minnesota Department of Health Decision Tree](#) will be used for those identified as close contacts within their household and for students or staff who test positive for COVID-19.
- Programs for pre-Kindergarten students will continue to use universal masking protocols until these students are eligible for vaccination. Students under the age of two are not required to wear a face mask. This document does not apply to programs held at the Northfield Community Education Center.
- Student vaccination rates are calculated based on data from the Minnesota Immunization Information Connection (MIIC). Individual student names are not included in the report that is used to determine the vaccination rate.
- When all three conditions are met, universal masking and quarantine protocols shift to recommended masking and optional quarantine on the following Monday.
- If the seven (7)-day case rate/100,000 county residents exceeds the threshold that corresponds with the current immunity rate for two consecutive weeks, universal masking and quarantining protocols will be re-implemented the following Monday.
- Students should continue to stay home when symptomatic, even when safety protocols are reduced.

Immunity Rate Calculation Description

K-12 Student Vaccinations (both doses) + COVID-19 Infections in the last 90 days: This calculation will be a simple, unrounded percentage:

$$\frac{\text{total K-12 students vaccinated} + \text{total K-12 students with COVID-19 infections in the last 90 days}}{\text{total K-12 students (latest enrollment report)}}$$

The total K-12 student count will be based on the most recent enrollment report's "Full-time only (excluding EC and part-time/independent)" data point.

NORTHFIELD PUBLIC SCHOOLS

School Board Minutes

November 22, 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-George, 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. Agenda Approval/Table File

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

3. Public Comment

There was public comment.

4. Announcements and Recognitions

- The girls swim 4x100 relay team competed at the state tournament last weekend.
- The district was selected as one of the recipients of a \$288,000 Grow Your Own Program Grant to assist persons of color obtaining a teaching license.
- Youth on Boards was highlighted in an article written by Jennifer Brooks in *The Star Tribune*.

5. Items for Discussion and Reports

- a. Northfield Middle School Roof Replacement Bonding The district is seeking to issue General Obligation Facilities Maintenance (FM) Bonds to finance the roof replacement project at the Northfield Middle School. Debt service payments for FM Bonds for this purpose does not result in an additional property tax. A portion of the district's annual Long Term Facilities Maintenance (LTFM) revenue will be used to make the required Debt Service payments. Director of Finance Val Mertesdorf reviewed the proposal and preliminary \$3.1 million finance plan provided by Ehlers.
- b. School Resource Officer Contract. Superintendent Hillmann presented the school resource officer contract with the City of Northfield for the 2022-2024 calendar years. This will be an item in the consent agenda at the next board meeting.
- c. Start Time for School Board Meetings. Board Chair Pritchard facilitated a discussion about the potential of starting regular school board meetings earlier than the existing 7:00 p.m. start time. The recommendation of Chair Pritchard is to begin regular board meetings at 6:00 p.m. This will be an item for individual action at the next board meeting.
- d. Five-Year Strategic Plan. Superintendent Hillmann presented the second draft of the district's five-year strategic plan. The board held a work session on November 18 and focused on the strategic commitments. The first ten district and community benchmarks are both academic and non-academic, and match exactly the Northfield Promise benchmarks. The remaining benchmarks focus on employee and parent satisfaction, financial stability, and community education. This will be an item for individual action at the next board meeting.
- e. Superintendent Operations and COVID-19 Update. Dr. Hillmann provided an update about district operations and COVID-19. The number of COVID-19 cases continues to increase. The district hosted a vaccination clinic with Rice County Public Health on November 18 at the NCEC, and we continue to prioritize continuous in person learning, offer Vault tests to our school families, and operate the on site CUE

testing clinic. The Rock N' Roll Revival event will be held this winter and will be included in the revised budget.

6. Committee Reports

Baraniak provided committee reports on the Human Rights Commission and on Northfield Forward. This year's recipient of the Human Rights Award is Superintendent Dr. Matt Hillmann. Superintendent Hillmann was nominated by a group of many in the Hispanic community and will receive his award at the January 2022 MLK Celebration.

7. Consent Agenda

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

a. Minutes

Minutes of the World's Best Workforce Public Hearing held on November 8, 2021

Minutes of the Regular School Board meeting held on November 8, 2021

b. Gift Agreements

- \$10,500 from Cardinal Glass Industries, Inc. to the High School Robotics team
- \$6,000 from Kevin and Nanette Rodgers: \$1,000 for each school building in the district (ALC, HS, MS, BW, GVP and SC)

c. Personnel Items

i. Appointments

1. Carley Benjamin, Special Ed EA PCA for 4 hours/day at Spring Creek, beginning 11/15/2021-6/10/2022; Step 4-\$17.52/hr.
2. Jennifer Borchers, .4 Assistant Gymnastics Coach for 2 hours/day and 2.5 days/week at the High School, beginning 11/18/2021; Level 2, Step 3-40% Stipend
3. Daniel Hollerung, Building Supervisor with Community Education Recreation, beginning 11/22/2021-5/31/2022; \$17.41/hr.
4. Andrea Peterson, .3 Assistant Gymnastics Coach for 2 hours/day and 2 days/week at the High School, beginning 11/18/2021; Level 2, Step 1-30% Stipend
5. Paula Seeberg, 1.0 FTE Long Term Substitute Second Grade Teacher at Spring Creek, beginning 1/3/2022-4/1/2022; MA+40, Step 10.
6. Tiffany Donkers, EarlyVentures Teacher for 40 hours/week at the NCEC, beginning 11/29/2021; Step 2-\$17.76/hr.
7. Ben Pownell, Program Assistant with Community Education Recreation, beginning 12/12/2021-5/31/2022; \$10.08/hr.

ii. Increase/Decrease/Change in Assignment

1. Tyler Balow, .2 Winter Weight Room Assistant Coach at the High School, change to .3 Winter Weight Room Assistant Coach at the High School, effective 11/5/2021.
2. Tom Dickerson, .4 Winter Weight Room Assistant Coach at the High School, change to .3 Winter Weight Room Assistant Coach at the High School, effective 11/15/2021.
3. Leslie Hayden, Special Ed EA at the Middle School, add Assistant Wrestling Coach at the Middle School, effective 11/15/2021; Stipend \$2,489
4. Isabela Hernandez-Perez, Special Ed EA for 6.75 hours/day and Gen Ed for .50 hours/day at Greenvale Park, change to Special Ed EA for 6.50 hours/day and Gen Ed for .25 hours/day at Greenvale Park, effective 11/11/2021.
5. Averie Line, Substitute EA with the District, change to Special Ed EA PCA for 6.50 hours/week Mon.-Wed. at the NCEC, effective 11/23/2021-6/10/2022; Step 1-\$16.17/hr.
6. Angela Schewe, Early Ventures Teacher at the NCEC, add Event Worker for Community Education, effective 11/19/2021.
7. Bubba Sullivan, .2 Winter Weight Room Assistant Coach at the High School, change to .3 Winter Weight Room Assistant Coach at the High School, effective 11/15/2021.
8. Winston Vermilyea, Special Ed EA for 6.75 hours/day at Spring Creek, add Gen Ed for .25 hours/day at Spring Creek, effective 11/2/2021-6/8/2022; Step 1-\$15.57/hr.
9. Jodi DiMaggio, Due Process Clerical at the NCEC, change to Administrative Assistant Class IV at the NCEC, effective 12/17/2021; Step 3 -\$22.20/hr.

10. Scott Haley, 1.0 Assistant Girls Hockey Coach at the High School, change to .5 Assistant Girls Hockey Coach at the High School, effective 11/23/2021.
 11. Kelly Hebzynski, Teacher at the Middle School, add Portage Online Content Tutor Math with the District, effective 11/22/2021-6/8/2022; \$10,500/yr. prorated.
 12. John Kromschroeder, Head Custodian at the Middle School, change to Night Custodian Engineer at the Middle School, effective 11/22/2021.
 13. Rita Lattimore, Night Custodian Engineer w/o License at the Middle School, change to Night Custodian at the Middle School, effective 11/22/2021.
 14. Janet Smith, Assistant Track Coach at the High School, change to Head Girls Track Coach at the High School, effective 11/18/2021. Level 1, step 10
 15. Ellen Trotman, Teacher at the Middle School, add MSYC Teacher at the Middle School, effective 11/29/2021-5/13/2022; Yr. 7-\$27.73/hr.
- iii. Leave of Absence
 1. Updated: Caitlin David, Special Ed Teacher at Bridgewater, Family/Medical Leave of Absence beginning on 11/12/2021 extending to 3/11/2022..
 2. Steven Rinderknecht, Custodian at Bridgewater, Family/Medical Leave of Absence beginning 12/27/2021-3/18/2022.
 - iv. Retirements/Resignations/Terminations
 1. Deb Wagner, Assistant Girls Lacrosse Coach, termination effective 11/17/2021.
 2. Jodi DiMaggio, Due Process Clerical at the NCEC, resignation due to acceptance of another position with the District, effective 12/16/2021.
 3. Danielle Olson, Mental Health Navigator with the District, resignation effective 12/3/2021.

d. Overnight Field Trip

Northfield High School Activities Director Joel Olson and Girls High School Hockey Head Coach Paige Haley requested board approval for an overnight trip for the 2021-22 school year.

7. Items for Individual Action

- a. Resolution to Authorize the Issuance of Facilities Maintenance Bonds On a motion by Quinnell, seconded by Baraniak, the board adopted the Resolution Relating to \$3,120,000 General Obligation Facilities Maintenance Bonds, Series 2022A; Stating Official Intent To Proceed With And Authorizing The Issuance And Sale Thereof And Providing For Credit Enhancement With Respect Thereto. On a roll call vote, voting 'yes' was Baraniak, Butler, Gonzalez-George, Goerwitz, Pritchard, Quinnell and Stratmoen. No one voted 'no'.
- b. Policy Approval. On a motion by Baraniak, seconded by Butler, the board approved policy 501 as presented.
- c. Charter School Authorizer Goals. On a motion by Butler, seconded by Baraniak, the board adopted the district's charter school authorizer goals.

8. Items for Information

9. Future Meetings

- a. Monday, December 13, 2021, 7:00 p.m., Regular Board Meeting, Northfield DO Boardroom
- b. Monday, January 10, 2022, 7:00 p.m., Organizational Board Meeting followed by the Regular Board Meeting
- c. Monday, January 10, 2022, 7:00 p.m., Regular Board Meeting, Northfield DO Boardroom

10. Adjournment

On a motion by Stratmoen, seconded by Quinnell, the board adjourned at 9:35 p.m.

Noel Stratmoen
School Board Clerk

NORTHFIELD SCHOOL DISTRICT GIFT AGREEMENT

This agreement made this 22nd day of November, 2021, by and between Greenvale Park Elementary, hereinafter the "Donor", and Independent School District No. 659, Northfield, Minnesota, pursuant to the District's policy for receiving gifts and donations, as follows:

TERMS

\$1,000 donation to Greenvale Park Elementary
to purchase items for STEAM.

Greenvale Park Elementary PTO
Donor

By: Received in the Greenvale Park 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 29th day of November, 2021, 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

\$2,014.10 for two individual Pat Lamb and Ele Hansen Scholarships, check # 1178.

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

NORTHFIELD SCHOOL DISTRICT GIFT AGREEMENT

This agreement made this 6th day of December, 2021, by and between Debra Ehret Miller, 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

\$1,500.00 donation to the NHS Nordic Team, check #4193.

Debra Ehret Miller
Donor

By: Received in District 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 23rd day of November, 2021, 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 #3021, \$6,500.00 donation for the Hudl software.

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

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)
Greenvale Park Elementary PTO	\$1,000.00	Purchase items for STEAM
Pat Lamb and Ele Hansen Charitable Fund of Northfield Shares	\$2,014.10	Two individual Pat Lamb and Ele Hansen scholarships
Ben & Debra Miller	\$1,500.00	NHS nordic team
Northfield Booster Club, Inc.	\$6,500.00	Hudl software

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

TO: Dr. Matt Hillmann, Superintendent

FROM: Val Mertesdorf, Director of Finance 

DATE: December 13, 2021

RE: Board Approval of Financial Reports – July 2021

We request that the Board of Education approve paid bills, payroll, bond payments, electronic funds transfers, investments and financial reports for the month of July 2021.

Bills totaling \$2,499,852.94 were paid in July 2021.

Payroll checks totaling \$3,358,777.89 were issued in July 2021.

Bond payments totaling \$1,150,901.04 were paid in July 2021.

At the end of July 2021 Total Cash and Investments amounted to \$28,117,777.30.

Wire transfers initiated by the district during July 2021:

\$400,000.00	From Frandsen General to Frandsen Sweep
\$400,000.00	From Frandsen Sweep to Frandsen General

The following financial reports for July 2021 are included to show the current cash and investment balances, details of disbursements and electronic funds transfers.

1. Treasurer's Report
2. Disbursement Report

July 2021 Treasurer's Report

	BALANCE BEGINNING OF MONTH	RECEIPTS	DISBURSEMENTS	JOURNAL ENTRIES	BALANCE END OF MONTH
FUNDS					
GENERAL FUND	7,175,074.12	221,371.55	4,671,717.88	(197,099.68)	2,527,628.11 *
FOOD SERVICE	578,610.35	117,721.42	60,418.34	9,228.43	645,141.86
COMMUNITY ED	637,500.16	186,568.74	256,470.94	(9,947.66)	557,650.30
CONSTRUCTION ACCOUNT	(1,237,096.49)	-	650.00	1,237,096.49	(650.00)
DEBT SERVICE	5,465,416.36	151,847.16	1,152,588.54	(1,510,610.89)	2,954,064.09
SELF INSURANCE	4,637,576.39	33,190.53	867,686.17	487,428.96	4,290,509.71
TOTALS	17,257,080.89	710,699.40	7,009,531.87	16,095.65	10,974,344.07
GENERAL FUND INVESTMENT	17,143,433.23	-	-	-	17,143,433.23 *
CONSTRUCTION INVESTMENT	11,722.80	-	-	(11,722.80)	0.00
	17,155,156.03	-	-	(11,722.80)	17,143,433.23
GRAND TOTALS	34,412,236.92	710,699.40	7,009,531.87	4,372.85	28,117,777.30

*General Fund includes Certificate of Deposit amount

Disbursement Report

ISD 659 - Northfield

July 2021

Disbursements:

Bills Paid:

General Fund	\$ 1,549,378.89	
Food Service Fund	32,563.56	
Community Services Fund	47,886.82	
Construction Fund	650.00	
Trust & Agency Fund	1,687.50	
Self Insurance Fund	<u>867,686.17</u>	
Total Bills Paid		2,499,852.94

Payroll:

General Fund	3,122,338.99	
Food Service Fund	27,854.78	
Community Services Fund	208,584.12	
Trust Fund	-	
Self Insurance Fund	<u>-</u>	
Total Payroll		3,358,777.89

Bond Payments:

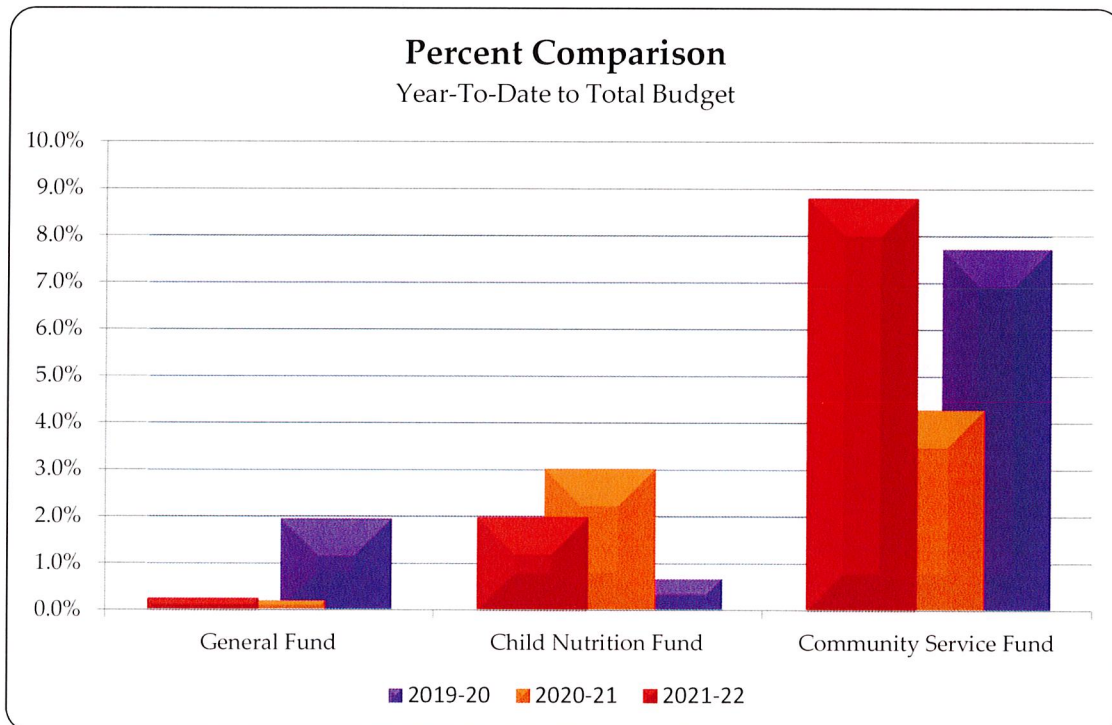
Debt Redemption Fund	<u>1,150,901.04</u>	
Total Bond Payments		<u>1,150,901.04</u>
Total Disbursements		<u><u>\$7,009,531.87</u></u>



