

INDEPENDENT SCHOOL DISTRICT NO. 659
REGULAR SCHOOL BOARD MEETING

Monday, December 12, 2022 ~ 6:00 p.m. ~ Regular Board Meeting
Northfield District Office Boardroom

Zoom Link: <https://northfieldschools-org.zoom.us/j/85420465531?pwd=c2lubXJkcUNWeTdzeUhTZFhRR3ZUOT09>
Passcode: 792989

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 for the Payable 2023 Property Tax Levy and Fiscal Year 2022-2023 General Fund Budget Revision Followed by Public Comment
 - b. Superintendent Operations & Strategic Plan Update
6. Consent Agenda
 - a. Minutes
 - b. Personnel Items
7. Items for Individual Action
 - a. Northfield High School Facility Plan
 - b. Northfield High School Facility Election Timeline
 - c. Dissolution of Girls Swim/Dive Cooperative Sponsorship
 - d. Policy Recommendations
 - e. LMR Media Contract
 - f. Certify Final 2022 Payable 2023 Tax Levy
 - g. Fiscal Year 2022-2023 General Fund Budget Revision
8. Items for Information
 - a. Enrollment Report
 - b. Winter Orchestra Concert
9. Future Meetings
 - a. Thursday, December 22, 5:15 p.m., Special Board Meeting, Northfield DO Boardroom
 - b. Monday, January 9, 2023, 6:00 p.m., Organizational Board Meeting followed by the Regular Board Meeting, Northfield DO Boardroom
 - c. Monday, January 23, 2023, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
10. Adjournment

NORTHFIELD PUBLIC SCHOOLS
MEMORANDUM

Monday, December 12, 2022 ~ 6:00 p.m. ~ Regular Board Meeting
Northfield District Office Boardroom

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TO: Members of the Board of Education
FROM: Matthew Hillmann, Ed.D., Superintendent
RE: Explanation of Agenda Items for Monday, December 12, 2022, 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 2023 Property Tax Levy and Fiscal Year 2022-2023 General Fund Budget Revision Followed by Public Comment. The amount of the proposed levy for 2023 is \$21,135,540.24 and represents a 5.63% increase from the prior year. Director of Finance Val Mertesdorf will review the levy and recommended revisions to the 2022-23 general fund budget. The major factors contributing to these changes include the final audited data from FY22, coronavirus relief funding, enrollment data, and increased health insurance premiums. The public is invited to speak following the truth in taxation presentation.
 - b. Superintendent Operations & Strategic Plan Update. Dr. Hillmann will provide an update about district operations and examples of work underway to achieve the district's vision, strategic commitments, and benchmarks.
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 28, 2022
 - b. Personnel Items
 - i. Appointments
 1. Grace Christopher, Community School Club Leader for 10 hours/week Tuesdays and Fridays at Greenvale Park, beginning 12/30/2022-5/26/2023; \$23.65/hr.
 2. Jade Fransen, 1.0 FTE Long Term Substitute English/Language Arts Teacher at the Middle School, beginning on or about 12/24/2022-2/10/2023. BA, Step 3.
 3. Magdalena Higgins, KidVentures Site Assistant for up to 15 hours/week at Greenvale Park, beginning 12/5/2022. Step 1-\$14.50/hr.
 4. Ashley Hyde, Special Ed EA PCA for 6.75 hours/day at the High School, beginning 12/12/2022-6/9/2023. Step 4-\$17.70/hr. + prorated PCA stipend.
 5. Mark Kieke, Event Worker at the High School, beginning 12/19/2022.
 6. Annaleah Ponder, Community School After School Site Assistant for 2 hours/day Mon.-Thurs. at Greenvale Park, beginning 12/19/2022-2/10/2023. Step 2-\$14.88/hr.
 7. Claudia Rodriguez, EL EA for 6.5 hours/day at the Middle/High School, beginning 12/13/2022-6/9/2023. Step 4-\$17.70/hr.
 - ii. Increase/Decrease/Change in Assignment

1. Paula Baragary, Teacher at Spring Creek, add Community School Teacher at Spring Creek, effective 11/30/2022-5/26/2023. Yr. 1-\$27.11/hr.
 2. Daniel Foley, 4th Grade LTS for Ann Hehr through 12/09/2022 at Spring Creek, change to 4th Grade LTS for Ann Hehr through 12/22/2022 at Spring Creek, effective 12/12/2022-12/22/2022.
 3. Heather Kuehl, Teacher at the Middle School, add MSYC Teacher at the Middle School, effective 11/28/2022-5/26/2023. Yr. 3-\$27.11/hr.
 4. Brenda LauToilolo, CNAI at the High School, change to Child Nutrition Substitute with the District, effective 12/12/2022.
 5. Correction: Lorena (Karen) Rodriguez Rosas, .50 FTE Office Specialist at the MS/HS and .50 FTE Community School Site Leader at Bridgewater, change to .45 FTE Community School Coordinator at Bridgewater and .50 FTE Office Specialist at the MS/HS, effective 12/5/2022-6/9/2023.
 6. Karl Stromley, 1.0 FTE Long Term Substitute Health/Phy Ed Teacher at the High School from 8/23/2022-1/24/2023, add 92 days with a change of the end date to be 6/9/2023.
 7. Todd Thompson, Football at the Middle School, add Event Worker at the High School, effective 12/6/2022.
 8. Ellie Warren, Parking/Security EA for 8 hours/day at the High School, change to Parking/Security EA for 7.5 hours/day at the High School, effective 9/6/2022-6/9/2023.
- iii. Leave of Absence
1. Andria Cornell, Preschool Teacher at the NCEC, Family/Medical Leave beginning 11/21/2022 and continuing for up to 60 work days.
 2. Ann Hehr, Teacher at Spring Creek Elementary, extending Family/Medical Leave through 12/22/2022.
 3. Kelli Rehbein, EarlyVentures Teacher, updated FMLA leave of absence will return on 1/18/2023.
- iv. Retirements/Resignations/Terminations
1. Brenda Lau Toilolo, CNAI at the High School, resignation effective 12/12/2022.
 2. Kai Richardson, EA at Bridgewater, resignation effective 12/9/2022.
- v. Seniority Lists
- The board is requested to approve the 2022-2023 Principal/Assistant Principals Seniority List and the 2022-2023 Teacher Seniority List.

*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. Northfield High School Facility Improvement Plan. The board is requested to provide administrators with a direction for the referendum structure and preliminary election timeline. The issue has been discussed by the board for over one year. A task force was convened in March and April 2022 to suggest potential solutions for Northfield High School facility improvements. The board weighed those solutions and, in partnership with the City of Northfield, commissioned a professional, random and stratified voter survey in October 2022 to gauge community support for various options. That report was presented to the board on Oct. 24, 2022. Superintendent Hillmann made a recommendation at the Nov. 28 board meeting for the board's consideration.

Superintendent's Recommendation: Motion to approve the high school facility improvement plan.

- b. Northfield High School Facility Election Timeline. The board is requested to identify the election date for the district to present the high school facility plan to voters, if it is approved. In 2023, the board's options are in April, May, August, or November. Should the board choose to move ahead, the best two options in 2023 for a special election are May or November.
- c. Dissolution of Girls Swim/Dive Cooperative Sponsorship. The board is requested to approve the dissolution of the girls swim/dive cooperative sponsorship with Randolph Independent School District 195 beginning with the 2023-2024 school year. The governing boards of each participating school must jointly make an application for dissolution of cooperative sponsorship to the Minnesota State High School League.

Superintendent's Recommendation: Motion to approve the dissolution of girls swim/dive cooperative sponsorship between Northfield Public Schools and Randolph Public Schools beginning with 2023-2024 school year.

- d. Policy Recommendations. The board is requested to approve the policy committee's recommended updates to policies 603, 652.1, 652, updates to the procedures for policy 652.1, and to sunset policy 651 as presented.

Superintendent's Recommendation: Motion to approve the policy committee's recommended updates to policies 603, 652.1, 652, updates to the procedures for policy 652.1, and to sunset policy 651.

- e. LMR Media Contract. The board is requested to approve the contract with LMR Media related to sponsorship of district facilities and equipment through June 30, 2023 as presented at the last board meeting.

Superintendent's Recommendation: Motion to authorize administration to enter into a contract with LMR Media related to sponsorship of district facilities and equipment through June 30, 2023.

- f. Certify Final 2022 Payable 2023 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 12 to provide a final opportunity for community feedback to the proposed levy. This levy, payable in 2023, will be a component of the 2023-24 fiscal budget.

Superintendent's Recommendation: Motion to certify to County Auditors the 2022 Payable 2023 Final Certified Levy Limitation and Certification Report in the amount of \$21,135,540.24 which represents a 5.63% increase from the prior year.