STATEMENT OF REVENUES

For the month ended July 31, 2021

Fund	Year-To-Date	Budget	YTD as % of Budget		
			2021-22	2020-21	2019-20
General Fund					
Property Taxes	\$ 64,506	\$ 14,528,579	0.4%	0.7%	0.5%
State Sources	2,250	39,321,725	0.0%	0.0%	0.0%
Federal Sources	-	2,639,748	0.0%	0.0%	0.0%
Local Sources	84,890	1,250,993	6.8%	0.6%	72.0%
Total	\$ 151,646	\$ 57,741,045	0.3%	0.2%	1.9%
Child Nutrition Fund	\$ 44,397	\$ 2,208,619	2.0%	3.0%	0.7%
Community Service Fund	270,311	3,073,145	8.8%	4.3%	7.7%
Construction Fund	-	-	0.0%	50.5%	4.1%
Debt Service Fund	151,847	6,089,977	2.5%	2.5%	1.1%
Internal Service Fund	33,191	7,547,782	0.4%	6.6%	1.4%
Total All Funds	\$ 651,392	\$ 76,660,568	0.8%	1.3%	2.1%

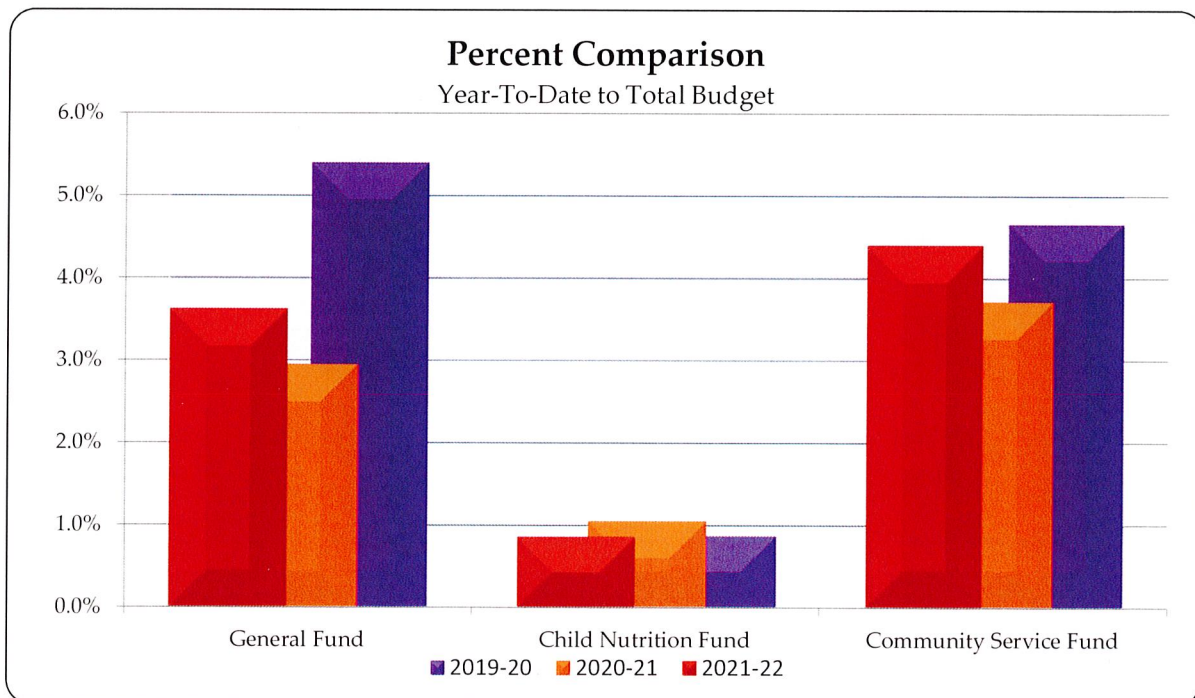





STATEMENT OF EXPENDITURES

For the month ended July 31, 2021

Fund	Year-	Budget	YTD as % of Budget			
	To-Date		2021-22	2020-21	2019-20	
General Fund						
Salaries	\$ 587,233	\$ 35,112,099	1.7%	1.4%	1.6%	
Benefits	307,441	12,943,395	2.4%	1.9%	2.4%	
Purchased Services	355,380	7,095,813	5.0%	5.5%	11.3%	
Supplies & Materials	324,604	2,336,489	13.9%	6.7%	9.3%	
Capital Expenditures	534,115	1,665,384	32.1%	16.1%	64.0%	
Other Expenses	62,976	726,246	8.7%	9.5%	15.6%	
Total General Fund	\$ 2,171,748	\$ 59,879,426	3.6%	2.9%	5.4%	
Child Nutrition Fund	\$ 20,837	\$ 2,416,599	0.9%	1.1%	0.9%	
Community Service Fund	144,158	3,275,706	4.4%	3.7%	4.7%	
Construction Fund	-	-	0.0%	16.5%	0.1%	
Debt Service Fund	1,152,589	5,842,017	19.7%	14.0%	16.2%	
Internal Service Fund	921,496	8,857,880	10.4%	10.2%	8.8%	
Total All Funds	\$ 4,410,827	\$ 80,271,628	5.5%	5.7%	4.8%	



TO: Dr. Matt Hillmann, Superintendent

FROM: Val Mertesdorf, Director of Finance 

DATE: December 13, 2021

RE: Board Approval of Financial Reports – August 2021

We request that the Board of Education approve paid bills, payroll, bond payments, electronic funds transfers, investments and financial reports for the month of August 2021.

Bills totaling \$2,054,624.13 were paid in August 2021.

Payroll checks totaling \$3,189,056.05 were issued in August 2021.

No bond payments were paid in August 2021.

At the end of August 2021 Total Cash and Investments amounted to \$27,910,930.42.

Wire transfers initiated by the district during August 2021:

\$300,000.00	From Frandsen General to Frandsen Sweep
\$300,000.00	From Frandsen Sweep to Frandsen General

The following financial reports for August 2021 are included to show the current cash and investment balances, details of disbursements and electronic funds transfers.

1. Treasurer's Report
2. Disbursement Report

August 2021 Treasurer's Report

FUNDS	BALANCE BEGINNING OF MONTH	RECEIPTS	DISBURSEMENTS	JOURNAL ENTRIES	BALANCE END OF MONTH
GENERAL FUND	2,527,628.11	4,520,959.88	3,995,193.52	(482,437.12)	2,570,957.35 *
FOOD SERVICE	645,141.86	8,533.85	47,911.62	2,671.23	608,435.32
COMMUNITY ED	557,650.30	229,482.58	262,942.99	(1,669.89)	522,520.00
CONSTRUCTION ACCOUNT	(650.00)	-	-	-	(650.00)
DEBT SERVICE	2,954,064.09	183,204.36	-	-	3,137,268.45
SELF INSURANCE	4,290,509.71	93,321.17	937,632.05	482,767.24	3,928,966.07
TOTALS	10,974,344.07	5,035,501.84	5,243,680.18	1,331.46	10,767,497.19
GENERAL FUND INVESTMENT	17,143,433.23	-	-	-	17,143,433.23 *
CONSTRUCTION INVESTMENT	0.00	-	-	-	0.00
	17,143,433.23	-	-	-	17,143,433.23
GRAND TOTALS	28,117,777.30	5,035,501.84	5,243,680.18	1,331.46	27,910,930.42

*General Fund includes Certificate of Deposit amount

Disbursement Report

ISD 659 - Northfield

August 2021

Disbursements:

Bills Paid:

General Fund	\$ 1,030,529.14	
Food Service Fund	21,587.41	
Community Services Fund	64,875.53	
Construction Fund	-	
Trust & Agency Fund	-	
Self Insurance Fund	<u>937,632.05</u>	
Total Bills Paid		2,054,624.13

Payroll:

General Fund	2,964,664.38	
Food Service Fund	26,324.21	
Community Services Fund	198,067.46	
Trust Fund	-	
Self Insurance Fund	<u>-</u>	
Total Payroll		3,189,056.05

Bond Payments:

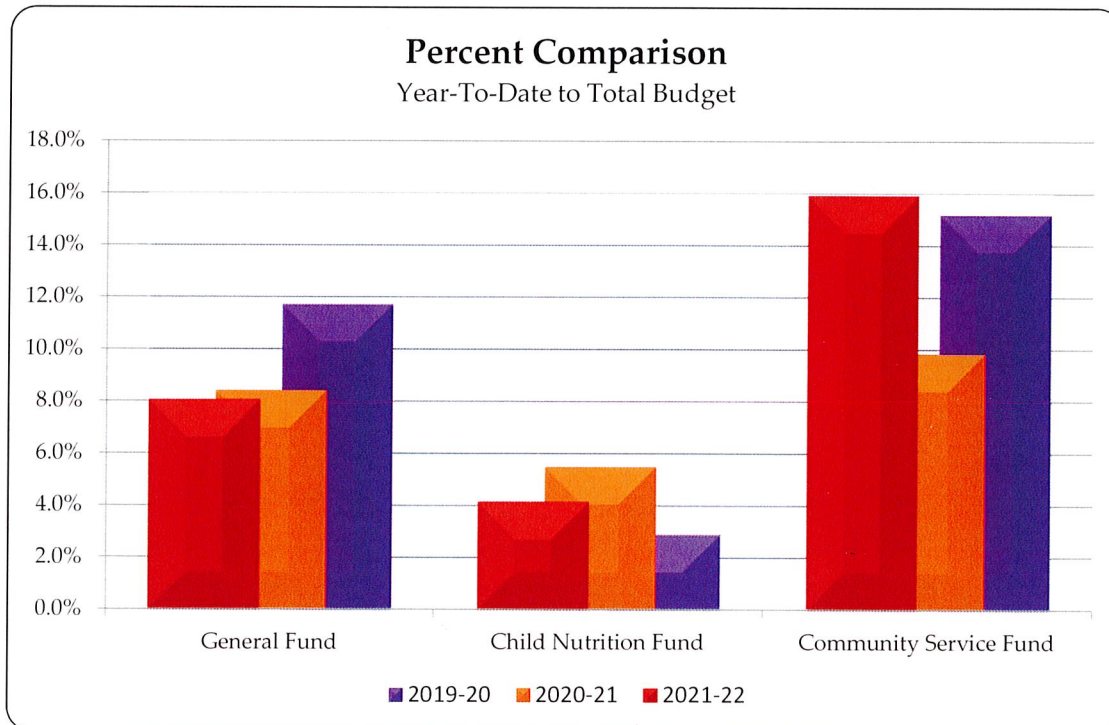
Debt Redemption Fund	<u>-</u>	
Total Bond Payments		<u>-</u>
Total Disbursements		<u><u>\$5,243,680.18</u></u>



STATEMENT OF REVENUES

For the month ended August 31, 2021

Fund	Year-To-Date	Budget	YTD as % of Budget		
			2021-22	2020-21	2019-20
General Fund					
Property Taxes	\$ 75,130	\$ 14,528,579	0.5%	0.8%	0.7%
State Sources	4,368,806	39,321,725	11.1%	11.4%	11.7%
Federal Sources	33,919	2,639,748	1.3%	0.0%	55.1%
Local Sources	177,327	1,250,993	14.2%	8.0%	83.2%
Total	\$ 4,655,183	\$ 57,741,045	8.1%	8.4%	11.7%
Child Nutrition Fund	\$ 91,521	\$ 2,208,619	4.1%	5.5%	2.9%
Community Service Fund	488,897	3,073,145	15.9%	9.8%	15.2%
Construction Fund	-	-	0.0%	84.4%	12.4%
Debt Service Fund	335,052	6,089,977	5.5%	4.8%	4.5%
Internal Service Fund	1,095,535	7,547,782	14.5%	13.3%	3.2%
Total All Funds	\$ 6,666,188	\$ 76,660,568	8.7%	8.7%	10.2%

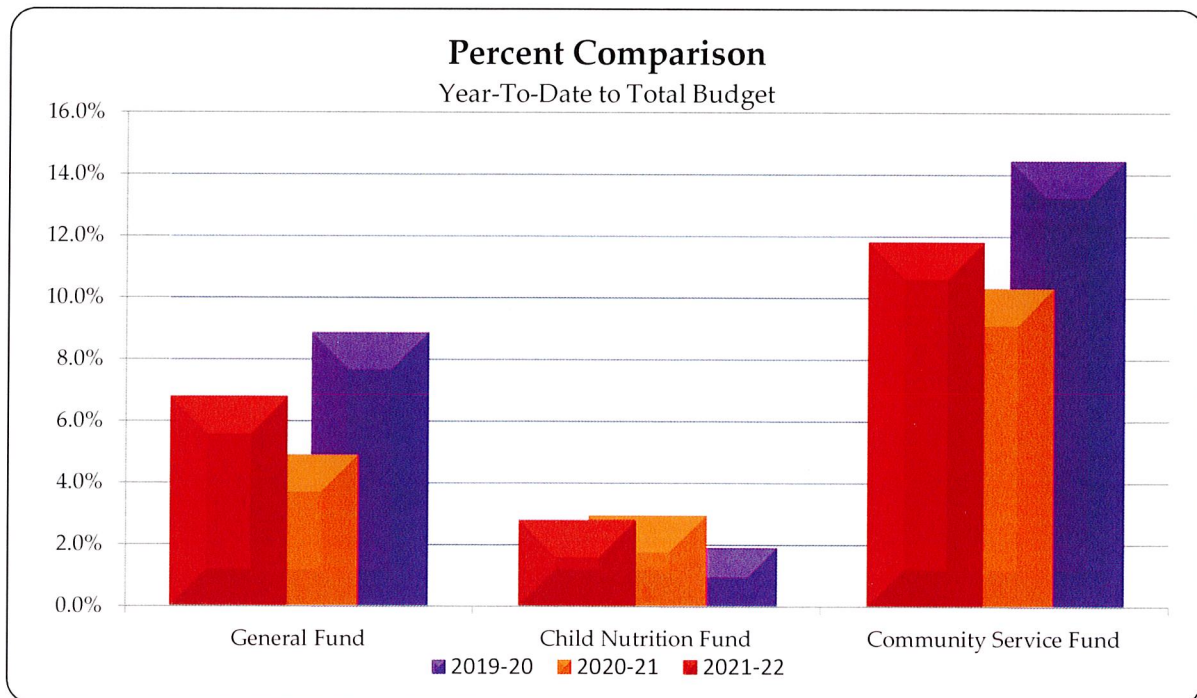




STATEMENT OF EXPENDITURES

For the month ended August 31, 2021

Fund	Year-To-Date	Budget	YTD as % of Budget		
			2021-22	2020-21	2019-20
General Fund					
Salaries	\$ 1,423,427	\$ 35,112,099	4.1%	3.0%	3.5%
Benefits	553,503	12,943,395	4.3%	3.9%	4.3%
Purchased Services	673,212	7,095,813	9.5%	7.7%	17.7%
Supplies & Materials	694,985	2,336,489	29.7%	14.1%	29.2%
Capital Expenditures	635,893	1,665,384	38.2%	16.6%	76.6%
Other Expenses	92,482	726,246	12.7%	13.3%	21.2%
Total General Fund	\$ 4,073,502	\$ 59,879,426	6.8%	4.9%	8.9%
Child Nutrition Fund	\$ 67,889	\$ 2,416,599	2.8%	3.0%	1.9%
Community Service Fund	387,309	3,275,706	11.8%	10.3%	14.5%
Construction Fund	-	-	0.0%	4.1%	1.1%
Debt Service Fund	1,152,589	5,842,017	19.7%	14.0%	16.2%
Internal Service Fund	1,805,318	8,857,880	20.4%	18.7%	21.1%
Total All Funds	\$ 7,486,607	\$ 80,271,628	9.3%	7.0%	8.1%



TO: Dr. Matt Hillmann, Superintendent

FROM: Val Mertesdorf, Director of Finance *VW*

DATE: December 13, 2021

RE: Board Approval of Financial Reports – September 2021

We request that the Board of Education approve paid bills, payroll, bond payments, electronic funds transfers, investments and financial reports for the month of September 2021.

Bills totaling \$2,910,867.20 were paid in September 2021.

Payroll checks totaling \$3,453,210.59 were issued in September 2021.

No bond payments were paid in September 2021.

At the end of September 2021 Total Cash and Investments amounted to \$27,757,403.21.

Wire transfers initiated by the district during September 2021:

\$300,000.00	From Frandsen General to Frandsen Sweep
\$300,000.00	From Frandsen Sweep to Frandsen General

The following financial reports for September 2021 are included to show the current cash and investment balances, details of disbursements and electronic funds transfers.