- g. Fiscal Year 2022-2023 General Fund Budget Revision. The board is asked to approve the revisions to the FY23 general fund budget as presented. The adopted general fund revenue and expenditure budget for FY23 was \$59,781,175 and \$61,308,958 respectively. The recommended revised budget for FY23 is revenues of \$59,786,188 and expenditures of \$61,618,792. The major factors contributing to these changes include the final audited data from FY22, coronavirus relief funding, enrollment data, and increased health insurance premiums.

Superintendent's Recommendation: Motion to approve the revised 2023-23 general fund budget of revenues of \$59,781,175 and expenditures of \$61,618,792.

8. Items for Information

- a. Enrollment Report. Dr. Hillmann will review the December 2022 enrollment report.
- b. Winter Orchestra Concert. The annual winter orchestra concert is Monday, Dec. 19, beginning at 6:00 pm.m at Northfield Middle School. Board members should have received an invitation and are encouraged to attend.

9. Future Meetings

- a. Thursday, December 22, 5:15 p.m., Special Board Meeting, Northfield DO Boardroom
- b. Monday, January 9, 2023, 6:00 p.m., Organizational Board Meeting followed by the Regular Board Meeting, Northfield DO Boardroom
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10. Adjournment

Truth in Taxation | 2022 Pay 2023 Levy Certification | December 12, 2022

Val Mertesdorf, Director of Finance

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

Levy Cycle

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

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

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

A uniform system of public schools is one of two requirements outlined in the State's constitution. This means that school funding is highly regulated by the state. The district only has direct control on less than 3% of our total revenue budget. All of the other revenues are dictated by state or federal formulas.

There are several factors that affect your property tax amount. Approximately 60% of our general fund levy is enrollment based formulas. Other factors include legislative changes, levy adjustments from prior years, changes in market values, class rates and levies by other taxing jurisdictions.

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

The levy is a system of state formulas that provide revenue for our general fund, community education fund and debt service fund. The levy provides approximately 25% of our general fund (operating) revenue annually. The levy pays for our debt payments. A majority of the revenue is voter approved, but there are also state authorized levies as well. This funding is critical in subsidizing the district's world class learning environment after decades of chronic under funding from the State.

2022 Pay 2023 Property Tax Levy Summary

Our certified levy authority increased \$1,126,292.76 or 5.63% compared to the prior year. The Pay 2023 levy totals \$21,135,540.24 to be certified. The increase is related to the inflationary increase in our voter approved operating referendum.

Levy Authority vs. Certification

Our Pay 2023 property tax levy seeks to use the maximum authority provided by the Minnesota Department of Education. By seeking maximum authority, the district will levy \$1,126,292.76 more than it did last year. We are grateful to the community for their continued support.

2023 Property Tax Levy Breakdown

The district's property tax levy of \$21,135,540.24 supports the following:

- Debt Service 25.8%
- General Fund: Referendum 40.9%
- General Fund: Other 27.6%
 - Includes Location Equity Revenue, Operating Capital, LTFM, Building Lease, and OPEB
- Capital Levy: 3.5%

- Community Services: 2.1%

Subtotal Comparisons

The District's Pay 2023 levy includes a 2.58% increase in debt service which is a result of the Long Term Facilities Maintenance Bond that was issued to replace the Middle School roof. There is an offsetting reduction in the general fund LTFM revenue to pay for this debt. This is not an increase for taxpayers. A 6.85% increase in general fund dollars which is a result of the inflationary increase in the referendum calculation provided by the state. The referendum authority increased 12.2% over Pay 22. Our enrollment estimate is 2.8% lower, but the significant increase in authority generates approximately \$687,000. Community Education will increase 2.75% this is related to the updated census information and the early childhood family education funding being tied to the per student basic formula increases.

The district's Pay 2023 levy includes a 9.23% increase in the amount authorized by the voters. This increase is primarily related to the inflationary increase in the voter approved operating referendum calculation.

As a testament to this community's generous support of education you can see that 65% of our total levy is voter approved.

Levy History

I think it is important to note that over the last five years our average increase has been 1.91%. We are incredibly fortunate to live in a community that supports education whole heartedly. The burden on tax payers is significant, especially during an economically tumultuous period. Unfortunately, property taxes and funding for education is not equitable across the state due to many legislative rules. We will continue to be responsible stewards and advocate for our community at the legislature.

2022-23 General Fund Budget Revision | December 12, 2022

Val Mertesdorf, Director of Finance

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

We have final data from the prior fiscal year, our October 1st enrollment is no longer a projection, and we have settled our employment agreements, hired staff, and we have our allocations for federal funding from MDE. We take all this information and compare it to the adopted budget presented in June and see which areas of the budget need to be adjusted. We input the October 1st enrollment and the final 2021-22 enrollment into our projection model and use historical averages and the cohort survival method to predict future enrollment. In the spring we projected that we would have roughly 4,156.5 weighted pupil units which is typically a conservative estimate. With our updated Oct 1st enrollment we are now showing 4,198.5 weighted pupil units, a slight increase. The enrollment increase will result in a slight increase in state sources for the 2022-23 revised budget. The enrollment model we use while conservative, does weigh more heavily on recent years. Our enrollment is lining up with our demographic study.

The General Fund budget amendment will include increasing revenues by \$5,013. You will see that State sources increased, this is related to the slight increase in enrollment. Federal sources decreased because we spent slightly more of our federal pandemic support in 2021-22 than originally planned. Local revenues increased slightly to account for the return to full building rentals.

The General Fund budget amendment will include increasing expenditures by \$309,834. There are a few factors creating this increase. The most notable change is the increase for health insurance that was authorized in October. This was already included in the budget, so only a modest adjustment was needed. We have seen a substantial increase in special education placements as well as the transportation associated with that. This can be seen in the purchased services increase which includes transportation. In addition, substitute costs have returned to pre-pandemic levels. Utilities is still an increasing challenge, though it hasn't increased as dramatically as it did for 2021-22. The decrease in capital outlay is related to some coding changes from MDE, we are still planning to complete projects already identified.

The 2022-23 adopted budget was based on several estimates and the unassigned fund balance is one of them. We had projected to end FY2021-22 with approximately 16.0% unassigned fund balance. We actually ended with 14.19%. We spent down slightly more in FY22 than anticipated, but the decrease in unassigned fund balance is more related to a higher restricted balance than estimated.

We were projected to end 2022-23 with 14.2% unassigned fund balance as a percentage of our total general fund expenditures. However, with our audited fund balance, we are now projecting to end 2022-23 with 12.99%. We are working on an updated financial forecast for January that will determine what our next steps should be. The revenue for 2023-24 does have some unanticipated increases such as Compensatory and the inflationary increase on the referendum.

The district strives to be good stewards of the dollars entrusted to us by the taxpayers. The district has demonstrated this by facilitating a priority based budget process to work through aligning our budget to our current reality of declining enrollment. We have used fund balance to enhance construction projects instead of borrowing funds, seeking quotes and bids to reduce on-going costs and refunding debt so the tax payers don't endure as much of a burden. Our culture of stewardship has given our district a sense of financial stability that is not common place among school districts. We have and continue to operate from a position of strength.