1. Treasurer's Report
2. Disbursement Report

September 2021 Treasurer's Report

	BALANCE BEGINNING OF MONTH	RECEIPTS	DISBURSEMENTS	JOURNAL ENTRIES	BALANCE END OF MONTH
FUNDS					
GENERAL FUND	2,570,957.35	5,661,905.17	4,902,318.07	(624,664.82)	2,705,879.63 *
FOOD SERVICE	608,435.32	105,695.20	109,149.33	2,403.24	607,384.43
COMMUNITY ED	522,520.00	291,415.82	359,522.45	(1,824.89)	452,588.48
CONSTRUCTION ACCOUNT	(650.00)	17,087.00	-	-	16,437.00
DEBT SERVICE	3,137,268.45	137,487.98	-	-	3,274,756.43
SELF INSURANCE	3,928,966.07	34,422.04	993,087.94	586,623.84	3,556,924.01
TOTALS	10,767,497.19	6,248,013.21	6,364,077.79	(37,462.63)	10,613,969.98
GENERAL FUND INVESTMENT	17,143,433.23	-	-	-	17,143,433.23 *
CONSTRUCTION INVESTMENT	0.00	-	-	-	0.00
	17,143,433.23	-	-	-	17,143,433.23
GRAND TOTALS	27,910,930.42	6,248,013.21	6,364,077.79	(37,462.63)	27,757,403.21

*General Fund includes Certificate of Deposit amount

Disbursement Report

ISD 659 - Northfield

September 2021

Disbursements:

Bills Paid:

General Fund	\$ 1,790,798.31	
Food Service Fund	22,993.61	
Community Services Fund	103,987.34	
Construction Fund	-	
Trust & Agency Fund	-	
Self Insurance Fund	<u>993,087.94</u>	
Total Bills Paid		2,910,867.20

Payroll:

General Fund	3,111,519.76	
Food Service Fund	86,155.72	
Community Services Fund	255,535.11	
Trust Fund	-	
Self Insurance Fund	<u>-</u>	
Total Payroll		3,453,210.59

Bond Payments:

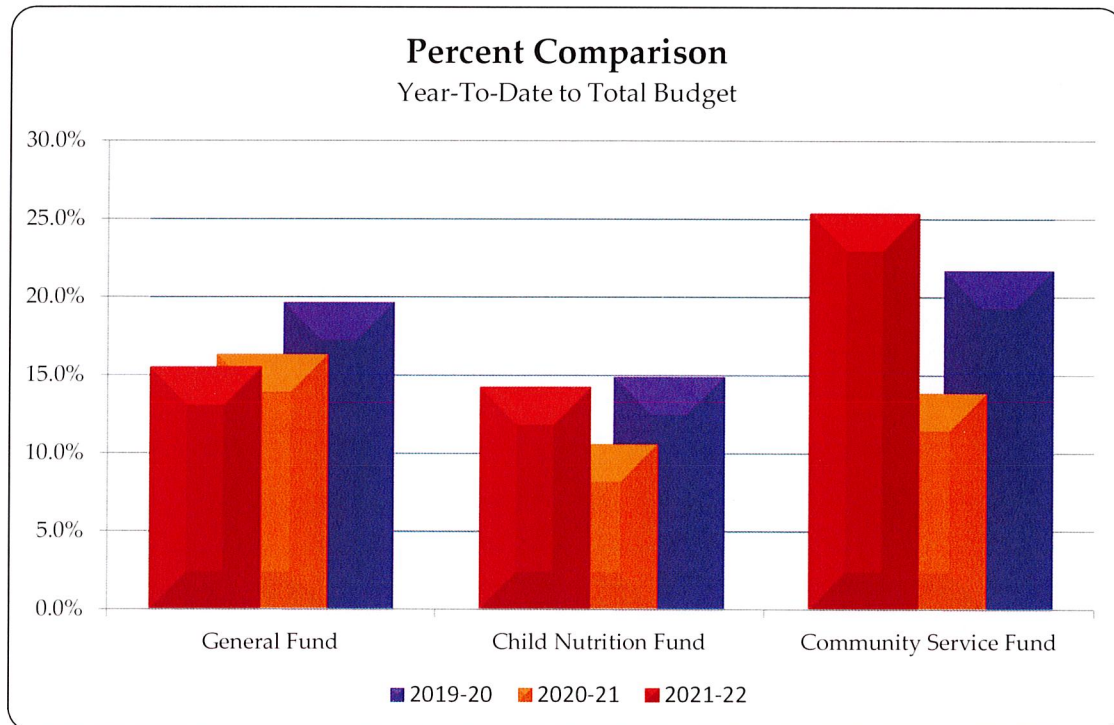
Debt Redemption Fund	<u>-</u>	
Total Bond Payments		<u>-</u>
Total Disbursements		<u><u>\$6,364,077.79</u></u>



STATEMENT OF REVENUES

For the month ended September 30, 2021

Fund	Year-To-Date	Budget	YTD as % of Budget		
			2021-22	2020-21	2019-20
General Fund					
Property Taxes	\$ 75,130	\$ 14,528,579	0.5%	0.8%	0.7%
State Sources	8,521,166	39,321,725	21.7%	22.2%	21.8%
Federal Sources	33,919	2,639,748	1.3%	9.6%	78.0%
Local Sources	313,918	1,250,993	25.1%	12.2%	98.0%
Total	\$ 8,944,133	\$ 57,741,045	15.5%	16.3%	19.6%
Child Nutrition Fund	\$ 314,358	\$ 2,208,619	14.2%	10.6%	14.9%
Community Service Fund	779,638	3,073,145	25.4%	13.8%	21.7%
Construction Fund	-	-	0.0%	99.8%	19.9%
Debt Service Fund	472,540	6,089,977	7.8%	6.7%	6.4%
Internal Service Fund	1,715,803	7,547,782	22.7%	21.2%	11.1%
Total All Funds	\$ 12,226,471	\$ 76,660,568	15.9%	15.9%	17.7%

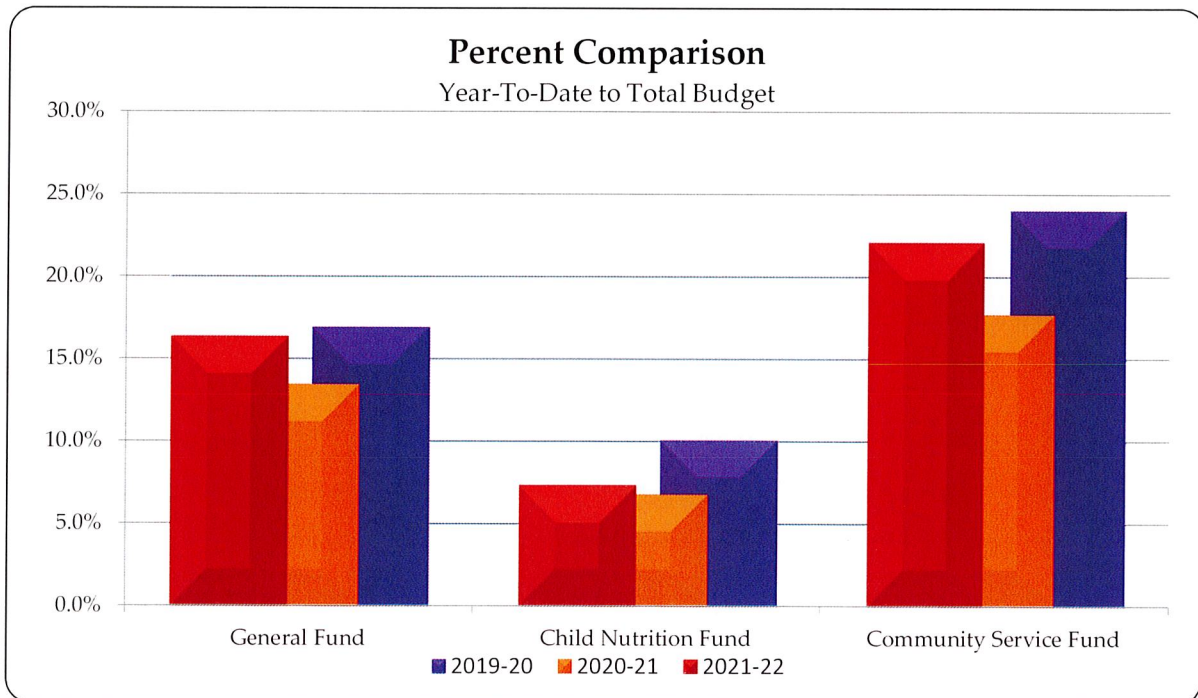




STATEMENT OF EXPENDITURES

For the month ended September 30, 2021

Fund	Year-To-Date	Budget	YTD as % of Budget		
			2021-22	2020-21	2019-20
General Fund					
Salaries	\$ 4,320,351	\$ 35,112,099	12.3%	10.8%	11.7%
Benefits	1,705,698	12,943,395	13.2%	12.2%	13.0%
Purchased Services	1,511,929	7,095,813	21.3%	16.6%	23.6%
Supplies & Materials	1,256,753	2,336,489	53.8%	38.2%	39.9%
Capital Expenditures	878,315	1,665,384	52.7%	22.2%	83.2%
Other Expenses	110,244	726,246	15.2%	17.0%	27.9%
Total General Fund	\$ 9,783,290	\$ 59,879,426	16.3%	13.5%	16.9%
Child Nutrition Fund	\$ 176,840	\$ 2,416,599	7.3%	6.8%	10.1%
Community Service Fund	723,045	3,275,706	22.1%	17.7%	24.0%
Construction Fund	-	-	0.0%	57.6%	2.0%
Debt Service Fund	1,152,589	5,842,017	19.7%	14.0%	16.2%
Internal Service Fund	2,798,294	8,857,880	31.6%	29.9%	29.8%
Total All Funds	\$ 14,634,058	\$ 80,271,628	18.2%	19.0%	13.6%



NORTHFIELD PUBLIC SCHOOLS

PRINCIPALS' & ASSISTANT PRINCIPALS' SENIORITY LIST

2021-22 SCHOOL YEAR

Approved by the School Board December 13, 2021

Prepared and Distributed by Human Resources Office

PRINCIPALS' AND ASST. PRINCIPALS' SENIORITY LIST
12/07/2021

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	Spring Creek 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	6/30/2026	Greenvale Park Principal	1.0
				PRINCIPAL K-12	District	6/30/2026		
1	O'Keefe, Michael J	8/3/2015	385745	ELEMENTARY EDUCATION	1-6	6/30/2026	Middle School Assistant Principal	1.0
				PRINCIPAL K-12	District	6/30/2026		
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

2021-22 SCHOOL YEAR

Approved by the School Board December 13, 2021

Prepared and Distributed by Human Resources Office

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		Allin, Amy L	5					Garcia Jr, Roberto	7		Kettwick, Rachel M	13
		Alvarez, Charlie D	12		Dahle, Kevin L	2		Glassing, Rebecca S	6		King, Elizabeth A	3
		Amundson, Danielle R	4		Danielson, Adam B	3		Graupmann, Emileana M	5		Klein, Melanie A	13
		Amy, Natalie A	12		Danielson, Christa A	6		Gross, Lydia E	13		Kohl, Gail H	1
		Anderson, Claire E	16		David, Caitlin A	12		Guggisberg, Richard L	5		Kohlbeck, Madeline H	16
		Auge, Mark J	2		Davis, Douglas D	3					Kortbein, Tiffany R	9
					Deane, Natalie A	9		Haar, Rebecca J	1		Kortuem, Kristi M	11
		Balow, Tyler P	11		DeVries, Sara A	9		Hagberg, Stephanie R	7		Korynta, Marcy R	11
		Baragary, Paula M	7		Dickerson, Thomas D	14		Haley, Paige W	13		Kovach, Linda M	3
		Battaglia, Lisa A	1		Dimick, Kimbra R	9		Halvorson, Denise A	2		Kremin, Megan J	15
		Bauer, Michelle A	5		Docken, Whitney A	12		Hand, Brenda A	5		Kruger, Natalie A	7
		Bauman, Theresa H	15		Dokken, Tina A	6		Hanson, Inger L	10		Kruse, Angela K	10
		Beaulieu, Stephen J	6		Doliscar, Jules R	16		Hanson, Katie A	13		Kruse, Ann C	12
		Bendett, Michelle	14		Dorey, Amy C	10		Harding, Jacalyn M	4		Kuehl, Heather H	9
		Benhart, Ashley B	12		Downs, Lindsey J	6		Harstad, Kristen C	6		Kust, Daniel P	2
		Berg-Wall, Matthew D	11		Driscoll, Leah S	12		Hauck, Karna E	1			
	I	Berkvam-Peter, Tallie A.	15		Driscoll, Ryan J	8		Healy, Samuel P	15		Landry, Lily E	9
		Bernhard, Paul J.	7		Duba, Carolyn K	7		Hebzyński, Kelly M	11		Lane, Karen Kay	3
	N	Betcher, Krista	1		DuBe, Sean D	13		Hehr, Ann M	5		Langevin, Mark A	4
		Bielenberg, Kiersten E	4		Duchene, Sarah J	6		Heil, Gretchen O	7		Lanza, Suzanne K	10
	D	Bloom, Sarah F	13		Dunkelberger, Brent J	14		Heil, Sydney F	16		Larsen, Melissa A	5
		Bolton, Susan N	10					Hetzel, Sheila M	11		Larson, Sydney G	16
	E	Born, Mairin K	8		Eastman, Kyle J	8		Holden, Dana L	3		Lauritzen-Kohel, Jill M	2
		Borup, Melissa K	14		Eddy, Paul R	2		Holland, Cara L	14		LaVoy, Kayla L	15
	X	Bothun, Stefanie A	9		Eliason, Angela L	7		Holz, Jessica A	15		Leaphart, Ada M	14
		Bulfer, Briana M	9		Ellerbusch, Brittany R	8		Hovden, Lisa M	6		Legros, Marckileine	15
		Burkhead, Monika H	1		Ensrud, Jan B. B.	3		Howard, Christine E	12		Lindstrom, Joyce M	11
		Burnham, Renee M	8		Ensrud, Mark A	2		Howard, Christopher L	6		Link, Jennifer M	12
					Ericksen, Molly D.B.	11		Hruby, Anna M	16		Lofquist, Darren A	7
		Cade, Kristen M.E.	1		Estrella, Rafael	9		Hummel, Kristin N	1		Lompart, Jennifer H	6
		Cade, Stephen H.E.	5								Lorang, Rebecca A	12
		Campbell, Anne M	11		Faust, Tyler L	9		Iszler-Johnson, Tammy B	15		Lovrien, Catherine R	16
		Carlson, Stephani L	8		Fearing, Kyle S	15					Lynch, Angela F	13
		Casson, Kathleen S	10		Flicek, Kathy A	3		Jandro, Dawn M	3			
		Charlton, Pamela A	3		Flom, Ashley D	10		Jaynes, Andrew T	5		Mahal, Stephanie M	8
		Chlan, Vicky A	1		Foehrkolb, Kelley L	11		Jerdee, Ann M.H.	9		Malecha, Rebecca L	12
		Clarey, Alisha K	11		Forbord, Jamie A	12		Johnson, Craig R	2		Martens, Sarah M.C.	6
		Coleman, Josten K	15		Fox, Nancy C	4		Johnson, Erin B	14		Mathews, Makenzie R	15
		Collins, Danielle L	15		Frederick, Diane M	5		Johnson, Kelly J	7		Mathison, Cheryl W	1
		Connor, Nicholas J	15		Freier, Ethan J	3		Johnson, Kristin G	13		Matson, Maren E	9
		Cooney, Noreen L	5					Johnson, Mark	2		McCabe, Shari E	16
		Coudret, Raymond T	2					Johnson, Roanne M	1		McDonough, Tammy F	8
								Jones, Jennifer L	12		McKay, Jaclyn D	7

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

2021-2022 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folter 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	Mathison, Cheryl W	9/1/1985	MA	0297580	000745	TEACHER-COORD WORK EXP DISADVANTAGED	Voc High School	6/30/2023	Longfellow/ALC, Secondary, Teacher	1.00
	Mathison, Cheryl W	9/1/1985	MA	0297580	000750	TEACHER/COORD WORK EXP HANDICAPPED	Voc High School	6/30/2023	Longfellow/ALC, Secondary, Teacher	1.00
	Mathison, Cheryl W	9/1/1985	MA	0297580	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2023	Longfellow/ALC, Secondary, Teacher	1.00
3	Torbenson, Diane L	9/1/1987	MA+40	0307242	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
4	Kohl, Gail H	9/1/1988	MA	0316675	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
5	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
	Sullivan, Bob T	9/1/1989	MA+40	0321832	933000	PRINCIPAL K-12	District	6/30/2023	High School, English/Language Art, Teacher	1.00
6	Youngblut, Mary Beth	9/1/1989	MA	0307941	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
7	Betcher, Krista	9/1/1990	MA+20	0312009	108100	ELEMENTARY EDUCATION	1-6	6/30/2025	LOA	LOA
	Betcher, Krista	9/1/1990	MA+20	0312009	050196	READING	K-12	6/30/2025	LOA	LOA
	Betcher, Krista	9/1/1990	MA+20	0312009	190201	LEARNING DISABILITIES	K-12	6/30/2025	LOA	LOA
	Betcher, Krista	9/1/1990	MA+20	0312009	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2025	LOA	LOA
8	Nelson, Lisa J	9/1/1991	MA	0330573	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Greenvale Park, Elementary, Teacher	1.00
9	Burkhead, Monika H	9/23/1991	MA+40	0326371	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Middle School, Elementary, Teacher	1.00
10	Haar, Rebecca J	1/14/1992	MA+40	0336369	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Portage - Elementary School, Elementary, Teacher	1.00
11	Battaglia, Lisa A	9/1/1992	MA+40	0315567	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2024	High School, Secondary, Licensed Instr Support Staff	1.00
	Battaglia, Lisa A	9/1/1992	MA+40	0315567	050196	READING	K-12	6/30/2024	High School, Secondary, Licensed Instr Support Staff	1.00
	Battaglia, Lisa A	9/1/1992	MA+40	0315567	160000	TEACHER/COORDINATOR WORK BASED LRNG	9-12	6/30/2024	High School, Secondary, Licensed Instr Support Staff	1.00
	Battaglia, Lisa A	9/1/1992	MA+40	0315567	190201	LEARNING DISABILITIES	K-12	6/30/2024	High School, Secondary, Licensed Instr Support Staff	1.00
12	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
13	Cade, Kristen M.E.	9/1/1992	MA+40	0337935	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Bridgewater, Kindergarten, Teacher	1.00
14	Will, Tania R	1/2/2018	MA+30	0320366	080450	COACHING	7-12	6/30/2022	Spring Creek, Science, Teacher	1.00
	Will, Tania R	1/2/2018	MA+30	0320366	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Spring Creek, Science, Teacher	1.00
	Will, Tania R	1/2/2018	MA+30	0320366	933000	PRINCIPAL K-12	District	6/30/2022	Spring Creek, Science, Teacher	1.00
15	Johnson, Roanne M	9/1/1992	MA+10	0338309	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Specific Learning Disability, Teacher	1.00
	Johnson, Roanne M	9/1/1992	MA+10	0338309	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2026	Bridgewater, Specific Learning Disability, Teacher	1.00
	Johnson, Roanne M	9/1/1992	MA+10	0338309	190201	LEARNING DISABILITIES	K-12	6/30/2026	Bridgewater, Specific Learning Disability, Teacher	1.00
16	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
17	Hauck, Karna E	9/1/1992	MA	0336042	020000	VISUAL ARTS	K-12	6/30/2024	High School, Art, Teacher	1.00
18	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
19	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

2021-2022 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
20	Johnson, Mark	9/1/1992	BA+30	0311841	080450	COACHING	7-12	6/30/2024	LOA	LOA
	Johnson, Mark	9/1/1992	BA+30	0311841	080300	PHYSICAL EDUCATION	K-12	6/30/2024	LOA	LOA
	Johnson, Mark	9/1/1992	BA+30	0311841	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2024	LOA	LOA
	Johnson, Mark	9/1/1992	BA+30	0311841	190201	LEARNING DISABILITIES	K-12	6/30/2024	LOA	LOA
21	Weinmann, Earl J	9/1/1993	MA+40	0455190	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2026	LOA	LOA
	Weinmann, Earl J	9/1/1993	MA+40	0295342	210000	DRIVER AND TRAFFIC SAFETY	7-12	6/30/2025	LOA	LOA
22	Slegers, Kimberly A	9/1/1993	MA+20	0336947	080450	COACHING	7-12	6/30/2025	High School, Health, Teacher	1.00
	Slegers, Kimberly A	9/1/1993	MA+20	0336947	080100	HEALTH	7-12	6/30/2025	High School, Health, Teacher	1.00
	Slegers, Kimberly A	9/1/1993	MA+20	0336947	080300	PHYSICAL EDUCATION	7-12	6/30/2025	High School, Health, Teacher	1.00
23	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	940302	ELEMENTARY GUIDANCE & COUNSELING	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 School	6/30/2024	Middle School, Elementary, Teacher	1.00
24	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
25	Piper, David L	9/1/1993	BA+20	0286635	190201	LEARNING DISABILITIES	K-12	6/30/2026	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	6/30/2026	Middle School, Specific Learning Disability, Teacher	1.00
26	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
27	Lauritzen-Kohel, Jill M	9/1/1994	MA+40	0351936	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2023	High School, Secondary, Teacher	1.00
	Lauritzen-Kohel, Jill M	9/1/1994	MA+40	0351936	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2023	High School, Secondary, Teacher	1.00
28	Trebelhorn, Renae T	9/1/1994	MA+30	0319386	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2022	Middle School, 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, 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, Severely Multiply Impaired, Teacher	1.00
29	Moeller, Amy A	9/1/1994	MA+20	0351676	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2022	High School, English/Language Art, Teacher	0.50
30	Halvorson, Denise A	9/1/1994	MA	0311562	060208	FRENCH	1-6	6/30/2025	High School, Foreign Language, Teacher	1.00
	Halvorson, Denise A	9/1/1994	MA	0311562	060208	FRENCH	7-12	6/30/2025	High School, Foreign Language, Teacher	1.00
31	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
32	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
33	Auge, Mark J	9/1/1996	MA+40	0331004	130200	LIFE SCIENCES	7-12	6/30/2026	High School, Science, Teacher	1.00
	Auge, Mark J	9/1/1996	MA+40	0331004	130500	SCIENCE 5-9	7-12	6/30/2026	High School, Science, Teacher	1.00
34	Sonnega, Michelle M	9/1/1996	MA+10	0346945	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2026	High School, English/Language Art, Teacher	1.00
35	Eddy, Paul R	9/1/1996	MA	0329128	110000	MATHEMATICS	7-12	6/30/2023	High School, Mathematics, Teacher	1.00
36	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
37	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
38	Ostermann, April D	9/1/1997	MA+40	0362161	060219	SPANISH	1-6	6/30/2024	Spring Creek, Elementary, Teacher	1.00
	Ostermann, April D	9/1/1997	MA+40	0362161	060301	BILINGUAL/BICULTURAL EDUCATION	K-12	6/30/2024	Spring Creek, Elementary, Teacher	1.00
	Ostermann, April D	9/1/1997	MA+40	0362161	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Spring Creek, Elementary, Teacher	1.00
39	Thornton, Mark W	9/1/1997	MA	0336699	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2025	High School, Social Studies, Teacher	1.00

2021-2022 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
40	Steele, Michelle L	9/1/1997	MA	0346040	080300	PHYSICAL EDUCATION	K-12	6/30/2023	Middle School, Physical Education, Teacher	1.00
	Steele, Michelle L	9/1/1997	MA	0346040	080450	COACHING	7-12	6/30/2023	Middle School, Physical Education, 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, Teacher	1.00
41	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
42	Sickler, Michelle M	9/1/1998	MA+40	0374733	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
43	Lane, Karen Kay	9/1/1998	MA+20	0329464	080450	COACHING	7-12	6/30/2022	Bridgewater, Elementary, Teacher	1.00
	Lane, Karen Kay	9/1/1998	MA+20	0329464	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Bridgewater, Elementary, Teacher	1.00
44	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
45	King, Elizabeth A	9/1/1998	MA	0374077	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
46	Holden, Dana L	9/8/1998	MA+40	0371741	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
47	Rasmussen, Deborah U	1/26/1999	MA+30	0377990	940300	SECONDARY GUIDANCE AND COUNSELING	7-12	6/30/2022	High School, Guidance, Guidance Counselor	1.00
48	Zach, Sari L	9/1/1999	MA+40	0310297	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
49	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
50	Schwaab, Sherry L	9/1/1999	MA+40	0381002	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Bridgewater, Elementary, Teacher	1.00
51	Freier, Ethan J	9/1/1999	MA+20	0313477	120100	CLASSROOM MUSIC	5-12	6/30/2026	Middle School, Music, Teacher	1.00
	Freier, Ethan J	9/1/1999	MA+20	0313477	120501	BAND	K-12	6/30/2026	Middle School, Music, Teacher	1.00
	Freier, Ethan J	9/1/1999	MA+20	0313477	120502	ORCHESTRA	K-12	6/30/2026	Middle School, Music, Teacher	1.00
52	Jandro, Dawn M	9/1/1999	MA	0339455	050000	ENGLISH/LANGUAGE ARTS	Middle Sch	6/30/2025	Spring Creek, Elementary, Teacher	1.00
	Jandro, Dawn M	9/1/1999	MA	0339455	080450	COACHING	7-12	6/30/2025	Spring Creek, Elementary, Teacher	1.00
	Jandro, Dawn M	9/1/1999	MA	0339455	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Spring Creek, Elementary, Teacher	1.00
53	Flicek, Kathy A	12/13/1999	MA+40	0354747	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Greenvale Park, Kindergarten, Teacher	1.00
54	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
55	Swan McDonald, Sarah E.	9/1/2000	MA+40	0371147	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2026	High School, Social Studies, Teacher	1.00
56	Sawyer, Darrell J	9/1/2000	MA+40	0372790	150000	SOCIAL STUDIES	7-12	6/30/2026	Middle School, Social Studies, Teacher	1.00
57	Mikkelsen, Sara H	9/1/2000	MA+40	0387279	050196	READING	K-12	6/30/2022	Middle School, Secondary, Teacher	1.00
	Mikkelsen, Sara H	9/1/2000	MA+40	0387279	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Middle School, Secondary, Teacher	1.00
58	Ensrud, Jan B. 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. B.	9/1/2000	MA+40	0387984	060219	SPANISH	7-12	6/30/2023	Middle School, English/Language Art, Teacher	1.00
59	Miller, Amanda J	9/1/2000	MA+40	0388666	090100	FAMILY AND CONSUMER SCIENCES	5-12	6/30/2026	Middle School, FACS, Teacher	1.00
	Miller, Amanda J	9/1/2000	MA+40	0388666	941000	LIBRARY MEDIA SPECIALIST	K-12	6/30/2026	Middle School, FACS, Teacher	1.00
60	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
	Danielson, Adam B	9/1/2000	MA+30	0386093	933000	PRINCIPAL K-12	District	6/30/2022	Bridgewater, Elementary, Licensed Instr Support Staff	1.00
61	Norrie, Katherine M	9/1/2000	MA	0385389	020000	VISUAL ARTS	K-12	6/30/2023	High School, Art, Teacher	1.00
62	Truman, Nathan R	9/1/2000	MA	0387965	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Bridgewater, Elementary, Teacher	1.00

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Seniority	Name	Seniority Date	Seniority Code	Folter Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
	Truman, Nathan R	9/1/2000	MA	0387965	210000	DRIVER EDUCATION	9-12	6/30/2023	Bridgewater, Elementary, Teacher	1.00
63	Seeberg, Paula J	9/1/2001	MA+40	0307536	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	LOA	LOA
64	Wiertsema-Miller, Kathy J	9/1/2001	MA+40	0327873	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2023	LOA	LOA
	Wiertsema-Miller, Kathy J	9/1/2001	MA+40	0327873	940310	SCHOOL COUNSELOR	K-12	6/30/2023	LOA	LOA
65	Bielenberg, Kiersten E	9/1/2001	MA+40	0350756	080300	PHYSICAL EDUCATION	K-12	6/30/2022	District-Wide, Physically Impaired, Teacher	1.00
	Bielenberg, Kiersten E	9/1/2001	MA+40	0350756	080450	COACHING	7-12	6/30/2022	District-Wide, Physically Impaired, Teacher	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, Teacher	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, Teacher	1.00
66	Ryden, Heather H	9/1/2001	MA+40	0352379	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Middle School, Social Studies, Teacher	1.00
	Ryden, Heather H	9/1/2001	MA+40	0352379	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2022	Middle School, Social Studies, Teacher	1.00
	Ryden, Heather H	9/1/2001	MA+40	0352379	190201	LEARNING DISABILITIES	K-12	6/30/2022	Middle School, Social Studies, Teacher	1.00
	Ryden, Heather H	9/1/2001	MA+40	0352379	933000	PRINCIPAL K-12	District	6/30/2023	Middle School, Social Studies, Teacher	1.00
67	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
68	Stanton Ims, Heather D	9/1/2001	MA+40	0368562	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2025	Middle School, Secondary, Social Worker	1.00
69	Langevin, Mark A	9/1/2001	MA+40	0374420	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Middle School, Elementary, Teacher	1.00
70	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
71	O'Neill, Christopher G	9/1/2001	MA+40	0394434	060219	SPANISH	K-8	6/30/2022	Middle School, Social Studies, Teacher	1.00
	O'Neill, Christopher G	9/1/2001	MA+40	0394434	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2022	Middle School, Social Studies, Teacher	1.00
	O'Neill, Christopher G	9/1/2001	MA+40	0394434	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Middle School, Social Studies, Teacher	1.00
72	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
73	Palmquist, Pamela L	9/1/2001	MA+30	0376487	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2022	High School/Middle School, Speech/Language Impaired, Speech/Lang Pathologist	1.00
74	Fox, Nancy C	9/1/2001	MA+30	0384927	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Spring Creek, Elementary, Teacher	1.00
	Fox, Nancy C	9/1/2001	MA+30	0384927	180102	PRE-KINDERGARTEN	Pre K	6/30/2023	Spring Creek, Elementary, Teacher	1.00
75	Mehrkens, Rhea P	9/1/2001	MA+30	0397123	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	LOA	LOA
76	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
77	Sieve, Amy C	9/1/2001	MA+10	0283287	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2025	Middle School, Media Center, Teacher	1.00
	Sieve, Amy C	9/1/2001	MA+10	0283287	940400	LIBRARIAN	K-12	6/30/2025	Middle School, 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, Media Center, Teacher	1.00

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Seniority	Name	Seniority Date	Seniority Code	Folter Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
78	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
79	Cooney, Noreen L	9/1/2001	MA	0352763	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2022	Spring Creek, SPED-Multiple Disabilities, Social Worker	1.00
80	Rauk, Brent E	9/1/2001	MA	0360799	080450	COACHING	7-12	6/30/2024	Middle School, Secondary, Teacher	1.00
	Rauk, Brent E	9/1/2001	MA	0360799	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Middle School, Secondary, Teacher	1.00
81	Guggisberg, Richard L	9/1/2001	MA	0377143	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Spring Creek, Elementary, Teacher	1.00
82	Tracy, Amanda G	9/1/2001	MA	0389558	060219	SPANISH	7-12	6/30/2026	High School, Foreign Language, Teacher	1.00
	Tracy, Amanda G	9/1/2001	MA	0389558	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	High School, Foreign Language, Teacher	1.00
83	Sieger, Amanda M.S.	9/1/2001	MA	0394685	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Spring Creek, Kindergarten, Teacher	1.00
	Sieger, Amanda M.S.	9/1/2001	MA	0394685	180102	PRE-KINDERGARTEN	Pre K	6/30/2022	Spring Creek, Kindergarten, Teacher	1.00
84	Tisdale, Brigitte A	9/1/2001	BA+20	0370091	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Greenvale Park, Title I, Teacher	0.80
85	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
86	Bauer, Michelle A	9/1/2002	MA+40	0344814	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2026	District-Wide, Teaching and Learning, Teacher	1.00
87	Hand, Brenda A	9/1/2002	MA+40	0375929	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2026	Bridgewater, Limited English Proficiency, Teacher	1.00
88	Larsen, Melissa A	9/1/2002	MA+40	0403927	933000	PRINCIPAL K-12	District	6/30/2023	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
89	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
90	Hehr, Ann M	9/1/2002	MA+10	0388265	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Spring Creek, Elementary, Teacher	1.00
	Hehr, Ann M	9/1/2002	MA+10	0388265	941000	LIBRARY MEDIA SPECIALIST	K-12	6/30/2023	Spring Creek, Elementary, Teacher	1.00
91	Jaynes, Andrew T	9/1/2002	MA	0382975	080300	PHYSICAL EDUCATION	K-12	6/30/2023	Spring Creek, Elementary, Teacher	1.00
	Jaynes, Andrew T	9/1/2002	MA	0382975	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2023	Spring Creek, Elementary, Teacher	1.00
92	Tran, Lahna B	9/1/2002	MA	0397901	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Bridgewater, Kindergarten, Teacher	1.00
93	Cade, Stephen H.E.	9/1/2002	MA	0405291	060219	SPANISH	K-12	6/30/2026	High School, Foreign Language, Teacher	1.00
94	Streefland, Jennifer L	2/10/2003	MA+40	0404809	940310	SCHOOL COUNSELOR	K-12	6/30/2023	Middle School, Guidance, Guidance Counselor	1.00
95	Momberg, Mary E	9/1/2003	MA+40	0417723	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Middle School, DCD: Mild-Moderate, Teacher	1.00
	Momberg, Mary E	9/1/2003	MA+40	0417723	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2026	Middle School, DCD: Mild-Moderate, Teacher	1.00
	Momberg, Mary E	9/1/2003	MA+40	0417723	190201	LEARNING DISABILITIES	K-12	6/30/2026	Middle School, DCD: Mild-Moderate, Teacher	1.00
	Momberg, Mary E	9/1/2003	MA+40	0417723	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2026	Middle School, DCD: Mild-Moderate, Teacher	1.00
96	Papke, Nicole S	9/1/2003	MA+30	0342407	342407	ELEMENTARY EDUCATION	1-6	6/30/2026	Greenvale Park, Title I, Teacher	0.80
97	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

2021-2022 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
98	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
99	Wiebe, Travis J	9/1/2003	MA	0408928	130301	CHEMISTRY	9-12	6/30/2025	High School, Science, Teacher	1.00
100	Downs, Lindsey J	2/9/2004	MA+40	0414129	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Spring Creek, Kindergarten, Teacher	1.00
	Downs, Lindsey J	2/9/2004	MA+40	0414129	180105	PRE-PRIMARY	AGE 3 - K	6/30/2025	Spring Creek, Kindergarten, Teacher	1.00
101	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
102	Danielson, Christa A	9/1/2004	MA+40	0417939	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Bridgewater, Kindergarten, Teacher	1.00
	Danielson, Christa A	9/1/2004	MA+40	0417939	180105	PRE-PRIMARY	AGE 3 - K	6/30/2026	Bridgewater, Kindergarten, Teacher	1.00
103	Schrader, Amanda R	9/1/2004	MA+40	0419020	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2025	Spring Creek, Limited English Proficiency, Teacher	1.00
104	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
105	Riesgraf, Daniel S	9/1/2004	MA+20	0381148	080100	HEALTH EDUCATION	K-12	6/30/2022	Middle School, Physical Education, Teacher	1.00
	Riesgraf, Daniel S	9/1/2004	MA+20	0381148	080300	PHYSICAL EDUCATION	K-12	6/30/2022	Middle School, Physical Education, Teacher	1.00
106	Stevens, Brian C	9/1/2004	BA+20	0416847	150000	SOCIAL STUDIES	5-12	6/30/2025	High School, Social Studies, Teacher	0.80
107	Valentine, Elizabeth A	9/1/2005	MA	0365433	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2025	Spring Creek, Limited English Proficiency, Teacher	1.00
108	Howard, Christopher L	9/1/2005	BA+40	0423952	060219	SPANISH	K-12	6/30/2026	Middle School, Foreign Language, Teacher	1.00
109	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 HDCP	K-12	6/30/2024	Middle School, Health, Teacher	1.00
110	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
111	Prestemon, Kari J	9/1/2006	MA	0327656	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2025	High School, Secondary, Social Worker	0.80
112	Dokken, Tina A	9/1/2006	BA+40	0397079	110000	MATHEMATICS	7-12	6/30/2022	LOA	LOA
113	Martens, Sarah M.C.	9/1/2006	BA+40	0419401	060219	SPANISH	K-12	6/30/2025	High School, Foreign Language, Teacher	1.00
114	Harstad, Kristen C	9/1/2006	BA+20	0309584	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2025	Spring Creek, Autistic Spectrum Disorders, Teacher	1.00
	Harstad, Kristen C	9/1/2006	BA+20	0309584	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2025	Spring Creek, Autistic Spectrum Disorders, Teacher	1.00
	Harstad, Kristen C	9/1/2006	BA+20	0309584	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2025	Spring Creek, Autistic Spectrum Disorders, Teacher	1.00
115	Sand, Leah LI	1/22/2007	MA+20	0375623	050196	READING	K-12	6/30/2024	High School, Physical Education, Teacher	1.00
	Sand, Leah LI	1/22/2007	MA+20	0375623	080100	HEALTH EDUCATION	5-12	6/30/2024	High School, Physical Education, Teacher	1.00
	Sand, Leah LI	1/22/2007	MA+20	0375623	080300	PHYSICAL EDUCATION	K-12	6/30/2024	High School, Physical Education, Teacher	1.00
	Sand, Leah LI	1/22/2007	MA+20	0375623	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2024	High School, Physical Education, Teacher	1.00
116	Riley, Patrick N	9/1/2007	MA+40	0436268	130301	CHEMISTRY	9-12	6/30/2023	High School, Science, Teacher	1.00
117	Pietsch, Ryan D	9/1/2007	MA+10	0434807	080300	PHYSICAL EDUCATION	K-12	6/30/2023	Spring Creek, Elementary, Teacher	1.00
118	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
119	Beaulieu, Stephen J	9/1/2007	MA	0418894	110000	MATHEMATICS	5-12	6/30/2025	High School, Secondary, Teacher	1.00
120	Duchene, Sarah J	9/26/2007	MA	0420417	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Bridgewater, Elementary, Teacher	1.00