TRUTH IN TAXATION
2022 Pay 2023 Levy Certification

12/12/2022

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



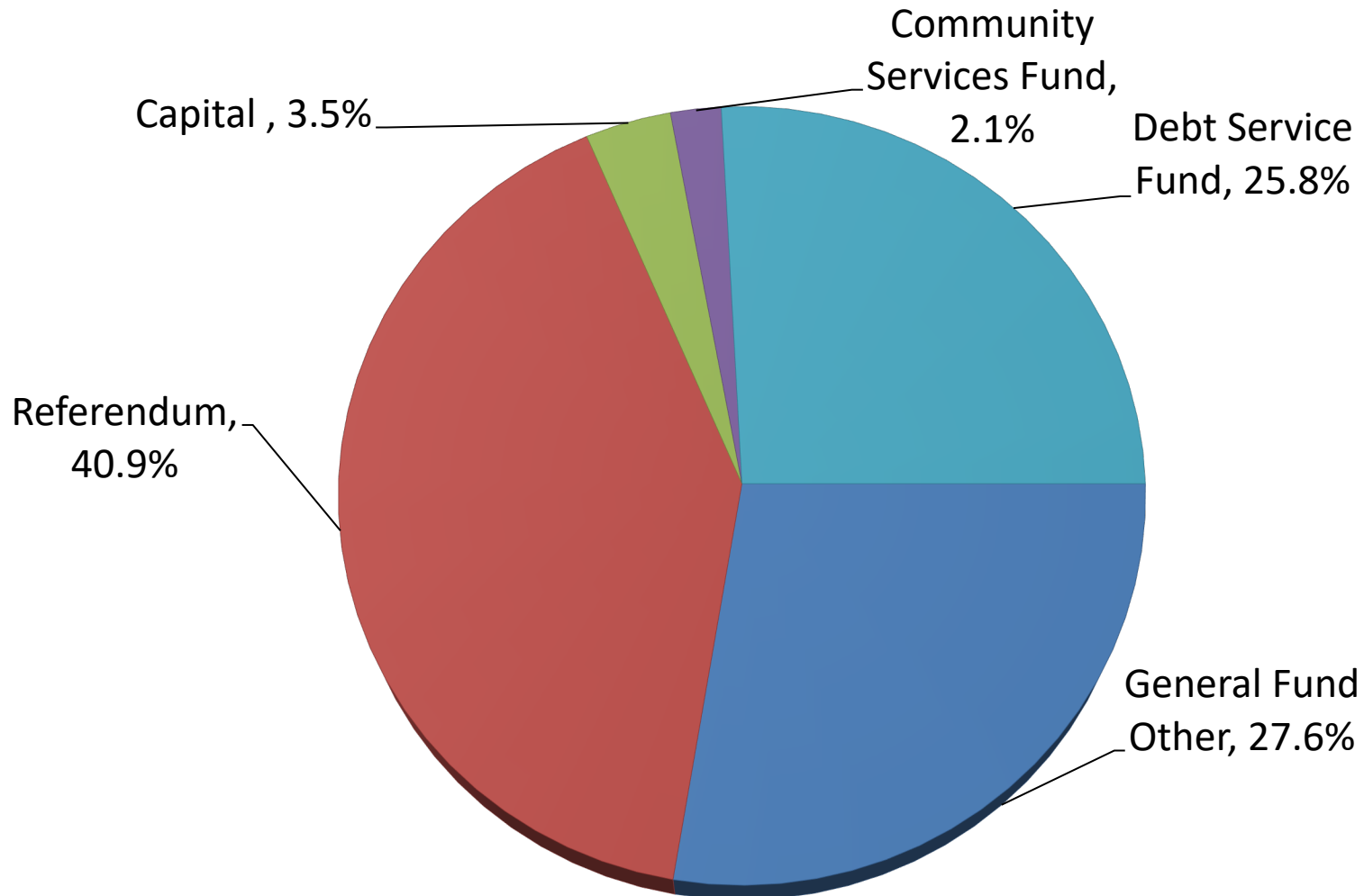
Summary

2023 Property Tax Levy

- Overall levy authority up \$1,126,292.76 or 5.63%
- Preliminary levy of \$21,135,540.24
- Final Certified levy of \$21,135,540.24

2023 Property Tax Levy

\$21,135,540.24



General Fund Other; includes Local Optional Revenue, Operating Capital, LTFM, Building Lease, and OPEB
The voter approved capital projects levy renewal and increase will take effect on the Pay 24 Levy.

Pay 23 Levy Analysis

	Pay 2023 Proposed Levy	Pay 2022 Certified Levy	Increase (Decrease)	Percent Change
General Fund	\$ 15,232,888.17	\$ 14,255,967.15	\$ 976,921.02	6.85%
Community Education	\$ 440,332.22	\$ 428,563.42	\$ 11,768.80	2.75%
Debt Service	\$ 5,462,319.85	\$ 5,324,716.91	\$ 137,602.94	2.58%
Total	\$ 21,135,540.24	\$ 20,009,247.48	\$ 1,126,292.76	5.63%

Subtotals by Truth in Taxation Category	Pay 2023 Proposed Levy	Pay 2022 Certified Levy	Increase (Decrease)	Percent Change
Voter Approved	\$ 13,788,185.16	\$ 12,622,767.88	\$ 1,165,417.28	9.23%
Other	\$ 7,347,355.08	\$ 7,386,479.60	\$ (39,124.52)	-0.53%
Total	\$ 21,135,540.24	\$ 20,009,247.48	\$ 1,126,292.76	5.63%

Subtotals by Tax Base	Pay 2023 Proposed Levy	Pay 2022 Certified Levy	Increase (Decrease)	Percent Change
Referendum Market Value*	\$ 11,474,841.05	\$ 10,526,258.02	\$ 948,583.03	9.01%
Net Tax Capacity	\$ 9,660,699.19	\$ 9,482,989.46	\$ 177,709.73	1.87%
Total	\$ 21,135,540.24	\$ 20,009,247.48	\$ 1,126,292.76	5.63%

*Includes Operating Referendum and Equity Revenue

Funds	Certified Pay23	Certified Pay22	Difference
General Fund			
Referendum	\$ 8,233,304	\$ 7,545,900	\$ 687,404
Local Optional Revenue	\$ 2,638,547	\$ 2,639,608	\$ (1,060)
Equity	\$ 294,210	\$ 303,526	\$ (9,316)
Capital Projects Levy	\$ 750,000	\$ 750,000	\$ -
Operating Capital	\$ 379,762	\$ 350,547	\$ 29,215
Achievement & Integration	\$ 100,657	\$ 114,769	\$ (14,112)
Annual OPEB	\$ 830,000	\$ 820,000	\$ 10,000
Reemployment Insurance	\$ 5,000	\$ 25,000	\$ (20,000)
Safe Schools	\$ 145,714	\$ 149,890	\$ (4,176)
Career Technical	\$ 64,750	\$ 36,551	\$ 28,199
LTFM	\$ 1,243,391	\$ 1,300,510	\$ (57,119)
Lease Levy	\$ 407,722	\$ 419,521	\$ (11,799)
Abatements	\$ 53,735	\$ 2,050	\$ 51,685
Adjustments (up to 3 yrs)	\$ 86,095	\$ (201,905)	\$ 288,000
Total General Fund	\$ 15,232,888	\$ 14,255,967	\$ 976,920
Community Education	\$ 440,332	\$ 428,563	\$ 11,769
Debt Service	\$ 5,462,320	\$ 5,324,717	\$ 137,603
Total Levy	\$ 21,135,540	\$ 20,009,247	\$ 1,126,292
Percent Change			5.63%

LEVY TRENDS

	Pay 23 Certified Levy	Pay 22 Certified Levy	Pay 21 Certified Levy	Pay 20 Certified Levy	Pay 19 Certified Levy
General Fund	\$ 15,232,888.17	\$ 14,255,967.15	\$ 14,528,579.31	\$14,132,123.97	\$14,009,102.49
Community Education	\$ 440,332.22	\$ 428,563.42	\$ 428,563.42	\$ 417,154.44	\$ 410,997.28
Debt Service	\$ 5,462,319.85	\$ 5,324,716.91	\$ 5,364,977.00	\$ 5,436,717.52	\$ 5,605,745.95
Total	\$ 21,135,540.24	\$ 20,009,247.48	\$ 20,322,119.73	\$19,985,995.93	\$20,025,845.72
Difference	\$ 1,126,292.76	\$ (312,872.25)	\$ 336,123.80	\$ (39,849.79)	\$ 769,716.83
Percent Change	5.63%	-1.54%	1.68%	-0.20%	4.00%





2022-23 General Fund Budget Revision

12/12/2022

2022-23 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
 - Federal funding
 - Health Insurance

Enrollment Projection

Average Daily Membership							
	Pre-K	KG	1-3	4-6	7-12	Total	Weighted
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
2021-22 Actual	49.1	245.0	750.8	822.9	1,993.0	3,860.8	4,259.4
2022-23 Adopted	46.0	257.7	752.1	804.6	1,913.4	3,773.8	4,156.5
2022-23 Revised	47.8	240.0	743.7	808.4	1,965.6	3,805.4	4,198.5
Difference	1.8	(17.7)	(8.4)	3.8	52.2	31.6	42.0

Revenue Revision

	2019-20 AUDIT RESULTS	2020-21 AUDIT RESULTS	2021-22 AUDIT RESULTS	2022-23 PROPOSED BUDGET	2022-23 REVISED BUDGET
PROPERTY TAXES (LEVY)	\$ 13,865,817	\$ 14,217,639	\$ 14,971,029	\$ 14,359,850	\$ 14,359,850
STATE SOURCES	\$ 39,595,228	\$ 40,135,486	\$ 39,514,217	\$ 39,836,598	\$ 40,040,698
FEDERAL SOURCES	\$ 1,428,206	\$ 2,593,072	\$ 3,485,637	\$ 4,420,677	\$ 4,210,778
LOCAL SOURCES	\$ 2,646,723	\$ 1,660,275	\$ 1,837,959	\$ 1,164,050	\$ 1,174,862
TOTAL	\$ 57,535,974	\$ 58,606,472	\$ 59,808,842	\$ 59,781,175	\$ 59,786,188

Expenditure Revision by Program

	2019-20 AUDIT RESULTS	2020-21 AUDIT RESULTS	2021-22 AUDIT RESULTS	2022-23 PROPOSED BUDGET	2022-23 REVISED BUDGET
ADMINISTRATION	\$ 1,924,478	\$ 2,175,422	\$ 2,331,514	\$ 2,237,407	\$ 2,250,553
DISTRICT SUPPORT SERVICES	\$ 1,530,980	\$ 1,397,128	\$ 1,647,683	\$ 1,524,841	\$ 1,524,841
REGULAR INSTRUCTION	\$ 26,566,921	\$ 27,488,963	\$ 30,224,965	\$ 28,939,118	\$ 29,050,156
VOCATIONAL INSTRUCTION	\$ 305,699	\$ 253,268	\$ 389,708	\$ 490,094	\$ 490,094
SPECIAL EDUCATION	\$ 11,170,887	\$ 11,221,239	\$ 11,852,677	\$ 11,940,479	\$ 12,166,767
INSTRUCTIONAL SUPPORT	\$ 3,137,089	\$ 2,828,800	\$ 2,907,749	\$ 2,503,736	\$ 2,554,025
PUPIL SUPPORT	\$ 4,378,502	\$ 4,106,477	\$ 5,247,395	\$ 4,686,846	\$ 5,128,147
SITE & BUILDINGS	\$ 4,220,878	\$ 4,761,988	\$ 5,382,992	\$ 4,347,173	\$ 5,054,034
FISCAL & OTHER FIXED COSTS	\$ 213,267	\$ 315,265	\$ 260,360	\$ 251,100	\$ 251,100
CAPITAL OUTLAY	\$ 3,032,575	\$ 4,461,643	\$ 2,524,621	\$ 4,388,164	\$ 3,149,075
TOTAL	\$ 56,481,276	\$ 59,010,193	\$ 62,769,664	\$ 61,308,958	\$ 61,618,792

Expenditure Revision by Object

	2019-20 AUDIT RESULTS	2020-21 AUDIT RESULTS	2021-22 AUDIT RESULTS	2022-23 PROPOSED BUDGET	2022-23 REVISED BUDGET
SALARIES	\$ 32,668,329	\$ 33,309,150	\$ 35,858,968	\$ 34,799,665	\$ 35,188,483
BENEFITS	\$ 11,850,622	\$ 12,177,652	\$ 13,520,265	\$ 13,389,508	\$ 13,400,306
PURCHASED SERVICES	\$ 6,379,528	\$ 6,065,175	\$ 7,435,989	\$ 6,323,322	\$ 6,932,909
SUPPLIES	\$ 1,855,552	\$ 2,484,146	\$ 2,921,439	\$ 1,920,887	\$ 2,453,667
DUES & MEMBERSHIPS	\$ 694,670	\$ 512,427	\$ 508,382	\$ 487,412	\$ 494,352
CAPITAL OUTLAY	\$ 3,032,575	\$ 4,461,643	\$ 2,524,621	\$ 4,388,164	\$ 3,149,075
TOTAL	\$ 56,481,276	\$ 59,010,193	\$ 62,769,664	\$ 61,308,958	\$ 61,618,792

Fund Balance Projection

	2019-20 AUDIT RESULTS	2020-21 AUDIT RESULTS	2021-22 AUDIT RESULTS	2022-23 PROPOSED BUDGET	2022-23 REVISED BUDGET
REVENUE	\$ 57,535,974	\$ 58,606,472	\$ 59,808,842	\$ 59,781,175	\$ 59,786,188
EXPENDITURES	\$ 56,481,276	\$ 59,010,193	\$ 62,769,664	\$ 61,308,958	\$ 61,618,792
DIFFERENCE	\$ 1,054,698	\$ (403,721)	\$ (2,960,822)	\$ (1,527,783)	\$ (1,832,604)
BEGINNING FUND BALANCE	\$ 17,503,062	\$ 18,557,760	\$ 18,154,039	\$ 15,193,217	\$ 15,193,217
ENDING FUND BALANCE	\$ 18,557,760	\$ 18,154,039	\$ 15,193,217	\$ 13,665,434	\$ 13,360,613
RESTRICTED FUND BALANCE	\$ 5,759,087	\$ 7,179,371	\$ 6,288,044	\$ 5,833,766	\$ 5,358,353
UNASSIGNED FUND BALANCE	\$ 12,798,673	\$ 10,974,668	\$ 8,905,173	\$ 7,831,668	\$ 8,002,260
UNASSIGNED FUND BALANCE %	22.66%	18.60%	14.19%	12.77%	12.99%

THANK YOU!

COMMENTS & QUESTIONS?

Executive Summary: This report provides an overview of the district’s operations, bright spots, anti-racism work, and progress toward the district’s vision, commitments, and benchmarks outlined in the [2027 strategic plan](#).

District Strategic Plan Dashboard

strategic commitment highlights: learner outcomes, communication

The district continues to implement the strategic plan, approved by the board in December 2021. One of the methods that we are using to report progress toward the vision and strategic commitments is through the adopted benchmark data. For review, the benchmarks are:

1. All children are ready for Kindergarten.
2. All students are connected to the community.
3. All students are at grade level in reading and mathematics by the end of 3rd and 6th grades.
4. All students exhibit physical, social, and emotional well-being.
5. All students have a connection with a caring adult beyond their parents as they transition to middle school.
6. All students have interests, goals, and a vision for the future by the end of 8th grade.
7. All students 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 14% 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.

Benchmarks

1. All children are ready for **kindergarten**.

- 64% of incoming kindergarten students were identified “Ready for K” by the STAR assessment.
- According to our Minnesota Department of Education (MDE) approved assessment, 95% of students who attended the district’s preschool program were kindergarten ready.
- 100% of EarlyVentures students were kindergarten ready according to the Preschool Early Literacy Indicators (PELI) nationally normed assessment.

Data Source: [2022 World’s Best Workforce Report](#)
Data Source: [2022-23 NCEC School Improvement Plan](#)

—

2. All students are connected to the **community**.

+

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

+

4. All students exhibit physical, social and emotional **well-being**.

+

The first seven benchmarks are aligned with the language identified by [Northfield Promise](#). The district has launched a dashboard on its website to report progress toward the benchmarks. This dashboard is available on the district’s [website](#).

Career Technical Education Task Force

strategic commitment highlights: learner outcomes, partnerships

The district's vision is to prepare every student for lifelong success by developing critical thinkers who are curious and ready to engage in our society. This vision means that students have skills and dispositions to follow their dreams after graduating high school, whether that be college, technical training, the military or entering the workforce. The Northfield School District is aiming to modernize its career technical education offerings to assist in achieving that vision.

The initial task force will meet three times: Tuesday, Dec. 20, Thursday, Jan. 5, and Tuesday, Jan. 17. Over 20 people were invited to participate in the task force. The district has invited representatives from the agriculture, automotive, aviation, catering, construction, electrician, emergency management, health care, media production and law enforcement segments of our community.

State November Financial Forecast

strategic commitment highlights: stewardship

Minnesota’s Management and Budget office released the November 2022 state financial forecast that projects a budget surplus of \$17.6 billion. This forecasted surplus is a substantial increase over the \$9 billion used as the projection in the last legislative session.

NORTHFIELD PUBLIC SCHOOLS

School Board Minutes

November 28, 2022
District Office Boardroom

1. Call to Order

Board Chair Claudia Gonzalez-George called the Regular meeting of the Northfield Board of Education of Independent School District No. 659 to order at 6:00 p.m. Present: Baraniak, Butler, Goerwitz, Gonzalez-George, Pritchard and Quinnell. Absent: Stratmoen. 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 unanimously approved the agenda.

3. Public Comment

There was no public comment.

4. Announcements and Recognitions

- Minnesota Community Education Association (MCEA) board member Bob Lawrence presented the MCEA Project Award to Anika Rychner and Michael Pursell for their work with the NCEC food shelf.
- The Community Education Winter/Spring Brochure will be arriving in mailboxes around Friday, Dec. 2. Registration for all programs opens online, in-person and over the phone on December 2.