2021-2022 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folter Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
121	Hagberg, Stephanie R	10/10/2007	MA	0414626	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenvale Park, Kindergarten, Teacher	1.00
	Hagberg, Stephanie R	10/10/2007	MA	0414626	180105	PRE-PRIMARY	AGE 3 - K	6/30/2025	Greenvale Park, Kindergarten, Teacher	1.00
122	Heil, Gretchen O	2/26/2008	BA	0432979	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Spring Creek, Kindergarten, Teacher	1.00
	Heil, Gretchen O	2/26/2008	BA	0432979	180105	PRE-PRIMARY	AGE 3 - K	6/30/2023	Spring Creek, Kindergarten, Teacher	1.00
123	Yamry, Corrine E	9/1/2008	MA+40	0439262	940310	SCHOOL COUNSELOR	K-12	6/30/2024	Middle School, Guidance, Guidance Counselor	1.00
124	Northrup, Ashley W	9/1/2008	MA+40	0443152	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2025	Longfellow/ALC, SPED-Multiple Disabilities, Psychologist	1.00
125	Olivier, Heather E	9/1/2008	MA+30	0417718	120500	INSTR(BAND/ORCH) AND CLASSROOM MUSIC	K-12	6/30/2025	Middle School, Music, Teacher	1.00
126	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
127	Baragary, Paula M	9/1/2008	MA	0396394	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Spring Creek, Elementary, Teacher	1.00
	Baragary, Paula M	9/1/2008	MA	0396394	180102	PRE-KINDERGARTEN	Pre K	6/30/2022	Spring Creek, Elementary, Teacher	1.00
128	Spitzack, Melissa R	9/1/2008	MA	0436511	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2023	Spring Creek, Elementary, Teacher	1.00
	Spitzack, Melissa R	9/1/2008	MA	0436511	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Spring Creek, Elementary, Teacher	1.00
129	Tacheny, Amy L	2/16/2009	MA+30	0446157	050196	READING	K-12	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Tacheny, Amy L	2/16/2009	MA+30	0446157	060219	SPANISH	K-8	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Tacheny, Amy L	2/16/2009	MA+30	0446157	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
130	Duba, Carolyn K	9/1/2009	MA+30	0369423	180102	PRE-KINDERGARTEN	Pre K	6/30/2024	District-Wide, Teaching and Learning, Teacher	1.00
	Duba, Carolyn K	9/1/2009	MA+30	0369423	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2024	District-Wide, Teaching and Learning, Teacher	1.00
131	Kruger, Natalie A	9/1/2009	MA+30	0448289	120500	INSTRUMENTAL AND CLASSROOM MUSIC	K-12	6/30/2025	District-Wide, Music, Teacher	1.00
132	Pudas, Heather K	9/1/2009	MA	0375721	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Portage - Elementary School, Deaf-Hard-of-Hearing, Teacher	1.00
	Pudas, Heather K	9/1/2009	MA	0375721	180100	DEAF OR HARD OF HEARING	1-6	6/30/2025	Portage - Elementary School, Deaf-Hard-of-Hearing, Teacher	1.00
133	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
134	Garcia Jr, Roberto	9/1/2009	MA	0443954	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
135	Robia, Mary D	9/1/2009	MA	0448121	150000	SOCIAL STUDIES	5-12	6/30/2025	LOA	LOA
136	Eliason, Angela L	9/1/2009	BA+30	0447201	120400	VOCAL AND CLASSROOM MUSIC	K-12	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
137	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
138	Johnson, Kelly J	9/1/2010	MA+40	0403741	060219	SPANISH	K-8	6/30/2023	Spring Creek, Elementary, Teacher	1.00
	Johnson, Kelly J	9/1/2010	MA+40	0403741	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Spring Creek, Elementary, Teacher	1.00
139	Weiland, Jane E	9/1/2010	MA+40	0455190	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2026	Middle School, English/Language Art, Teacher	1.00
140	Reed, Melissa J	9/1/2010	MA+30	0430540	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2023	Spring Creek, SPED-Multiple Disabilities, Psychologist	1.00
141	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
142	McKay, Jaclyn D	9/1/2010	MA+10	0446505	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2026	High School, English/Language Art, Teacher	1.00

2021-2022 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
143	Driscoll, Ryan J	9/1/2010	MA	0425151	080300	PHYSICAL EDUCATION	K-12	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Driscoll, Ryan J	9/1/2010	MA	0425151	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
144	Taggart, Steven M	9/1/2010	MA	0425369	100100	TECHNOLOGY	5-12	6/30/2026	High School, Technology and Engineering, Teacher	1.00
	Taggart, Steven M	9/1/2010	MA	0425369	300100	CONSTRUCTION CAREERS	7-12	6/30/2026	High School, Technology and Engineering, Teacher	1.00
145	Karlsrud, Shari D	9/1/2010	MA	0436262	090100	FAMILY AND CONSUMER SCIENCES	5-12	6/30/2023	High School, FACS, Teacher	1.00
146	Mahal, Stephanie M	9/1/2010	MA	NBCOT	N/A	OCCUPATIONAL THERAPIST	MA	3/31/2024	District-Wide, SPED-Multiple Disabilities, Occupational Therapist	1.00
147	Born, Mairin K	9/1/2010	BA	0415512	180105	PRE-PRIMARY	AGE 3 - K	6/30/2025	Spring Creek, Kindergarten, Teacher	1.00
	Born, Mairin K	9/1/2010	BA	0415512	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Spring Creek, Kindergarten, Teacher	1.00
148	Patterson, Rebekah A	3/9/2011	BA+20	0447494	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Bridgewater, Elementary, Teacher	0.80
	Patterson, Rebekah A	3/9/2011	BA+20	0447494	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2025	Bridgewater, Elementary, Teacher	0.80
149	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
150	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
151	Webster, Sara A	9/1/2011	MA+40	0449170	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2025	Longfellow/AIC, Speech/Language Impaired, Speech/Lang Pathologist	1.00
152	Ellerbusch, Brittany R	9/1/2011	MA+40	0452391	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
153	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
154	Swenson, Erik T	9/1/2011	MA+20	0377423	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
155	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
156	O'Connor, Catherine A	9/1/2011	MA+10	0439096	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2024	Longfellow/AIC, Developmentally Delayed, Teacher	1.00
	O'Connor, Catherine A	9/1/2011	MA+10	0439096	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Longfellow/AIC, Developmentally Delayed, Teacher	1.00
	O'Connor, Catherine A	9/1/2011	MA+10	0439096	190202	AUTISM SPECTRUM DISORDERS	B-Age 6	6/30/2024	Longfellow/AIC, Developmentally Delayed, 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/AIC, Developmentally Delayed, Teacher	1.00
157	Sherman, Karleen G	9/1/2011	MA+10	0441313	050196	READING	K-12	6/30/2022	Spring Creek, Specific Learning Disability, Teacher	1.00
	Sherman, Karleen G	9/1/2011	MA+10	0441313	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Spring Creek, Specific Learning Disability, Teacher	1.00
	Sherman, Karleen G	9/1/2011	MA+10	0441313	180105	PRE-PRIMARY	AGE 3 - K	6/30/2022	Spring Creek, Specific Learning Disability, Teacher	1.00
	Sherman, Karleen G	9/1/2011	MA+10	0441313	190201	LEARNING DISABILITIES	K-12	6/30/2022	Spring Creek, Specific Learning Disability, Teacher	1.00
	Sherman, Karleen G	9/1/2011	MA+10	0441313	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2022	Spring Creek, Specific Learning Disability, Teacher	1.00
158	Eastman, Kyle J	9/1/2011	MA	0412956	120500	INSTRUMENTAL AND CLASSROOM MUSIC	K-12	6/30/2025	High School, Music, Teacher	1.00
	Eastman, Kyle J	9/1/2011	MA	0412956	120400	VOCAL AND CLASSROOM MUSIC	K-12	6/30/2025	High School, Music, Teacher	1.00
159	Burnham, Renee M	9/1/2011	MA	0439166	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2024	Longfellow/AIC, Secondary, Teacher	1.00
	Burnham, Renee M	9/1/2011	MA	0439166	050196	READING	K-12	6/30/2024	Longfellow/AIC, Secondary, Teacher	1.00
160	Carlson, Stephani L	9/1/2011	MA	0452136	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2026	Greenvale Park, Emotional/Behavioral Disorder, Teacher	1.00
	Carlson, Stephani L	9/1/2011	MA	0452136	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2026	Greenvale Park, Emotional/Behavioral Disorder, Teacher	1.00
161	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
162	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
163	Ackerman, Ann M	9/1/2012	MA+40	0454480	190106	SPEECH LANGUAGE PATHOLOGIST	Pre K-12	6/30/2026	Spring Creek, Specific Learning Disability, Speech/Lang Pathologist	1.00
164	Deane, Natalie A	9/1/2012	MA+40	0463932	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2022	Bridgewater, Emotional/Behavioral Disorder, Teacher	1.00

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
	Deane, Natalie A	9/1/2012	MA+40	0463932	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Bridgewater, Emotional/Behavioral Disorder, Teacher	1.00
	Deane, Natalie A	9/1/2012	MA+40	0463932	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2022	Bridgewater, Emotional/Behavioral Disorder, Teacher	1.00
	Deane, Natalie A	9/1/2012	MA+40	0463932	190201	LEARNING DISABILITIES	K-12	6/30/2022	Bridgewater, Emotional/Behavioral Disorder, Teacher	1.00
165	Nivala, Jessica A.M.	9/1/2012	MA+20	0454310	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Nivala, Jessica A.M.	9/1/2012	MA+20	0454310	180105	PRE-PRIMARY	AGE 3 - K	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
166	Landry, Lily E	9/1/2012	MA+10	0456237	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Landry, Lily E	9/1/2012	MA+10	0456237	110000	MATHEMATICS	5-8	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Landry, Lily E	9/1/2012	MA+10	0456237	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
167	Taylor, Lori L	9/1/2012	MA	0339870	060219	SPANISH	7-12	6/30/2025	High School, Foreign Language, Teacher	1.00
168	Temple, Linda	9/1/2012	MA	0345544	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	LOA	LOA
169	Bulfer, Briana M	9/1/2012	BA+20	0414383	110000	MATHEMATICS	5-8	6/30/2025	Portage - Elementary School, Elementary, Teacher	1.00
	Bulfer, Briana M	9/1/2012	BA+20	0414383	130600	SCIENCE 5-8	5-8	6/30/2025	Portage - Elementary School, Elementary, Teacher	1.00
	Bulfer, Briana M	9/1/2012	BA+20	0414383	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Portage - Elementary School, Elementary, Teacher	1.00
170	Nagy, Diane R	9/6/2012	MA	0364677	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Elementary, Licensed Instr Support Staff	1.00
171	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
172	Jerdee, Ann M.H.	9/1/2013	MA+40	0371271	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2026	Middle School, English/Language Art, Teacher	1.00
173	Staab, Geoffrey D	9/1/2013	MA+40	0398360	110000	MATHEMATICS	5-12	6/30/2022	High School, Mathematics, Teacher	1.00
174	Dimick, Kimbra R	9/1/2013	MA+30	0452158	050196	READING	K-12	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Dimick, Kimbra R	9/1/2013	MA+30	0452158	130600	SCIENCE 5-8	5-8	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Dimick, Kimbra R	9/1/2013	MA+30	0452158	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
175	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
176	Swenson, Gina Q	9/1/2013	MA+10	0351379	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Spring Creek, Elementary, Teacher	1.00
	Swenson, Gina Q	9/1/2013	MA+10	0351379	180102	PRE-KINDERGARTEN	Pre K	6/30/2024	Spring Creek, Elementary, Teacher	1.00
177	Matson, Maren E	9/1/2013	MA+10	0436478	050196	READING	K-12	6/30/2023	Spring Creek, Kindergarten, Teacher	1.00
	Matson, Maren E	9/1/2013	MA+10	0436478	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Spring Creek, Kindergarten, Teacher	1.00
178	Sasse, Anita L	9/1/2013	MA+10	0472345	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2024	Spring Creek, Elementary, Teacher	1.00
	Sasse, Anita L	9/1/2013	MA+10	0472345	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Spring Creek, Elementary, Teacher	1.00
179	McManus, Laura C	9/1/2013	MA	0366000	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Spring Creek, Elementary, Teacher	1.00
180	Kortbein, Tiffany R	9/1/2013	MA	0474180	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Greenvale Park, Elementary, Teacher	1.00
181	Estrella, Rafael	9/1/2013	BA	0445459	020000	VISUAL ARTS	K-12	6/30/2025	Middle School, Art, Teacher	1.00
182	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
183	Kuchl, 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
184	Faust, Tyler L	4/16/2014	MA	0478472	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2025	Bridgewater, Emotional/Behavioral Disorder, Teacher	1.00
	Faust, Tyler L	4/16/2014	MA	0478472	190201	LEARNING DISABILITIES	K-12	6/30/2025	Bridgewater, Emotional/Behavioral Disorder, Teacher	1.00

2021-2022 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folger Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
185	Dorey, Amy C	8/1/2014	MA	0440044	190202	AUTISM SPECTRUM DISORDERS	B-Age 6	6/30/2025	Longfellow/AIC, Developmentally Delayed, Teacher	1.00
	Dorey, Amy C	8/1/2014	MA	0440044	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2025	Longfellow/AIC, Developmentally Delayed, Teacher	1.00
186	Sweeney, Bambijo Allison	9/1/2014	MA+40	0478412	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Spring Creek, Elementary, Licensed Instr Support Staff	1.00
	Sweeney, Bambijo Allison	9/1/2014	MA+40	0478412	933000	PRINCIPAL K-12	District	6/30/2022	Spring Creek, Elementary, Licensed Instr Support Staff	1.00
187	Otting, Kelleen K	9/1/2014	MA+20	0413951	050196	READING	K-12	6/30/2025	Spring Creek, Specific Learning Disability, Teacher	1.00
	Otting, Kelleen K	9/1/2014	MA+20	0413951	190201	LEARNING DISABILITIES	K-12	6/30/2025	Spring Creek, Specific Learning Disability, Teacher	1.00
	Otting, Kelleen K	9/1/2014	MA+20	0413951	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2025	Spring Creek, Specific Learning Disability, Teacher	1.00
188	Trebelhorn, Erica L	9/1/2014	MA+20	0426782	020000	VISUAL ARTS	K-12	6/30/2025	Spring Creek, Elementary, Teacher	1.00
189	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
190	Craft, Kristen A	9/1/2014	MA	0355508	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Spring Creek, Elementary, Teacher	1.00
191	Nohava-Hall, Erin J	9/1/2014	MA	0445937	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Bridgewater, Elementary, Teacher	1.00
	Nohava-Hall, Erin J	9/1/2014	MA	0445937	180105	PRE-PRIMARY	AGE 3 - K	6/30/2025	Bridgewater, Elementary, Teacher	1.00
192	Scoville-Riazi, Christopher A	9/1/2014	MA	0456345	020000	VISUAL ARTS	K-12	6/30/2026	Longfellow/AIC, Secondary, Teacher	0.66
193	Lanza, Suzanne K	9/1/2014	MA	0463289	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Bridgewater, Elementary, Teacher	1.00
194	Casson, Kathleen S	9/1/2014	MA	0465038	060209	GERMAN	K-12	6/30/2025	High School, Foreign Language, Teacher	1.00
195	Phenow, Dustee D	9/1/2014	MA	0466915	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Bridgewater, Science, Teacher	1.00
	Phenow, Dustee D	9/1/2014	MA	0466915	941000	LIBRARY MEDIA SPECIALIST	K-12	6/30/2024	Bridgewater, Science, Teacher	1.00
196	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
197	Rubin, Anna M	9/1/2014	BA+10	0472588	060219	SPANISH	K-12	6/30/2026	Bridgewater, Elementary, Teacher	1.00
	Rubin, Anna M	9/1/2014	BA+10	0472588	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
198	Schultz, Micah T	9/15/2014	BA	0479449	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2025	Longfellow/AIC, Secondary, Teacher	1.00
199	Kruse, Angela K	9/25/2014	MA	0468383	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2023	Bridgewater/GVP, Specific Learning Disability, Speech/Lang Pathologist	1.00
200	Bolton, Susan N	2/24/2015	MA	0466026	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Bridgewater, ADSIS, Teacher	1.00
201	Hanson, Inger L	9/1/2015	MA+40	0365367	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2024	Longfellow/AIC, Limited English Proficiency, Teacher	1.00
202	Trotman, Ellen J	9/1/2015	MA+40	0390961	180150	EARLY CHILDHOOD EDUCATION	Pre K-3	6/30/2026	Middle School, Limited English Proficiency, Teacher	1.00
	Trotman, Ellen J	9/1/2015	MA+40	0390961	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2026	Middle School, Limited English Proficiency, Teacher	1.00