5. Items for Discussion and Reports

- a. Dissolution of Girls Swim/Dive Cooperative Sponsorship. Director of Student Activities Bubba Sullivan recommended the dissolution of the girls swim/dive cooperative sponsorship with Randolph Independent School District 195 beginning with the 2023-2024 school year. The governing boards of each participating school must jointly make an application for dissolution of cooperative sponsorship to the Minnesota State High School League. This will be an item for individual action at the next board meeting.
- b. Northfield High School Facility Plan Recommendation. Superintendent Hillmann offered a recommendation about possible referendum questions intended to remodel Northfield High School, add an athletic fieldhouse, and athletic turf. The proposal included information about the ice arena issue and how that could be included depending on outcomes of discussions with the City of Northfield and local private partners. An updated preliminary tax schedule and table prepared by Ehlers, Inc. was provided. Sal Bagley from Wold Architects and Engineers and Jeff Seeley from Ehlers, Inc. attended the meeting to answer questions and provide requested analysis. The board will be asked at the December 12 board meeting to provide administrators with a direction for the referendum structure and preliminary election timeline.
- c. Policy Committee Recommendations. Dr. Hillmann presented the policy committee's recommendations to policies 603, 652.1, 652, updates to the procedures for policy 652.1, and to sunset policy 651. This will be an item for individual action at the next board meeting.
- d. Superintendent Operations & Strategic Plan Update. Dr. Hillmann discussed leadership rounding, the social skills improvement system (SSIS) screening report, and shorter cycle reporting as part of the continuous improvement process. He also discussed the draft contract with LMR Media related to sponsorship of district facilities and equipment. The LMR Media contract will be an item for individual action at the next board meeting.

6. Committee Reports

There were no committee reports.

7. Consent Agenda

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

a. Minutes

- Minutes of the Public Hearing held on November 14, 2022
- Minutes of the Regular School Board meeting held on November 14, 2022

b. Gift Agreements

- \$6,000.00 from Kevin & Nanette Rodgers for each school in the district (ALC, HS, MS, BW, GVP, SC)
- \$1,000.00 from Brian & Patsy Lundquist for girls basketball warm up shirts

c. Northfield Swim Club Agreement

The school board was asked to approve the agreement with the Northfield Swim Club. This agreement is for the time period November 28, 2022 - November 27, 2023. Updates to the agreement included an increase in custodial fees related to use of the premises outside the normal hours of building operation.

d. Personnel Items

i. Appointments

1. Krissa Anderson, Community School Club Leader at Bridgewater Elementary, beginning 12/5/2022, \$23.65/hour.
2. Bronte Karvel-Fuller, Water Safety Instructor for Community Education/Recreation, beginning 11/22/2022 through 5/31/2023 - \$13.14/hour.
3. Oscar Marquez, Custodian at Bridgewater Elementary, beginning 11/30/2022, Step 5, \$20.75/hour.
4. Michelle Oaxaca, Community School Site Leader at Greenvale Park Elementary, beginning 11/28/2022, Step 2 - \$18.26/hour.
5. Haley Sawatzle, Community School Club Leader at Greenvale Park Elementary, beginning 11/21/2022 through 5/26/2023, \$23.65/hour.
6. Kimberly Seaberg, Class III Office Specialist at Bridgewater, beginning 11/28/2022, Step 2, \$21.65/hour.
7. Tegan Underdahl, .50 FTE Assistant Dance Coach, beginning 11/22/2022, \$2,295/stipend.
8. Carlaa Wallig, Special Education Assistant PCA at the Middle School, beginning 11/15/2022, Step 4 - \$17.70/hour + prorated PCA stipend.
9. Brekken Modory, Speech Judge at the High School, beginning 1/28/2023; \$77/event

ii. Increase/Decrease/Change in Assignment

1. Paula Baragary, Teacher at Spring Creek Elementary, add Community School Club Leader at Spring Creek Elementary, beginning 10/31/2022 through 5/25/2022, \$23.65/hour.
2. Jennifer Borchers, .40 FTE Assistant Gymnastics Coach, change to .50 FTE Assistant Gymnastics Coach, beginning 11/14/2022. \$2,410.00 stipend.
3. Tom Dickerson, Special Education Teacher at the High School, add Event Worker at the High School beginning 11/21/2022.
4. Scott Haley, .50 FTE Assistant Girls Hockey Coach, change to .25 FTE Assistant Girls Hockey Coach beginning 10/31/2022, stipend changes from \$2,539.00 to \$1,269.50.
5. Kelly Hebzynski, Mathematics Teacher at the Middle School, add .50 FTE Head Speech Coach at the Middle School and .50 FTE Assistant Speech Coach at the Middle School, beginning 11/28/2022. \$2,793.00 stipend
6. Brittney Hubbard, .50 FTE Assistant Girls Hockey coach, change to .75 FTE Assistant Girls Hockey coach, beginning 10/31/2022. Stipend changes from \$2,539.00 to \$3,808.50.
7. Jennifer Jones, 1.0 FTE Community School Coordinator at Bridgewater Elementary, change to .55 FTE Community School Coordinator at Bridgewater Elementary and a .45 EL Teacher at Bridgewater and Spring Creek Elementary (.45 FTE recall from unrequested leave of absence), beginning 12/5/2022 through 6/9/2023.
8. Bronte Karvel-Fuller, Water Safety Instructor for Community Education/Recreation, add Lifeguard, \$12.14/hour; Program Supervisor, \$12.39/hour; and Program Assistant, \$12.25/hour.
9. Jennifer Lompart, 1.0 FTE EL Teacher at the High School, add ½ overload in lieu of prep period beginning 11/15/2022 through 6/9/2023, 127 student contact days, \$10,706.98 stipend.
10. Andrea Peterson, .30 FTE Assistant Gymnastics Coach, change to .50 FTE Gymnastics Coach, effective 11/14/2022, \$2,410.00 stipend.

11. Marthann Schulte, Special Educational Assistant PCA for 33.75 hrs/week, change to 10.34 hrs/week effective 11/14/2022 through 6/9/2023.
 12. Deb Seitz, Special Education Teacher at the Middle School, add .50 FTE Head Speech Coach at the Middle School and .50 FTE Assistant Speech Coach at the Middle School, beginning 11/28/2022, \$2,793 stipend.
 13. Dianne Wolbeck - Correction - Diane Wolbeck is a CNA II employee changing from 7.25 hours/day to 7.75 hours/day, beginning 10/25/2022 through 6/9/2023 (originally reported as CNA III).
 14. Amy Boecker, Special Education EA/PCA/General Education EA at NCEC - correction from 11/14/2022 consent agenda, all of Amy Boecker's hours are Special Education, 6.80 hrs/day. There are no general education hours.
 15. Julene Johnson, Media EA at the High School, add Event Worker/Speech Judge at the High School, effective 1/28/2023.\$77/Event
 16. Michelle Oaxaca, Community School Site Lead at Greenvale Park, add Supervision General Ed EA for 1.25 hours/day at Greenvale Park, effective 11/28/2022. Step 3-\$17.05/hr.
 17. Lorena (Karen) Rodriguez Rosas, 1.0 FTE Community School Site Leader at Bridgewater, change to .55 FTE Community School Coordinator at Bridgewater, effective 12/5/2022-6/9/2023.
- iii. Leave of Absence
1. Jackie Groth, Special Education Educational Assistant PCA at Bridgewater Elementary, FMLA leave of absence beginning December 16, 2022 through December 22, 2022.
 2. Ann Hehr, Grade 4 teacher at Spring Creek Elementary, FMLA leave of absence 11/14/2022 thorough 12/9/2022.
 3. Jill Lauritzen-Kohel, Teacher at the High School, intermittent FMLA leave of absence beginning 11/11/2022.
 4. Makenzie Ludwig, correction on start date of FMLA childcare leave. Leave will begin on or about January 23, 2023.
 5. Kim Slegers, Health Teacher at the High School, extending leave of absence through the end of the 2022-23 school year.
- iv. Retirements/Resignations/Terminations
1. None

8. Items for Individual Action

- a. Child Nutrition Department District Office Reorganization. On a motion by Goerwitz, seconded by Butler, the board unanimously approved the district-level child nutrition department administration reorganization. This will extend the Director of Child Nutrition's contract from 43 to 52 weeks and integrate the child nutrition department administrative assistant duties with the district office receptionist duties. These recommended changes will be retroactive to July 1, 2022 for the Director of Child Nutrition and to Oct. 3, 2022 for the district office receptionist.
- b. Policy Recommendations. On a motion by Baraniak, seconded by Goerwitz, the board unanimously approved the policy committee's recommended updates to policy 655.
- c. Rental Rate for Greenvale Park Gymnasium. On a motion by Butler, seconded by Quinnell, the board unanimously approved to increase the rental rate for the Greenvale Park gymnasium \$2.00 per hour to align with the rental rates of the Spring Creek and Bridgewater gymnasiums.
- d. Resolution Establishing Combined Polling Places for Multiple Precincts and Designating Hours During Which the Polling Places Will Remain Open for Voting for School District Elections Not Held on the Day of a Statewide Election. On a motion by Pritchard, seconded by Butler, the board approved by roll call vote, the Resolution Establishing Combined Polling Places for Multiple Precincts and Designating Hours During Which the Polling Places Will Remain Open for Voting for School District Elections Not Held on the Day of a Statewide Election. The combined polling locations are the same locations that have been unanimously approved by the board since 2020. Voting 'yes' by roll call was Baraniak, Butler, Goerwitz, Gonzalez-George and Pritchard. Voting 'no' was Quinnell. Absent: Stratmoen.

9. Items for Information

10. Future Meetings

- a. Monday, December 12, 2022, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom

- b. Monday, January 9, 2023, 6:00 p.m., Organizational Board Meeting followed by the Regular Board Meeting, Northfield DO Boardroom
- c. Monday, January 23, 2023, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom

11. Adjournment

On a motion by Quinnell, seconded by Goerwitz, the board adjourned at 7:30 p.m.

Noel Stratmoen
School Board Clerk

NORTHFIELD PUBLIC SCHOOLS

PRINCIPALS' & ASSISTANT PRINCIPALS' SENIORITY LIST

2022-23 SCHOOL YEAR

Prepared and Distributed by Human Resources Office

PRINCIPALS' AND ASST. PRINCIPALS' SENIORITY LIST

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	Antoine, Nancy J	7/1/2007	309311	MATHEMATICS	7-12	6/30/2023	Bridgewater Principal	1.0
				PRINCIPAL K-12	District	6/30/2023		
4	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		
5	Baier, Shane A.	7/1/2022	410441	PRINCIPAL K-12	District	6/30/2027	High School Principal	1.0
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	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		
3	Bang, Rebecca K	7/15/2022	469035	ELEMENTARY EDUCATION	1-6	6/30/2024	High School Assistant Principal	1.0
				READING	K-12	6/30/2024		
				PRINCIPAL K-12	District	6/30/2023		

NORTHFIELD PUBLIC SCHOOLS

SENIORITY LIST

2022-2023 SCHOOL YEAR

Prepared and Distributed by Human Resources Office

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	Broughton, Scott A	16	Eliason, Angela L	7	Howard, Christine E	11	Lovrien, Catherine R	15
	Bulfer, Briana M	8	Ellerbusch, Brittany R	7	Howard, Christopher L	5	Ludwig, Makenzie R	13
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	Burnham, Renee M	8	Ensrud, Mark A	2	Hubbard, Brittney E	15		
			Ericksen, Molly D.B.	11	Hummel, Kristin N	1	Malecha, Rebecca L	11
	Cade, Kristen M.E.	1	Estrella, Rafael	9			Martens, Sarah M.C.	6
	Cade, Stephen H.E.	5			Iszler-Johnson, Tammy B	14	Mathison, Cheryl W	1
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	Ostermann, April D	2		Sawyer, Jamin V	11		Sweeney, Bambijo Allison	9		Woodstrup, Katherine A	7
	Otte, Molly J. E.	13		Saxton West, Jody L	4		Swenson, Erik T	7			
	Otting, Kelleen K	9		Schlim, Kristin R	15		Swenson, Gina Q	9		Yamry, Corrine E	6
	Ousley, Paul H	9		Schnaith, Ryan A	14					Youngblut, Mary Beth	1
				Schock, Angela A	12		Tacheny, Amy L	6		Yule, Brent W	12
	Palmquist, Pamela L	4		Schrader, Amanda R	5		Taggart, Steven M	7			
	Papke, Nicole S	5		Schrank, Rebekka L	16		Talbot Peterson, Laura A	7		Zach, Sari L	3
	Patterson, Rebekah A	7		Schultz, Katherine E	14		Taylor, Lori L	8		Ziemann, Elizabeth J	7
	Peterson, Andrea	14		Schultz, Micah T	10		Temple, Linda	9		Zupfer-Rice, Carrie B	1
	Peterson, Betsy L	11		Schuster, Renae C	2		Thompson, Jonathan D	12			
	Phenow, Dustee D	9		Schwaab, Sherry L	3		Thornton, Mark W	2			
	Pietsch, Ryan D	6		Schwartz, Mollie A	13		Timerson, Bridget L	10			
	Piper, David L	2		Scoville-Riazi, Christopher A	9		Tisdale, Brigitte A	4			
	Prestemon, Kari J	6		Seeberg, Paula J	3		Torbenson, Diane L	1			
	Pudas, Heather K	7		Seitz, Deborah S	5		Torkelson, Nicole L	16			
							Toure-Keita, Maimouna	13			

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Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Exp	Assignment	FTE
1	Chlan, Vicki 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/A.L.C., 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/A.L.C., Secondary, Teacher	1.00
	Mathison, Cheryl W	9/1/1985	MA	0297580	199801	MILD TO MODERATE MENTALLY HDGP	K-12	6/30/2023	Longfellow/A.L.C., Secondary, Teacher	1.00
3	Torbenson, Diane L	9/1/1987	MA+40	0307242	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, ADSIS, Teacher	1.00
4	Sullivan, Bob	9/1/1989	MA+40	0321832	080450	COACHING	7-12	6/30/2027	LOA	LOA
	Sullivan, Bob	9/1/1989	MA+40	0321832	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2027	LOA	LOA
	Sullivan, Bob	9/1/1989	MA+40	0321832	933000	PRINCIPAL K-12	DISTRICT	6/30/2027	LOA	LOA
5	Youngblut, Mary Beth	9/1/1989	MA	0307941	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	LOA	LOA
6	Nelson, Lisa J	9/1/1991	MA	0330573	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	LOA	LOA
7	Burkhead, Monika H	9/23/1991	MA+40	0326371	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Middle School, Elementary, Teacher	1.00
8	Haar, Rebecca J	1/14/1992	MA+40	0336369	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Portage - Elementary School, Elementary, Teacher	1.00
9	Zupfer-Rice, Carrie B	9/1/1992	MA+40	0328365	180100	ELEMENTARY EDUCATION	1-6	6/30/2023	Greenvale Park, Special Education, Teacher	1.00
	Zupfer-Rice, Carrie B	9/1/1992	MA+40	0328365	190201	LEARNING DISABILITIES	K-12	6/30/2023	Greenvale Park, Special Education, Teacher	1.00
	Zupfer-Rice, Carrie B	9/1/1992	MA+40	0328365	199801	MILD TO MODERATE MENTALLY HDGP	K-12	6/30/2023	Greenvale Park, Special Education, Teacher	1.00
10	Cade, Kristen M.E.	9/1/1992	MA+40	0337935	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Bridgewater, Kindergarten, Teacher	1.00
11	Will, Tania R	9/1/1992	MA+30	0320366	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Spring Creek, Science, Teacher	1.00
	Will, Tania R	9/1/1992	MA+30	0320366	080450	COACHING	7-12	6/30/2027	Spring Creek, Science, Teacher	1.00
	Will, Tania R	9/1/1992	MA+30	0320366	933000	PRINCIPAL K-12	District	6/30/2024	Spring Creek, Science, Teacher	1.00
12	Johnson, Roanne M	9/1/1992	MA+10	0338309	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Special Education, Teacher	1.00
	Johnson, Roanne M	9/1/1992	MA+10	0338309	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2026	Bridgewater, Special Education, Teacher	1.00
	Johnson, Roanne M	9/1/1992	MA+10	0338309	190201	LEARNING DISABILITIES	K-12	6/30/2026	Bridgewater, Special Education, Teacher	1.00
13	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
14	Hauck, Karna E	9/1/1992	MA	0336042	020000	VISUAL ARTS	K-12	6/30/2024	High School, Art, Teacher	1.00
15	Hummel, Kristin N	9/1/1992	MA	0341486	120100	CLASSROOM MUSIC	K-12	6/30/2025	Bridgewater, Music, Teacher	1.00
	Hummel, Kristin N	9/1/1992	MA	0341486	120401	VOCAL MUSIC	K-12	6/30/2025	Bridgewater, Music, Teacher	1.00
16	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
17	Slegers, Kimberly A	9/1/1993	MA+20	0336947	080450	COACHING	7-12	6/30/2025	LOA	LOA
	Slegers, Kimberly A	9/1/1993	MA+20	0336947	080100	HEALTH EDUCATION	K-12	6/30/2025	LOA	LOA
	Slegers, Kimberly A	9/1/1993	MA+20	0336947	080300	PHYSICAL EDUCATION	K-12	6/30/2025	LOA	LOA
18	Kust, Daniel P	9/1/1993	MA+10	0300536	080450	COACHING	7-12	6/30/2024	Middle School, Grade 6, Teacher	1.00
	Kust, Daniel P	9/1/1993	MA+10	0300536	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Middle School, Grade 6, Teacher	1.00
	Kust, Daniel P	9/1/1993	MA+10	0300536	940301	MIDDLE SCHOOL GUIDANCE & COUNSELING	Middle Sch	6/30/2024	Middle School, Grade 6, Teacher	1.00
	Kust, Daniel P	9/1/1993	MA+10	0300536	940302	ELEMENTARY GUIDANCE & COUNSELING	1-6	6/30/2024	Middle School, Grade 6, Teacher	1.00
19	Dahle, Kevin L	9/1/1993	MA	0292749	210000	DRIVER AND TRAFFIC SAFETY	7-12	6/30/2027	High School, Social Studies, Teacher	1.00
	Dahle, Kevin L	9/1/1993	MA	0292749	150000	SOCIAL STUDIES	7-12	6/30/2027	High School, Social Studies, Teacher	1.00