2021-2022 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
203	Swan McDonald, Eric J	9/1/2015	MA+40	0395024	130200	LIFE SCIENCES	7-12	6/30/2024	Longfellow/ALC, Secondary, Teacher	1.00
	Swan McDonald, Eric J	9/1/2015	MA+40	0395024	130200	LIFE SCIENCES	Middle Sch	6/30/2024	Longfellow/ALC, Secondary, Teacher	1.00
204	Berg-Wall, Matthew D	9/1/2015	MA+40	0401202	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2023	Greenvale Park, Limited English Proficiency, Teacher	1.00
205	Hetzel, Sheila M	9/1/2015	MA+40	0473301	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
206	Korynta, Marcy R	9/1/2015	MA+40	0488421	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2026	Middle School, SPED-Multiple Disabilities, Psychologist	1.00
207	Hebzyński, Kelly M	9/1/2015	MA+20	0395763	110000	MATHEMATICS	7-12	6/30/2022	Middle School, Mathematics, Teacher	1.00
208	Crace, Danielle M	9/1/2015	MA+10	0489257	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2023	High School, Emotional/Behavioral Disorder, Teacher	1.00
	Crace, Danielle M	9/1/2015	MA+10	0489257	190201	LEARNING DISABILITIES	K-12	6/30/2023	High School, Emotional/Behavioral Disorder, Teacher	1.00
209	Nelson, Karen M.R.	9/1/2015	MA	0368951	090101	CONSUMER AND HOME MAKING OCCUPATIONS	Voc High School	6/30/2022	High School, FACS, Teacher	1.00
210	Clarey, Alisha K	9/1/2015	MA	0413963	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	District-Wide, Teaching and Learning, Teacher	1.00
	Clarey, Alisha K	9/1/2015	MA	0413963	180105	PRE-PRIMARY	AGE 3 - K	6/30/2025	District-Wide, Teaching and Learning, Teacher	1.00
211	Balow, Tyler P	9/1/2015	MA	0453830	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2022	High School, Social Studies, Teacher	1.00
212	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
213	Timerson, Bridget L	9/1/2015	BA	0360887	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
214	Spitzack, Joshua M	9/1/2015	BA	0463097	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2022	Middle School, Elementary, Teacher	1.00
	Spitzack, Joshua M	9/1/2015	BA	0463097	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Middle School, Elementary, Teacher	1.00
215	Rud, Jodie L	9/1/2015	BA	0475040	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Spring Creek, Kindergarten, Teacher	1.00
216	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
217	Whitney, Jonathan D	2/2/2016	MA	0485613	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2023	High School, Social Studies, Teacher	1.00
218	Roth, Kyle R	2/15/2016	MA	0463240	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Longfellow/ALC, Developmentally Delayed, Teacher	1.00
	Roth, Kyle R	2/15/2016	MA	0463240	190497	DEAF OR HARD OF HEARING	B-12	6/30/2024	Longfellow/ALC, Developmentally Delayed, Teacher	1.00
	Roth, Kyle R	2/15/2016	MA	0463240	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2024	Longfellow/ALC, Developmentally Delayed, Teacher	1.00
219	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
220	Warner, Lori K	7/1/2016	BA	NBCOT	1011924	OCCUPATIONAL THERAPIST	BA	3/31/2024	District-Wide, SPED-Multiple Disabilities, Occupational Therapist	1.00
221	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
222	Kortuem, Kristi M	9/1/2016	MA+30	0389360	110000	MATHEMATICS	7-12	6/30/2023	Middle School, Elementary, Teacher	1.00
223	McLaughlin, Anne E	9/1/2016	MA+20	0393314	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Greenvale Park, Elementary, Teacher	1.00
224	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
225	Stulken, Shelley N.	9/1/2016	MA+20	0486864	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Spring Creek, Elementary, Teacher	1.00

2021-2022 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folger Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
226	Wiese, Diane L.	9/1/2016	MA	0346910	180100	ELEMENTARY EDUCATION	I-6	6/30/2023	Greenvale Park, Specific Learning Disability, Teacher	1.00
	Wiese, Diane L.	9/1/2016	MA	0346910	190201	LEARNING DISABILITIES	K-12	6/30/2023	Greenvale Park, Specific Learning Disability, Teacher	1.00
	Wiese, Diane L.	9/1/2016	MA	0346910	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2023	Greenvale Park, Specific Learning Disability, Teacher	1.00
227	Randall, Amy L	9/1/2016	MA	0431709	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2022	Bridgewater, Speech/Language Impaired, Speech/Lang Pathologist	1.00
228	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
229	Soderlund, Amber L	9/1/2016	MA	0493716	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Spring Creek, Elementary, Teacher	1.00
	Soderlund, Amber L	9/1/2016	MA	0493716	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2022	Spring Creek, Elementary, Teacher	1.00
230	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
231	Forbord, Jamie A	9/1/2016	BA+30	0477498	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2022	High School, Specific Learning Disability, Teacher	1.00
	Forbord, Jamie A	9/1/2016	BA+30	0477498	190201	LEARNING DISABILITIES	K-12	6/30/2022	High School, Specific Learning Disability, Teacher	1.00
232	Ryan, Tiffany C	10/16/2016	BA	0414849	180100	ELEMENTARY EDUCATION	I-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
233	Sawyer, Jamin V	7/3/2017	MA	6977	N/A	PHYSICAL THERAPIST	MA	12/31/2022	District-Wide, SPED-Multiple Disabilities, Physical Therapist	1.00
234	Malecha, Rebecca L	9/1/2017	MA+40	0378616	180100	ELEMENTARY EDUCATION	I-6	6/30/2022	Spring Creek, Elementary, Teacher	1.00
235	Amy, Natalie A	9/1/2017	MA+40	0486748	940310	SCHOOL COUNSELOR	K-12	6/30/2026	Middle School, Guidance, Guidance Counselor	1.00
236	Peterson, Betsy L	9/1/2017	MA+40	0497978	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Greenvale Park, ADSIS, Teacher	1.00
	Peterson, Betsy L	9/1/2017	MA+40	0497978	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2023	Greenvale Park, ADSIS, Teacher	1.00
237	Benhart, Ashley B	9/1/2017	MA+40	0498359	060301	BILINGUAL/BICULTURAL EDUCATION	K-6	6/30/2023	Spring Creek, Elementary, Teacher	1.00
	Benhart, Ashley B	9/1/2017	MA+40	0498359	180100	ELEMENTARY EDUCATION	I-6	6/30/2023	Spring Creek, Elementary, Teacher	1.00
	Benhart, Ashley B	9/1/2017	MA+40	0498359	933000	PRINCIPAL K-12	District	6/30/2023	Spring Creek, Elementary, Teacher	1.00
238	Sherry, Lynsi J	9/1/2017	MA+40	0502247	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2024	Greenvale Park, SPED-Multiple Disabilities, Psychologist	1.00
239	Docken, Whitney A	9/1/2017	MA+30	0503746	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2023	Greenvale Park, Speech/Language Impaired, Speech/Lang Pathologist	1.00
240	Driscoll, Leah S	9/1/2017	MA+20	0371367	180100	ELEMENTARY EDUCATION	I-6	6/30/2025	Bridgewater, Specific Learning Disability, Teacher	1.00
	Driscoll, Leah S	9/1/2017	MA+20	0371367	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2025	Bridgewater, Specific Learning Disability, Teacher	1.00
	Driscoll, Leah S	9/1/2017	MA+20	0371367	190201	LEARNING DISABILITIES	K-12	6/30/2025	Bridgewater, Specific Learning Disability, Teacher	1.00
	Driscoll, Leah S	9/1/2017	MA+20	0371367	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2025	Bridgewater, Specific Learning Disability, Teacher	1.00
241	Kruse, Ann C	9/1/2017	MA+20	0456391	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2026	Longfellow/ALC, Developmentally Delayed, Licensed Instr Support Staff	1.00
242	Howard, Christine E	9/1/2017	MA+10	0494935	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2022	Spring Creek, Speech/Language Impaired, Speech/Lang Pathologist	1.00
243	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
244	Molloy, Shawna L	9/1/2017	MA	0491774	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2022	High School, Autistic Spectrum Disorders, Teacher	1.00
	Molloy, Shawna L	9/1/2017	MA	0491774	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2022	High School, Autistic Spectrum Disorders, Teacher	1.00
245	Jones, Jennifer L	9/1/2017	MA	0495720	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2023	Middle School, Limited English Proficiency, Teacher	1.00
246	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
247	David, Caitlin A	9/1/2017	MA	0501175	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Bridgewater, Specific Learning Disability, Teacher	1.00
	David, Caitlin A	9/1/2017	MA	0501175	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2023	Bridgewater, Specific Learning Disability, Teacher	1.00
248	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
249	Puppe, Susan B	9/1/2017	BA+40	0332848	080450	COACHING	7-12	6/30/2024	Spring Creek, Emotional/Behavioral Disorder, Teacher	1.00

2021-2022 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
	Puppe, Susan B	9/1/2017	BA+40	0332848	180100	ELEMENTARY EDUCATION	I-6	6/30/2024	Spring Creek, Emotional/Behavioral Disorder, Teacher	1.00
	Puppe, Susan B	9/1/2017	BA+40	0332848	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2024	Spring Creek, Emotional/Behavioral Disorder, Teacher	1.00
	Puppe, Susan B	9/1/2017	BA+40	0332848	190201	LEARNING DISABILITIES	K-12	6/30/2024	Spring Creek, Emotional/Behavioral Disorder, Teacher	1.00
250	Waters, Katherine P	9/1/2017	BA+10	0490118	190490	ORAL/AURAL DEAF EDUCATION	B-12	6/30/2022	Longfellow/AIC, Developmentally Delayed, Teacher	1.00
251	Sjoberg, Caroline F	9/1/2017	BA+10	0503868	180100	ELEMENTARY EDUCATION	I-6	6/30/2022	Spring Creek, Emotional/Behavioral Disorder, Teacher	1.00
	Sjoberg, Caroline F	9/1/2017	BA+10	0503868	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-8	6/30/2022	Spring Creek, Emotional/Behavioral Disorder, Teacher	1.00
252	Vind, Laura E	9/1/2017	BA	0418291	190201	LEARNING DISABILITIES	K-12	6/30/2026	High School, Specific Learning Disability, Teacher	1.00
253	Klein, Melanie A	11/6/2017	BA+40	0514894	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	B-12	6/30/2024	Spring Creek, Autistic Spectrum Disorders, Teacher	1.00
254	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
	DuBe, Sean D	9/1/2018	MA+40	0461959	933000	PRINCIPAL K-12	District	6/30/2022	High School, English/Language Art, Teacher	1.00
255	Schock, Angela A	9/1/2018	MA+40	0399493	180100	ELEMENTARY EDUCATION	I-6	6/30/2023	Middle School, Elementary, Teacher	1.00
256	Bloom, Sarah F	9/1/2018	MA+20	0446657	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2023	Middle School, Elementary, Teacher	1.00
	Bloom, Sarah F	9/1/2018	MA+20	0446657	050196	READING	K-12	6/30/2023	Middle School, Elementary, Teacher	1.00
	Bloom, Sarah F	9/1/2018	MA+20	0446657	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Middle School, Elementary, Teacher	1.00
257	Johnson, Kristin G	9/1/2018	MA	0271185	180100	ELEMENTARY EDUCATION	I-6	6/30/2024	Greenvale Park, Title I, Teacher	1.00
258	Smith, Janet L	9/1/2018	MA	0410231	110000	MATHEMATICS	5-12	6/30/2024	High School, Mathematics, Teacher	1.00
259	Navarro, Deborah D	9/1/2018	MA	0411636	180100	ELEMENTARY EDUCATION	I-6	6/30/2025	Greenvale Park, Specific Learning Disability, Teacher	1.00
	Navarro, Deborah D	9/1/2018	MA	0411636	190310	PHYSICAL AND HEALTH DISABILITIES	Pre K-12	6/30/2025	Greenvale Park, Specific Learning Disability, Teacher	1.00
	Navarro, Deborah D	9/1/2018	MA	0411636	199802	MODERATE TO SEVERE MENTALLY IIDCP	K-12	6/30/2025	Greenvale Park, Specific Learning Disability, Teacher	1.00
260	Yule, Brent W	9/1/2018	MA	0451734	080100	HEALTH EDUCATION	5-12	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Yule, Brent W	9/1/2018	MA	0451734	080300	PHYSICAL EDUCATION	K-12	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Yule, Brent W	9/1/2018	MA	0451734	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
261	Hanson, Katie A	9/1/2018	MA	0451743	190201	LEARNING DISABILITIES	K-12	6/30/2026	High School, Specific Learning Disability, Teacher	1.00
	Hanson, Katie A	9/1/2018	MA	0451743	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2026	High School, Specific Learning Disability, Teacher	1.00
	Hanson, Katie A	9/1/2018	MA	0451743	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2026	High School, Specific Learning Disability, Teacher	1.00
262	Kettwick, Rachel M	9/1/2018	MA	0506615	110000	MATHEMATICS	5-12	6/30/2022	Longfellow/AIC, Secondary, Teacher	1.00
263	Thompson, Jonathan D	9/1/2018	MA	0507723	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2023	High School, Social Studies, Teacher	1.00
264	Haley, Paige W	9/1/2018	MA	0508431	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Bridgewater, Elementary, Teacher	1.00
265	Gross, Lydia E	9/1/2018	MA	0510778	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2022	Longfellow/AIC, Developmentally Delayed, Teacher	1.00
266	Lynch, Angela F	9/1/2018	BA+30	0509636	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Longfellow/AIC, Specific Learning Disability, Teacher	1.00
267	Wilson, Theresa M	9/1/2019	MA+40	0332205	140000	BUSINESS EDUCATION -ALL-	7-12	6/30/2024	High School, Business, Teacher	1.00
	Wilson, Theresa M	9/1/2019	MA+40	0332205	140710	ADMINISTRATIVE SUPPORT OCCUPATIONS	Voc High School	6/30/2024	High School, Business, Teacher	1.00

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
268	Bendett, Michelle	9/1/2019	MA+30	0487188	120400	VOCAL AND CLASSROOM MUSIC	K-12	6/30/2022	Middle School, Music, Teacher	1.00
269	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
270	Otte, Molly J. E.	9/1/2019	MA	0422331	020000	VISUAL ARTS	K-12	6/30/2026	Middle School, Art, Teacher	1.00
271	Borup, Melissa K	9/1/2019	MA	0433242	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2023	Longfellow/AIC, Secondary, Licensed Instr Support Staff	0.80
272	Russell, Deborah M	9/1/2019	MA	0488913	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Greenvale Park, Elementary, Teacher	1.00
273	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
274	Polzin, Ashly M	9/1/2019	BA	0484979	050196	READING	K-12	6/30/2026	Bridgewater, Elementary, Teacher	1.00
	Polzin, Ashly M	9/1/2019	BA	0484979	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
	Polzin, Ashly M	9/1/2019	BA	0484979	180100	ELEMENTARY EDUCATION	4-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
275	Johnson, Erin B	9/1/2020	MA+10	0420165	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2022	High School, English/Language Art, Teacher	1.00
276	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
277	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
278	Schwartz, Mollie A	9/1/2020	MA	0502175	120400	VOCAL AND CLASSROOM MUSIC	K-12	6/30/2023	Spring Creek, Elementary, Teacher	1.00
279	Mikulski, Mckenzie A	9/1/2020	BA+30	0492063	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2022	Greenvale Park, Emotional/Behavioral Disorder, Teacher	1.00
	Mikulski, Mckenzie A	9/1/2020	BA+30	0492063	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Greenvale Park, Emotional/Behavioral Disorder, Teacher	1.00
280	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
281	Dickerson, Thomas D	9/15/2020	MA	0373661	060209	GERMAN	7-12	6/30/2022	High School, Specific Learning Disability, Teacher	1.00
	Dickerson, Thomas D	9/15/2020	MA	0373661	080450	COACHING	7-12	6/30/2022	High School, Specific Learning Disability, Teacher	1.00
	Dickerson, Thomas D	9/15/2020	MA	0373661	190200	EMOTIONAL BEHAVIOR DISORDERS	7-12	6/30/2022	High School, Specific Learning Disability, Teacher	1.00
	THIRD YEAR PROBATIONARY									
282	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
283	Holland, Cara L	9/1/2019	MA+40	0509493	933000	PRINCIPAL K-12	District	6/30/2022	Middle School, Science, Teacher	1.00
	Holland, Cara L	9/1/2019	MA+40	0509493	130600	SCIENCE 5-8	5-8	6/30/2024	Middle School, Science, Teacher	1.00
284	Leaphart, Ada M	9/1/2019	MA	1000733	020000	VISUAL ARTS	K-12	6/30/2022	Greenvale Park, Elementary, Teacher	1.00

2021-2022 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
285	Musicant, Elizabeth O	9/1/2019	MA	0359799	050575	SPEECH & THEATRE ARTS	7-12	6/30/2024	High School/Middle School, Foreign Language, Teacher	0.40
	Musicant, Elizabeth O	9/1/2019	MA	0359799	060209	GERMAN	7-12	6/30/2024	High School/Middle School, Foreign Language, Teacher	0.40
	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	0.40
286	Sherman, Michael T	9/1/2019	MA	0505795	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2023	Middle School, Emotional/Behavioral Disorder, Teacher	1.00
	Sherman, Michael T	9/1/2019	MA	0505795	190201	LEARNING DISABILITIES	K-12	6/30/2023	Middle School, Emotional/Behavioral Disorder, Teacher	1.00
287	Mathews, Makenzie R	9/1/2019	BA	0514201	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2022	Longfellow, Developmentally Delayed, Teacher	1.00
288	Holz, Jessica A	9/1/2021	MA+40	0395757	180100	ELEMENTARY EDUCATION	1-6	6/30/2022	Portage - Elementary School, Secondary, Teacher	1.00
	Holz, Jessica A	9/1/2021	MA+40	0395757	190201	LEARNING DISABILITIES	K-12	6/30/2022	Portage - Elementary School, Secondary, Teacher	1.00
	Holz, Jessica A	9/1/2021	MA+40	0395757	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2022	Portage - Elementary School, Secondary, Teacher	1.00
	Holz, Jessica A	9/1/2021	MA+40	0395757	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2022	Portage - Elementary School, Secondary, Teacher	1.00
289	Healy, Samuel P	9/1/2021	MA+40	0442294	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2025	Spring Creek, Elementary, Teacher	1.00
	Healy, Samuel P	9/1/2021	MA+40	0442294	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Spring Creek, Elementary, Teacher	1.00
290	Mitchell, Amanda L	9/1/2021	MA+40	0479893	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
291	Schultz, Katherine E	9/1/2021	MA	0390582	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2025	Portage - Elementary School, Secondary, Teacher	1.00
	Schultz, Katherine E	9/1/2021	MA	0390582	050196	READING	K-12	6/30/2025	Portage - Elementary School, Secondary, Teacher	1.00
292	Bauman, Theresa H	9/1/2021	MA	0430143	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	District-Wide, Instr Support - General, Licensed Instr Support Staff	0.60
	Bauman, Theresa H	9/1/2021	MA	0430143	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2023	District-Wide, Instr Support - General, Licensed Instr Support Staff	0.60
293	Shroyer, Emily R	9/1/2021	MA	0448476	110000	MATHEMATICS	5-8	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
	Shroyer, Emily R	9/1/2021	MA	0448476	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
294	Connor, Nicholas J	9/1/2021	MA	0471734	110000	MATHEMATICS	5-12	6/30/2024	High School, Secondary, Licensed Instr Support Staff	1.00
295	Berkvam-Peter, Tallie A.	9/1/2021	MA	0485862	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Spring Creek, Kindergarten, Teacher	1.00
296	LaVoy, Kayla L	9/1/2021	MA	0487905	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
297	Collins, Danielle L	9/1/2021	MA	0495797	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Greenvale Park, Elementary, Teacher	1.00
298	Kremin, Megan J	9/1/2021	MA	0499551	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2023	Longfellow/AIC, Developmentally Delayed, Teacher	1.00
299	Olson, Danielle D	9/1/2021	BA+20	0485786	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2026	Longfellow/AIC, Secondary, Social Worker	0.50
300	Fearing, Kyle S	9/1/2021	BA+10	0479381	080100	HEALTH EDUCATION	5-12	6/30/2026	Middle School, Health, Teacher	1.00
	Fearing, Kyle S	9/1/2021	BA+10	0479381	080300	PHYSICAL EDUCATION	K-12	6/30/2026	Middle School, Health, Teacher	1.00
301	Schlim, Kristin R	9/1/2021	BA	0444181	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2025	Longfellow/AIC, Developmentally Delayed, Teacher	1.00
	Schlim, Kristin R	9/1/2021	BA	0444181	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2025	Longfellow/AIC, Developmentally Delayed, Teacher	1.00
302	Schnaith, Ryan A	9/1/2021	BA	0508195	110000	MATHEMATICS	5-12	6/30/2023	High School, Mathematics, Teacher	1.00
303	Iszler-Johnson, Tammy B	9/1/2021	BA	OTR	985308	OCCUPATIONAL THERAPIST	BA	3/31/2024	District-Wide, SPED-Multiple Disabilities, Occupational Therapist	0.50
304	Coleman, Josten K	9/27/2021	MA	0476452	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Middle School, Technology and Engineering, Teacher	1.00
	SECOND YEAR PROBATIONARY									
305	Richardson, Andrew J	9/1/2020	MA+40	0417782	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2024	High School, Technology and Engineering, Teacher	1.00
306	Legros, Marckileine	9/1/2020	MA	0494770	940310	SCHOOL COUNSELOR	K-12	6/30/2022	High School, Guidance, Guidance Counselor	1.00
307	Robertson, Caitlin I	9/2/2020	MA	0442213	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Bridgewater, Elementary, Teacher	1.00

2021-2022 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	Lic Code	License Description	Description	License Exp	Assignment	FTE
308	McCabe, Shari E	11/2/2020	BA	0501015	080100	HEALTH EDUCATION	5-12	6/30/2023	Bridgewater, Physical Education, Teacher	1.00
	McCabe, Shari E	11/2/2020	BA	0501015	080300	PHYSICAL EDUCATION	K-12	6/30/2023	Bridgewater, Physical Education, Teacher	1.00
	McCabe, Shari E	11/2/2020	BA	0501015	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2023	Bridgewater, Physical Education, Teacher	1.00
	FIRST YEAR PROBATIONARY									
309	Weber, Jessica A	9/1/2021	MA	0493199	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Portage - Elementary School, Elementary, Teacher	1.00
	Weber, Jessica A	9/1/2021	MA	0493199	190201	LEARNING DISABILITIES	K-12	6/30/2022	Portage - Elementary School, Elementary, Teacher	1.00
310	Lovrien, Catherine R	9/1/2021	MA	0493475	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2022	Middle School, Secondary, Teacher	1.00
311	O'Brien, Sean R	9/1/2021	MA	0502540	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2023	High School, Social Studies, Teacher	1.00
312	Turnquist, Ryan M	9/1/2021	MA	0503231	940310	SCHOOL COUNSELOR	K-12	6/30/2022	High School, Guidance, Guidance Counselor	1.00
313	Stanton, Paul M	9/1/2021	MA	1005452	940310	SCHOOL COUNSELOR	K-12	6/30/2023	Longfellow/AIC, Guidance, Guidance Counselor	1.00
314	Anderson, Claire E	9/1/2021	MA	1007912	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2024	Middle School, Secondary, Licensed Instr Support Staff	1.00
315	Doliscar, Jules R	9/1/2021	MA	NBCOT	359160	OCCUPATIONAL THERAPIST	MA	3/31/2022	District-Wide, SPED-Multiple Disabilities, Occupational Therapist	1.00
316	Kohlbeck, Madeline H	9/1/2021	BA	0510706	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Greenvale Park, Elementary, Teacher	1.00
317	Kelly, Anna	9/1/2021	BA	1000818	180100	ELEMENTARY EDUCATION	K-6	6/30/2022	Greenvale Park, Elementary, Teacher	1.00
318	Larson, Sydney G	9/1/2021	BA	1003478	090100	FAMILY AND CONSUMER SCIENCES	5-12	6/30/2023	High School, FACS, Teacher	1.00
319	AfsharJavan, Nahal	9/1/2021	BA	1003919	120500	INSTR(BAND/ORCH) AND CLASSROOM MUSIC	K-12	6/30/2023	High School, Music, Teacher	1.00
320	Heil, Sydney F	9/1/2021	BA	1005873	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Spring Creek, Elementary, Teacher	1.00
321	Gagnon, Noah R	9/1/2021	BA	1006804	130302	PHYSICS	9-12	6/30/2024	High School, Science, Teacher	1.00
	Gagnon, Noah R	9/1/2021	BA	1006804	130600	SCIENCE 5-8	5-8	6/30/2024	High School, Science, Teacher	1.00
322	Oberstar, Chelsey J	9/1/2021	BA	1006982	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2024	High School, DCD: Mild-Moderate, Teacher	1.00
323	Hruby, Anna M	9/1/2021	BA	1008604	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Spring Creek, Elementary, Teacher	1.00

NORTHFIELD PUBLIC SCHOOLS SUBSTITUTE PAY

Administration recommends substitute pay as follows, effective January 3, 2022

Teachers – Elementary & Secondary	Up to 1 hour	\$40.00
	Over 1 hour up to ½ Day	\$100.00
	Full Day	\$200.00
	<i>(maximum - \$200.00/day)</i>	
Substitute Educational Assistants	\$16.25/hour	
Substitute Child Nutrition Associates	\$15.52/hour	
Substitute Student CNA	\$10.08* (beginning 1/1/21)	
Substitute Clerical	\$16.25/hour	
Substitute Retired Clerical/Confidential	\$20.94/hour	
Substitute Custodian	\$16.25/hour	
Substitute Retired Custodian	Step 1 of Custodian Agreement	
Substitute Nurse	Step 1 of Nurse Agreement	
Long-term substitute Clerical, Custodian or Educational Assistant – more than 10 consecutive days for the same employee	Step 1 of Appropriate Agreement	

** Tied to MN Minimum Wage rate of pay.*

SCHOOL RESOURCE OFFICER AGREEMENT

This AGREEMENT, made this 7th day of December, 2021, by and between Independent School District No. 659 (“SCHOOL DISTRICT”) and the City of Northfield, a Minnesota municipal corporation (“CITY”), (collectively, the “PARTIES”).

WHEREAS, SCHOOL DISTRICT is in need of and desires to receive certain law enforcement services from CITY; and

WHEREAS, CITY, through its police department, is willing and able to provide certain law enforcement services to SCHOOL DISTRICT; and

WHEREAS, SCHOOL DISTRICT and CITY desire to join in a mutual effort to curb delinquency and crime in the community and to develop better community understanding of law and law enforcement.

NOW, THEREFORE, in consideration of the mutual agreements and provisions herein set forth, SCHOOL DISTRICT and CITY agree as follows:

1. **SCHOOL RESOURCE OFFICER.** For the purpose of this AGREEMENT, the term School Resource Officer shall have the meaning and duties described in this Section.
 - 1.1. **School Resource Officer.** The School Resource Officer will be an Officer of the Northfield Police Department (“NPD”) who shall be responsible for performing the duties set forth in Paragraph 1.4 of this Section;
 - 1.2. The School Resource Officer will be for the purposes of this AGREEMENT a Contracted Agent of the SCHOOL DISTRICT and have access to all such information deemed necessary for the completion of the School Resource Officer duties as approved by the SCHOOL DISTRICT.
 - 1.3. **School Resource Officer Employed by CITY.** The Northfield Police Chief shall assign a law enforcement officer to serve as the School Resource Officer in SCHOOL DISTRICT. The Chief of Police in conference with SCHOOL DISTRICT officials shall select the officer. The School Resource Officer shall be a licensed peace officer in the NPD and an employee of CITY, and will operate under the direct administration and supervision of the Chief of Police or his/her designee. Law enforcement services rendered to SCHOOL DISTRICT under this AGREEMENT shall be at the sole discretion of the Chief of Police. CITY shall assume all obligations and payments with regard to School Resource Officer salaries and benefits including workers compensation, PERA, withholding taxes, etc. SCHOOL DISTRICT will reimburse CITY for such expenses pursuant to Section 4 of this AGREEMENT. Consistent with the relationship between the PARTIES, the School Resource Officer shall not be represented to the public as an employee of SCHOOL DISTRICT by either CITY or SCHOOL DISTRICT.

1.4. Duties of the School Resource Officer. The School Resource Officer will:

- 1.4.1. Strive to develop a better understanding within SCHOOL DISTRICT's schools of the law enforcement process.
- 1.4.2. Meet regularly with SCHOOL DISTRICT's administrators and special education personnel regarding law enforcement procedures and juvenile court procedures, and impart knowledge of families, neighborhoods, individuals, statistics, and trends when requested and in accordance with applicable law. The Police Chief shall meet with SCHOOL DISTRICT'S administrative team at least twice during the school year, preferably once at the start and once at the end of each school year in order to assess current police involvement in the schools.
- 1.4.3. Confer with SCHOOL DISTRICT parents, students, neighbors, school personnel and other members of the community regarding pre-delinquent behavior.
- 1.4.4. Conduct investigations within SCHOOL DISTRICT, its facilities and the surrounding community, both criminal and otherwise as deemed necessary by NPD or by mutual agreement between NPD and SCHOOL DISTRICT personnel.
- 1.4.5. Identify problems focused on children by inspecting SCHOOL DISTRICT schools' area, grounds and property, being watchful for loiterers and suspicious persons or automobiles, frequently visiting high-delinquency areas for law violators, and observing matters conflicting with the best interests of SCHOOL DISTRICT's pupils.
- 1.4.6. Take part in SCHOOL DISTRICT functions and community projects as deemed necessary by mutual agreement between CITY AND SCHOOL DISTRICT personnel in order to become acquainted with parents, businesspersons and community leaders and to assist in the social and cultural development of pupils, dropouts and recidivists.
- 1.4.7. Organize law enforcement or related educational programs within the framework of existing SCHOOL DISTRICT programs, as subject to approval by SCHOOL DISTRICT personnel.
- 1.4.8. In the instance of law violations, serve in the normal police officer capacity to protect life, limb, and property; to prevent crime, to recover stolen and lost property; and to apprehend and prosecute offenders, but in so doing orient activities toward rehabilitation and correction.
- 1.4.9. Work in cooperation with SCHOOL DISTRICT administrators towards mutually agreed upon goals involving NPD, SCHOOL DISTRICT's schools or its students. The School Resource Officer shall not have disciplinary authority within the school.

1.4.10. In the course of performing the duties of this AGREEMENT, respond to emergency calls within the NPD service area when necessary, investigate cases assigned by the Chief of Police, and attend trainings and perform special duties as assigned by the Chief of Police. These responsibilities will require flexibility in the hours that the School Resource Officer works and require the freedom to leave SCHOOL DISTRICT's facilities at various times.

1.4.11. Generally, subject to the requirements of Paragraph 1.4.10 above, the School Resource Officer shall spend a minimum of fifty percent (50%) his/her annual hours worked (1040) in or at SCHOOL DISTRICT schools and functions during the school calendar year. If schools in SCHOOL DISTRICT are not in session, the School Resource Officer will function as and perform the duties of a patrol officer for NPD under the direct supervision of the Chief of Police or his designee within the jurisdiction of the City of Northfield. Prior to the start of the school year a schedule will be developed by the Chief of Police or designee in consultation with SCHOOL DISTRICT personnel as identified by the Superintendent of Schools.

2. RESPONSIBILITY OF SCHOOL DISTRICT. It shall be the responsibility of SCHOOL DISTRICT to:

2.1. Provide guidance and assistance to the School Resource Officer through SCHOOL DISTRICT's principals, teachers, administrative staff, other personnel and student body.

2.2. Provide a private office, desk, and telephone with outside line for use by the School Resource Officer to meet with students and staff on both a public and private meeting basis and to conduct and perform his/her duties as necessary and as otherwise assigned and directed by the Chief of Police.

2.3. Require its principals to coordinate the efforts of the School Resource Officer within the schools.

2.4. Provide clerical help and assistance to the School Resource Officer when needed by the officer within any school at which the officer is working in his/her capacity as School Resource Officer. This includes providing the supplies and materials needed. Clerical help and assistance and supplies and materials will be limited to those duties of the School Resource Officer directly related to law enforcement or related educational programs within the framework of existing SCHOOL DISTRICT programs.

2.5. Provide an assessment of the services received under this AGREEMENT to CITY, if requested by CITY.

3. RESPONSIBILITY OF CITY. It is the intention of CITY to provide a School Resource Officer to SCHOOL DISTRICT, and it shall be the responsibility of CITY to:

- 3.1. Assign one licensed peace officer to SCHOOL DISTRICT to act as School Resource Officer at SCHOOL DISTRICT's schools.
- 3.2. Provide NPD equipment needed by the School Resource Officer to perform necessary functions and duties.
- 3.3. Provide training and education within the scope of NPD.
- 3.4. Provide temporary replacements for the School Resource Officer as deemed necessary by NPD.

4. CONSIDERATION.

- 4.1. SCHOOL DISTRICT shall pay CITY the sum of \$29,361 for the period of January 1, 2022, through June 30, 2022. SCHOOL DISTRICT shall pay CITY the sum of \$32,003 for the period of July 1, 2022, through December 31, 2022. SCHOOL DISTRICT shall pay CITY the sum of \$64,006 each year as consideration for CITY's provision of the School Resource Officer for the calendar years of 2023 and 2024, with two equal payments of \$32,003 annually on or before June 1 and December 1, respectively, of each year. The initial payment being made on June 1, 2022 and the final payment on December 1, 2024. CITY shall provide SCHOOL DISTRICT an invoice for the amount owing and payable to CITY at least thirty (30) days in advance of the respective dates upon which payment by SCHOOL DISTRICT is required to be made.

5. TERM. The term of this AGREEMENT is for THREE (3) years and shall be effective as of January 1, 2022 and shall continue to December 31, 2024. This AGREEMENT shall be in effect as determined above unless terminated by either party. Termination of this AGREEMENT by either party shall be effective by delivering to the other party a preliminary written notice of termination not less than ninety (90) days prior to the date of termination of the AGREEMENT. All payments due under this AGREEMENT shall be prorated in the event of such termination.