2022-23 Seniority List FINAL

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Exp	Assignment	FTE
20	Piper, David L	9/1/1993	BA+20	0286635	190201	LEARNING DISABILITIES	K-12	6/30/2026	Middle School, Special Education, Teacher	1.00
	Piper, David L	9/1/1993	BA+20	0286635	199801	MILD TO MODERATE MENTALLY HDPC	K-12	6/30/2026	Middle School, Special Education, Teacher	1.00
21	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
22	Lauritzen-Kohel, Jill M	9/1/1994	MA+40	0351936	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2023	High School, Social Studies and English/Language Arts, Teacher	1.00
	Lauritzen-Kohel, Jill M	9/1/1994	MA+40	0351936	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2023	High School, Social Studies and English/Language Arts, Teacher	1.00
23	Trebelhorn, Renae T	9/1/1994	MA+30	0319386	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2027	High School, Special Education, Teacher	1.00
	Trebelhorn, Renae T	9/1/1994	MA+30	0319386	199802	MODERATE TO SEVERE MENTALLY HDPC	K-12	6/30/2027	High School, Special Education, Teacher	1.00
	Trebelhorn, Renae T	9/1/1994	MA+30	0319386	199801	MILD TO MODERATE MENTALLY HDPC	K-12	6/30/2027	High School, Special Education, Teacher	1.00
24	Moeller, Amy A	9/1/1994	MA+20	0351676	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2027	High School, English/Language Art, Teacher	0.50
	Moeller, Amy A	9/1/1994	MA+20	0351676	933000	PRINCIPAL K-12	District	6/30/2024	High School, English/Language Art, Teacher	0.50
25	Halvorson, Denise A	9/1/1994	MA	0311562	060208	FRENCH	1-6	6/30/2025	Middle School, Foreign Language, Teacher	0.10
	Halvorson, Denise A	9/1/1994	MA	0311562	060208	FRENCH	7-12	6/30/2025	Middle School, Foreign Language, Teacher	0.10
26	Ensrud, Mark A	9/1/1994	MA	0351090	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2027	High School, Guidance, Guidance Counselor	1.00
	Ensrud, Mark A	9/1/1994	MA	0351090	940310	SCHOOL COUNSELOR	K-12	6/30/2027	High School, Guidance, Guidance Counselor	1.00
27	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
28	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
29	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
30	Eddy, Paul R	9/1/1996	MA	0329128	110000	MATHEMATICS	7-12	6/30/2023	High School, Mathematics, Teacher	1.00
31	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
32	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
33	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
34	Thornton, Mark W	9/1/1997	MA	0336699	150000	SOCIAL STUDIES - ALL	7-12	6/30/2025	LOA	LOA
35	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
36	Davis, Douglas D	9/1/1997	MA	0350423	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2027	High School, Physical Education, Teacher	1.00
	Davis, Douglas D	9/1/1997	MA	0350423	080300	PHYSICAL EDUCATION	K-12	6/30/2027	High School, Physical Education, Teacher	1.00
	Davis, Douglas D	9/1/1997	MA	0350423	080450	COACHING	7-12	6/30/2027	High School, Physical Education, Teacher	1.00
37	Sickler, Michelle M	9/1/1998	MA+40	0374733	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Greenville Park, Elementary, Teacher	1.00
38	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

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Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Exp	Assignment	FTE
39	King, Elizabeth A	9/1/1998	MA	0374077	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
40	Holden, Dana L.	9/8/1998	MA+40	0371741	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
41	Rasmussen, Deborah U	1/26/1999	MA+40	0377990	940300	SECONDARY GUIDANCE & COUNSELING	7-12	6/30/2027	High School, Guidance, Guidance Counselor	1.00
42	Zach, Sari L.	9/1/1999	MA+40	0310297	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
43	Charlton, Pamela A	9/1/1999	MA+40	0350065	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Bridgewater, Elementary, Teacher	1.00
	Charlton, Pamela A	9/1/1999	MA+40	0350065	050196	READING	K-12	6/30/2027	Bridgewater, Elementary, Teacher	1.00
44	Schwaab, Sherry L.	9/1/1999	MA+40	0381002	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Bridgewater, Elementary, Teacher	1.00
45	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
46	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
47	Flicek, Kathy A	12/13/1999	MA+40	0354747	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Greenvale Park, Kindergarten, Teacher	1.00
48	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
49	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
50	Sawyer, Darrell J	9/1/2000	MA+40	0372790	150000	SOCIAL STUDIES	7-12	6/30/2026	Middle School, Social Studies, Teacher	1.00
51	Mikkelsen, Sara H	9/1/2000	MA+40	0387279	050196	READING	K-12	6/30/2027	Middle School, Elementary, Teacher	1.00
	Mikkelsen, Sara H	9/1/2000	MA+40	0387279	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Middle School, Elementary, Teacher	1.00
52	Ensrud, Jan B	9/1/2000	MA+40	0387984	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2023	Middle School, English/Language Art, Teacher	1.00
	Ensrud, Jan B	9/1/2000	MA+40	0387984	060219	SPANISH	7-12	6/30/2023	Middle School, English/Language Art, Teacher	1.00
53	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
54	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
55	Norrie, Katherine M	9/1/2000	MA	0385389	020000	VISUAL ARTS	K-12	6/30/2023	High School, Art, Teacher	1.00
56	Truman, Nathan R	9/1/2000	MA	0387965	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Bridgewater, Elementary, Teacher	1.00
	Truman, Nathan R	9/1/2000	MA	0387965	210000	DRIVER EDUCATION	9-12	6/30/2023	Bridgewater, Elementary, Teacher	1.00
57	Seeberg, Paula	9/1/2001	MA+40	0307536	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	LOA	LOA
58	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
59	Bielenberg, Kiersten E	9/1/2001	MA+40	0350756	080300	PHYSICAL EDUCATION	K-12	6/30/2027	District-Wide, Physically Impaired, DAPE Specialist	1.00
	Bielenberg, Kiersten E	9/1/2001	MA+40	0350756	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2027	District-Wide, Physically Impaired, DAPE Specialist	1.00
	Bielenberg, Kiersten E	9/1/2001	MA+40	0350756	080450	COACHING	44754	6/30/2027	District-Wide, Physically Impaired, DAPE Specialist	1.00
	Bielenberg, Kiersten E	9/1/2001	MA+40	0350756	190310	PHYSICAL AND HEALTH DISABILITIES	B-12	6/30/2027	District-Wide, Physically Impaired, DAPE Specialist	1.00