6. INDEMNIFICATION.

- 6.1. As a condition of CITY's assignment of a School Resource Officer pursuant to this AGREEMENT, SCHOOL DISTRICT agrees to and shall indemnify, protect, save, hold harmless and insure CITY, and its respective officers, directors, employees and members and agents, from and against any and all claims and demands for, or litigation with respect to, all damages which may arise out of or be caused by SCHOOL DISTRICT or its agents, employees, contractors or subcontractors with respect to SCHOOL DISTRICT's performance of its obligations under this AGREEMENT. SCHOOL DISTRICT shall defend CITY against the foregoing, or litigation in connection with the foregoing, at SCHOOL DISTRICT's expense, with counsel reasonably acceptable to CITY. CITY, at its expense, shall have the right to participate in the defense of any claims or litigation and shall have the right to approve any settlement, which approval shall not be unreasonably withheld. The indemnification provision of this Section shall

not apply to damages or other losses proximately caused by or resulting from the gross negligence or willful misconduct of CITY. All indemnification obligations shall survive termination, expiration or cancellation of this AGREEMENT.

- 6.2. CITY agrees to and shall indemnify, protect, save harmless and insure SCHOOL DISTRICT, and its respective officers, directors, employees and members and agents, from and against any and all claims and demands for, or litigation with respect to, all damages which may arise out of or be caused by CITY or its agents, employees, contractors or subcontractors with respect to CITY's performance of its obligations under this AGREEMENT. CITY shall defend SCHOOL DISTRICT against the foregoing, or litigation in connection with the foregoing, at CITY's expense, with counsel reasonably acceptable to SCHOOL DISTRICT. SCHOOL DISTRICT, at its expense, shall have the right to participate in the defense of any Claims or litigation and shall have the right to approve any settlement, which approval shall not be unreasonably withheld. The indemnification provision of this Section shall not apply to damages or other losses proximately caused by or resulting from the gross negligence or willful misconduct of SCHOOL DISTRICT. All indemnification obligations shall survive termination, expiration or cancellation of this AGREEMENT.
7. VOLUNTARY AND KNOWING ACTION. The PARTIES, by executing this AGREEMENT, state that they have carefully read this AGREEMENT and understand fully the contents thereof; that in executing this AGREEMENT they voluntarily accept all terms described in this AGREEMENT without duress, coercion, undue influence, or otherwise, and that they intend to be legally bound thereby.
8. AUTHORIZED SIGNATORIES. The PARTIES each represent and warrant to the other that (1) the persons signing this AGREEMENT are authorized signatories for the entities represented, and (2) no further approvals, actions or ratifications are needed for the full enforceability of this AGREEMENT against it; each party indemnifies and holds the other harmless against any breach of the foregoing representation and warranty.
9. GOVERNING LAW. This AGREEMENT shall be deemed to have been made and accepted in Rice County, Minnesota, and the laws of the State of Minnesota shall govern any interpretations or constructions of this AGREEMENT without regard to its choice of law or conflict of laws principles.
10. DATA PRACTICES. The PARTIES acknowledge that this AGREEMENT is subject to the requirements of Minnesota's Government Data Practices Act, Minnesota Statutes, Section 13.01 *et seq.*
11. NO WAIVER. Any Party's failure in any one or more instances to insist upon strict performance of any of the terms and conditions of this AGREEMENT or to exercise any right herein conferred shall not be construed as a waiver or relinquishment of that right or of that Party's right to assert or rely upon the terms and conditions of this AGREEMENT. Any express waiver of a term of this AGREEMENT shall not be binding and effective unless made in writing and properly executed by the waiving Party.

12. AMENDMENTS. This AGREEMENT may not be amended except in writing properly executed by the PARTIES hereto. Except as specifically amended, this AGREEMENT shall remain in full force and effect.
13. ASSIGNMENT. This AGREEMENT may not be assigned by either Party without the written consent of the other Party.
14. SEVERABILITY. The invalidity or unenforceability of any provision of this AGREEMENT shall not affect the validity or enforceability of any other provision. Any invalid or unenforceable provision shall be deemed severed from this AGREEMENT to the extent of its invalidity or unenforceability, and this AGREEMENT shall be construed and enforced as if the AGREEMENT did not contain that particular provision to the extent of its invalidity or unenforceability.
15. ENTIRE AGREEMENT. These terms and conditions constitute the entire agreement between the PARTIES regarding the subject matter hereof. All discussions and negotiations are deemed merged in this AGREEMENT. The headings to the various sections of this AGREEMENT are solely for the convenience of the PARTIES, are not part of the AGREEMENT and shall not be used for the interpretation of the validity of the AGREEMENT or any provision hereof.
16. SURVIVABILITY. All covenants, indemnities, guarantees, releases, representations and warranties by any Party or PARTIES, and any undischarged obligations of CITY and SCHOOL DISTRICT arising prior to the expiration of this AGREEMENT (whether by completion or earlier termination), shall survive such expiration.
17. EXECUTION. This AGREEMENT may be executed simultaneously in two or more counterparts that, when taken together, shall be deemed an original and constitute one and the same document. The signature of any Party to the counterpart shall be deemed a signature to the AGREEMENT, and may be appended to, any other counterpart. Facsimile transmission of executed signature pages shall be deemed as originals and sufficient to bind the executing Party.

IN WITNESS WHEREOF, the PARTIES have hereunto executed this document the day and year first above written.

INDEPENDENT SCHOOL DISTRICT NO. 659

By: _____
(Signature)
Title: _____
Print Name: _____

Date: _____

By: _____
(Signature)
Title: _____
Print Name: _____

Date: _____

CITY OF NORTHFIELD

By: _____
Rhonda Pownell, Its Mayor

Date: _____

By: _____
Lynette Peterson, Its City Clerk

Date: _____

November 22, 2021

To: School Board Members
From: Julie Pritchard, Board Chair

Re: Discussion of Regular School Board Meeting Start Time

In November of 2019, board members discussed the start time of regular school board meetings from its current time of 7:00 pm to an earlier time. This discussion took place over two board meetings, November 12, and November 25, 2019. After these discussions, the board decided to not move forward with adjusting our current start time of 7:00 pm.

I am recommending that the board reopen this discussion to begin regular school board meetings to an earlier time of 6:00 pm effective January 2022.

Factors to consider in our discussion:

- Since November of 2019, the district is now live streaming regular school board meetings which gives the community the ability to observe meetings without being physically present.
- Over the past two years, meetings on average extend past 9:00 pm.

In 2020-21: average length of regular school board meetings was 2 hrs. and 25 minutes.
Four meetings extended past 10:00 pm

2021 to date: average length of regular school board meetings is 2 hrs. and 12 minutes
No meetings to date have extended past 10:00 pm

- An average is just that, indicating we have board meetings that end earlier but also extend well past 9:00 pm
- Ensuring community members have access to our meetings including public comment is an important priority for the board however the optimal time for board members to do our best work is also important to consider.
- Consideration should be given to Dr. Hillmann, and key staff, who attend meetings, are tasked with very long days with later starting meetings. Better engagement, less mental and physical fatigue for everyone including for board members could be gained by an earlier start time.
- Adjustments to other Special Board Meetings, Closed Sessions, Work Sessions and Public Hearings:

Other meetings of the school board i.e.; World's Best Workforce Public Hearing would start at 6:00 pm followed by the regular school board meeting. Public hearings would start at 7:00 pm. The board's less frequent closed sessions and work sessions will be scheduled based on board members' availability.

Based on the board's discussion, we would proceed with a formal vote of a 6:00 pm start time effective January 2022 at our December 13, 2021 board meeting.

Reaching Out, Reaching Up: The 2027 Northfield School District Strategic Plan Overview and Draft

Matt Hillmann, Ed.D., Superintendent | 12.13.2021

Summary: The district solicited feedback from stakeholders over the past six months about a five-year strategic plan. The district has held 15 meetings with staff, students, families, and advisory groups. It has considered feedback from family and staff surveys.

What is a strategic plan? Our strategic plan provides a vision that the district aspires to achieve, strategic commitments (sometimes called values) to guide decision-making, and benchmarks for judging progress.

Schools and district departments use the strategic plan to identify specific goals that align with the benchmarks and strategies to achieve those goals.

A report on the strategic plan process is provided annually for the board and community through the state of the district presentation and school improvement plans.

Reaching Out, Reaching Up: the Northfield School District Strategic Plan ***draft***

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

Strategic Commitments

- **People:** We prioritize the engagement, satisfaction, and support of every student, staff member, and family.
- **Learner Outcomes:** We prepare every student to be academically and socially ready to choose their preferred pathway after high school graduation.
- **Equity:** We ensure that every child has a fair opportunity to reach their full potential.
- **Communication:** We communicate effectively and transparently with all stakeholders.
- **Stewardship:** We responsibly manage our personnel, finances, property, time, and environmental impact.
- **Partnerships:** We seek community partnerships that accelerate student achievement of district benchmarks.

Benchmarks

1. All children are ready for Kindergarten.
2. All children are connected to the community.
3. All children are at grade level in reading and mathematics by the end of 3rd and 6th grades
4. All children exhibit physical, social, and emotional well-being.
5. All children have a connection with a caring adult beyond their parents as they transition to middle school.
6. All children have interests, goals, and a vision for the future by the end of 8th grade.
7. All children graduate from high school with a plan to reach their full potential.
8. All employees report satisfaction in the workplace.
9. All parents report satisfaction with their children's educational experience.
10. The district maintains 16% of its annual expenditures in its unassigned fund balance to ensure financial stability.
11. Community education provides relevant and accessible learning opportunities for all residents.

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

Elementary Support Request | December 13, 2021

Val Mertesdorf, Director of Finance

We have received two requests for additional staffing support at the elementary schools. Below are the requests, each of these would be covered with federal relief funding.

From: Elementary Principal Team

RE: Additional Educational Assistant time for 1st grade

The developmental needs of elementary students in 1st grade have been more complex. Additional instructional support for students has been identified as a need for core academic times, often in the morning, for 1st grade classrooms. The Elementary Principal Team is requesting additional FTE for Educational Assistants for the 1st grade classrooms. The request would be for 1.0 hours per day for each 1st grade classroom. The additional FTE would allow for support of instruction in math, reading and writing during the academic portions of the day. The funding required would be determined by the start date. Cost estimates were generated for 12 classrooms across the three buildings. Below, is an estimate of the financial impact for a January of 2022 start date and a comparison to a full year of funding for these positions.

Thank you for reviewing this request. We appreciate your consideration.

From: Bridgewater Elementary

RE: Additional Educational Assistant

The board is asked to approve the addition of a 6.5 hours per day general education educational assistant at Bridgewater Elementary to primarily assist with supporting students in Grade 5. Duties will include general supervision, supervision during lunch/recess, reading support, and math support.

Proposed Cost

The anticipated cost for these positions are identified below. Again, the district plans to use federal relief funds for these positions.

	1st Grade Support BW/GVP/SC	5th Grade Support BW	
Rate GenEd, Step 4	\$16.92	\$16.92	
Hours per day	1.0	6.5	
Days per year	104	104	
Salary	\$1,759.68	\$11,437.92	
Benefits	\$266.59	\$11,801.64	
Total Cost	\$2,026.27	\$23,239.56	
# of EAs	12	1	
Grand Total	\$24,315.26	\$23,239.56	\$47,554.82

Notes:

-Both calculations assume a 1/3/22 start date

-The 5th Grade support at BW assumes family health and dental.

						2021/22						
School and Grade Level	September 9th	September 17th	September 24th	October 1st	November 1st	December 1st	January 3rd	February 1st	March 1st	April 1st	May 2nd	End of Year 6/9/22
NCEC												
Early Childhood	117	108	110	108	115	120						
Total	117	108	110	108	115	120	0	0	0	0	0	0
Portage												
Grade K-2034	2	2	2	2	1	1						
Grade 1-2033	3	3	3	3	3	3						
Grade 2-2032	5	5	5	5	3	3						
Grade 3-2031	9	9	9	8	8	8						
Grade 4-2030	4	4	3	3	2	2						
Grade 5-2029	9	9	9	9	7	7						
Grade 6-2028	6	7	5	5	5	4						
Grade 7-2726	11	10	11	11	12	13						
Grade 8-2026	6	7	8	8	8	8						
Grade 9-2025	3	4	3	4	4	8						
Grade 10-2024	10	12	13	13	13	16						
Grade 11-2023	12	11	11	12	12	14						
Grade 12-2022	17	21	23	23	22	27						
Total	97	104	105	106	100	114	0	0	0	0	0	0
Greenvale Park												
Grade K-2034	88	88	88	88	88	88						
Grade 1-2033	76	76	77	78	78	78						
Grade 2-2032	77	78	78	78	78	78						
Grade 3-2031	71	71	71	71	72	72						
Grade 4-2030	84	84	84	84	86	86						
Grade 5-2029	64	64	64	64	66	66						
Total	460	461	462	463	468	468	0	0	0	0	0	0
Spring Creek												
Grade K-2034	70	70	70	70	72	72						
Grade 1-2033	62	63	63	63	64	64						
Grade 2-2032	74	74	73	73	73	73						
Grade 3-2031	87	86	86	86	86	87						
Grade 4-2030	76	76	76	76	76	76						
Grade 5-2029	82	81	81	81	82	82						
Total	451	450	449	449	453	454	0	0	0	0	0	0
Bridgewater												
Grade K-2034	83	83	83	83	84	84						
Grade 1-2033	89	89	89	89	89	90						
Grade 2-2032	91	91	91	91	92	91						
Grade 3-2031	100	100	99	99	98	98						
Grade 4-2030	93	93	93	93	93	94						
Grade 5-2029	93	94	94	94	95	95						
Total	549	550	549	549	551	552	0	0	0	0	0	0
Middle School												
Grade 6-2028	304	303	303	304	304	307						
Grade 7-2027	305	302	299	298	294	295						
Grade 8-2026	299	294	294	295	297	299						
Total	908	899	896	897	895	901	0	0	0	0	0	0
High School												
Grade 9-2025	344	344	342	342	343	337						
Grade 10-2024	343	340	337	333	336	333						
Grade 11-2023	291	289	291	286	282	278						
Grade 12-2022	319	317	316	315	314	309						
Total	1297	1290	1286	1276	1275	1257	0	0	0	0	0	0
ALC												
Grade 9-2025	1	1	1	1	1	1						
Grade 10-2024	5	5	5	5	7	9						
Grade 11-2023	10	10	11	11	26	29						
Grade 12-2022	57	55	53	57	86	82						
Total	73	71	70	74	120	121	0	0	0	0	0	0
Grand Total	3952	3933	3927	3922	3977	3987	0	0	0	0	0	0
Full Time only (excluding EC and Part-time/Independent Study ALC)	3835	3824	3816	3810	3816	3816						

Greenvale Park

Grade	Teacher		
K	Flicek	18	
K	Hagberg	17	
K	Kortbein	17	
K	Shroyer	18	
K	Ziemann	18	
1	Nivala	19	
1	Russell	19	C
1	Schultz	21	
1	Zach	19	
2	Amundson	20	C
2	Kelly	20	
2	Kohlbeck	19	
2	Mitchell	19	
3	Alvarez, C.	19	C
3	Dimick	18	
3	Timerson	18	
3	Youngblut	17	
4	Collins	20	
4	Garcia	25	C
4	Hetzel	20	
4	McLaughlin	21	
5	Harding	20	
5	Sickler	22	
5	Tacheny	24	C
TOTAL		468	

Spring Creek

Grade	Teacher		
K	Berkvam Peter	18	
K	Heil, G	18	
K	Johannes	18	
K	Rud	18	
1	Born	20	C
1	Craft	22	
1	Rodgers	22	
2	Benhart	19	C
2	Soderlund	18	
2	Spitzack	18	
2	Swenson	18	
3	Guggisberg	15	
3	Healy	18	
3	Hruby	15	
3	Jandro	15	
3	Sasse	24	C
4	Fox	20	
4	Hehr	20	
4	Kodada	19	
4	McManus	17	C
5	Baragary	18	
5	Malecha	21	
5	Ostermann	21	C
5	Stulken	22	
TOTAL		454	

Bridgewater

Grade	Teacher		
K	Cade	20	
K	Danielson	21	
K	Peterson	21	
K	Tran	22	
1	Charlton	21	
1	Haley	21	
1	Hall	23	
1	Lanza	25	C
2	Ellerbusch	18	
2	LaVoy	19	
2	Lofquist	18	
2	Rubin	18	C
2	Schwaab	18	
3	Larson	23	C
3	Polzin	25	
3	Sickler	25	
3	Truman	25	
4	Robertson	23	
4	Ryan	24	
4	Schuster	24	
4	Swenson	23	C
5	DeVries	18	C
5	Duchene	25	
5	Holden	26	
5	Kohl	26	
TOTAL		552	

Middle School

Total
Grade 6-2028
Grade 7-2027
Grade 8-2026
TOTAL

High School

Total
Grade 9-2025
Grade 10-2024
Grade 11-2023
Grade 12-2022
TOTAL

ALC

F/T	**P/T	**I/S	Total
Grade 9-2025	1	0	1
Grade 10-2024	6	0	9
Grade 11-2023	15	0	29
Grade 12-2022	48	0	82
TOTAL	70	0	121

	Regular	Portage	Total
Early Childhood**	120		120
Kindergarten-2034	244	1	245
Grade 1-2033	232	3	235
Grade 2-2032	242	3	245
Grade 3-2031	257	8	265
Grade 4-2030	256	2	258
Grade 5-2029	243	7	250
Total K-5	1594	24	1618
Total Middle School	901	25	926
Total High School	1257	65	1322
GRAND TOTAL	3752	114	3866
ALC 9-12		121	
GRAND TOTAL w/ALC and Portage			3987

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

3816

Early Childhood**

Dorey	9
Gross	12
Kremin	17
Kruse	7
Lattener	14
Matthews	14
O'Connor	7
Roth	10
Schlim	3
Schnorr	10
Waters	14
Webster	3
TOTAL	120

Portage

Grade	Teacher	
K	Bulfer	1
1	Bulfer	3
2	Weber	3
3	Weber	8
4	Haar	2
5	Haar	7
6	Holz	4
7	Holz	13
8	Holz	8
9	Holz	8
10	Schultz	16
11	Schultz	14
12	Schultz	27
TOTAL		114