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Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Exp	Assignment	FTE
60	Ryden, Heather H	9/1/2001	MA+40	0352379	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Middle School, Grade 6, Teacher	1.00
	Ryden, Heather H	9/1/2001	MA+40	0352379	933000	PRINCIPAL K-12	DISTRICT	6/30/2023	Middle School, Grade 6, Teacher	1.00
	Ryden, Heather H	9/1/2001	MA+40	0352379	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	Middle School, Grade 6, Teacher	1.00
	Ryden, Heather H	9/1/2001	MA+40	0352379	190201	LEARNING DISABILITIES	K-12	6/30/2027	Middle School, Grade 6, Teacher	1.00
61	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
62	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
63	Langevin, Mark A	9/1/2001	MA+40	0374420	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Middle School, Grade 6, Teacher	1.00
64	Amundson, Danielle R	9/1/2001	MA+40	0377846	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Greenvale Park, Elementary, Teacher	1.00
	Amundson, Danielle R	9/1/2001	MA+40	0377846	060219	SPANISH	1-6	6/30/2027	Greenvale Park, Elementary, Teacher	1.00
65	O'Neill, Christopher G	9/1/2001	MA+40	0394434	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Middle School, Social Studies, Teacher	1.00
	O'Neill, Christopher G	9/1/2001	MA+40	0394434	060219	SPANISH	K-8	6/30/2027	Middle School, Social Studies, Teacher	1.00
	O'Neill, Christopher G	9/1/2001	MA+40	0394434	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2027	Middle School, Social Studies, Teacher	1.00
66	Palmquist, Pamela L	9/1/2001	MA+30	0376487	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2027	Middle School, Speech/Language Impaired, Speech/Lang Pathologist	0.80
	Palmquist, Pamela L	9/1/2001	MA+30	0376487	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2027	High School, Speech/Language Impaired, Speech/Lang Pathologist	0.20
67	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
68	Mehrkens, Rhea	9/1/2001	MA+30	0397123	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	LOA	LOA
69	Mucha, Ellen M	9/1/2001	MA+20	0327482	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2023	High School, Secondary, Licensed Instr Support Staff	1.00
70	Frederick, Diane M	9/1/2001	MA+10	0325516	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Middle School, Special Education, Teacher	1.00
	Frederick, Diane M	9/1/2001	MA+10	0325516	190201	LEARNING DISABILITIES	K-12	6/30/2024	Middle School, Special Education, 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, Special Education, Teacher	1.00
71	Guggisberg, Richard L	9/1/2001	MA+10	0377143	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Spring Creek, Elementary, Teacher	1.00
72	Cooney, Noreen L	9/1/2001	MA	0352763	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2027	Spring Creek, Elementary, Social Worker	1.00
73	Rauk, Brent E	9/1/2001	MA	0360799	080450	COACHING	7-12	6/30/2024	Middle School, ADSIS, Teacher	1.00
	Rauk, Brent E	9/1/2001	MA	0360799	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Middle School, ADSIS, Teacher	1.00
74	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
75	Sieger, Amanda M.S.	9/1/2001	MA	0394685	180102	PRE-KINDERGARTEN	PRE-K	6/30/2027	Spring Creek, ADSIS, Teacher	1.00
	Sieger, Amanda M.S.	9/1/2001	MA	0394685	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Spring Creek, ADSIS, Teacher	1.00
76	Tisdale, Brigitte A	9/1/2001	BA+20	0370091	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Greenvale Park, Title I, Teacher	0.80
77	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
78	Bauer, Michelle A	9/1/2002	MA+40	0344814	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2026	District-Wide, Teaching and Learning, Licensed Instr Support Staff	1.00
79	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
80	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

2022-23 Seniority List FINAL

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Exp	Assignment	FTE
81	Seitz, Deborah S	9/1/2002	MA+10	0318182	050196	READING	K-12	6/30/2027	Middle School, Special Education, Teacher	1.00
	Seitz, Deborah S	9/1/2002	MA+10	0318182	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	Middle School, Special Education, Teacher	1.00
	Seitz, Deborah S	9/1/2002	MA+10	0318182	190201	LEARNING DISABILITIES	K-12	6/30/2027	Middle School, Special Education, Teacher	1.00
	Seitz, Deborah S	9/1/2002	MA+10	0318182	080450	COACHING	7-12	6/30/2027	Middle School, Special Education, Teacher	1.00
	Seitz, Deborah S	9/1/2002	MA+10	0318182	130200	LIFE SCIENCE	7-12	6/30/2027	Middle School, Special Education, Teacher	1.00
82	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
83	Jaynes, Andrew T	9/1/2002	MA	0382975	080300	PHYSICAL EDUCATION	K-12	6/30/2023	Spring Creek, Physical Education, Teacher	1.00
	Jaynes, Andrew T	9/1/2002	MA	0382975	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2023	Spring Creek, Physical Education, Teacher	1.00
84	Tran, Lahna B	9/1/2002	MA	0397901	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Bridgewater, Kindergarten, Teacher	1.00
85	Cade, Stephen H.E.	9/1/2002	MA	0405291	060219	SPANISH	K-12	6/30/2026	High School, Foreign Language, Teacher	1.00
86	Streefland, Jennifer L.	2/10/2003	MA+40	0404809	940310	SCHOOL COUNSELOR	K-12	6/30/2023	Middle School, Guidance, Guidance Counselor	1.00
87	Momberg, Mary E	9/1/2003	MA+40	0417723	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Middle School, Special Education, Teacher	1.00
	Momberg, Mary E	9/1/2003	MA+40	0417723	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2026	Middle School, Special Education, Teacher	1.00
	Momberg, Mary E	9/1/2003	MA+40	0417723	190201	LEARNING DISABILITIES	K-12	6/30/2026	Middle School, Special Education, Teacher	1.00
	Momberg, Mary E	9/1/2003	MA+40	0417723	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2026	Middle School, Special Education, Teacher	1.00
88	Papke, Nicole S	9/1/2003	MA+30	0342407	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Greenville Park, Title I, Teacher	0.50
89	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
90	Lompart, Jennifer H	9/1/2003	MA	0384568	060219	SPANISH	K-12	6/30/2027	High School, Limited English Proficiency, Teacher	1.00
	Lompart, Jennifer H	9/1/2003	MA	0384568	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2027	High School, Limited English Proficiency, Teacher	1.00
91	Wiebe, Travis J	9/1/2003	MA	0408928	130301	CHEMISTRY	9-12	6/30/2025	High School, Science, Teacher	1.00
92	Downs, Lindsey J	2/9/2004	MA+40	0414129	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Spring Creek, Elementary, Teacher	1.00
	Downs, Lindsey J	2/9/2004	MA+40	0414129	180105	PRE-PRIMARY	AGE 3 - K	6/30/2025	Spring Creek, Elementary, Teacher	1.00
93	Viesselman, Karl E	9/1/2004	MA+40	0324020	080450	COACHING	7-12	6/30/2024	High School, Mathematics, Teacher	1.00
	Viesselman, Karl E	9/1/2004	MA+40	0324020	110000	MATHEMATICS	7-12	6/30/2024	High School, Mathematics, Teacher	1.00
94	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
95	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
96	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
97	Riesgraf, Daniel S	9/1/2004	MA+20	0381148	080100	HEALTH EDUCATION	K-12	6/30/2027	Middle School, Physical Education, Teacher	1.00
	Riesgraf, Daniel S	9/1/2004	MA+20	0381148	080300	PHYSICAL EDUCATION	K-12	6/30/2027	Middle School, Physical Education, Teacher	1.00
98	Stevens, Brian C	9/1/2004	BA+20	0416847	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2025	High School, Secondary, Licensed Instr Support Staff	0.60
99	Valentine, Elizabeth A	9/1/2005	MA	0365433	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2025	Greenville Park, Limited English Proficiency, Teacher	1.00
100	Howard, Christopher L	9/1/2005	BA+40	0423952	060219	SPANISH	K-12	6/30/2026	Middle School, Foreign Language, Teacher	1.00

2022-23 Seniority List FINAL

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Exp	Assignment	FTE
101	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
102	Glassing, Rebecca S	9/1/2006	MA+10	0344145	080450	COACHING	7-12	6/30/2023	District-Wide, Media Center, Licensed Instr Support Staff	1.00
	Glassing, Rebecca S	9/1/2006	MA+10	0344145	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	District-Wide, Media Center, Licensed Instr Support Staff	1.00
	Glassing, Rebecca S	9/1/2006	MA+10	0344145	941000	LIBRARY MEDIA SPECIALIST	K-12	6/30/2023	District-Wide, Media Center, Licensed Instr Support Staff	1.00
103	Prestemon, Kari J	9/1/2006	MA	0327656	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2025	High School, Special Education, Social Worker	0.30
	Prestemon, Kari J	9/1/2006	MA	0327656	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2025	High School, Secondary, Social Worker	0.50
104	Dokken, Tina	9/1/2006	BA+40	0397079	110000	MATHEMATICS	7-12	6/30/2027	LOA	LOA
105	Martens, Sarah M.C.	9/1/2006	BA+40	0419401	060219	SPANISH	K-12	6/30/2025	High School, Foreign Language, Teacher	1.00
106	Sand, Leah LJ	1/22/2007	MA+20	0375623	050196	READING	K-12	6/30/2024	High School, Physical Education, Teacher	1.00
	Sand, Leah LJ	1/22/2007	MA+20	0375623	080100	HEALTH EDUCATION	5-12	6/30/2024	High School, Physical Education, Teacher	1.00
	Sand, Leah LJ	1/22/2007	MA+20	0375623	080300	PHYSICAL EDUCATION	K-12	6/30/2024	High School, Physical Education, Teacher	1.00
	Sand, Leah LJ	1/22/2007	MA+20	0375623	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2024	High School, Physical Education, Teacher	1.00
107	Riley, Patrick N	9/1/2007	MA+40	0436268	130301	CHEMISTRY	9-12	6/30/2023	High School, Science, Teacher	1.00
108	Pietsch, Ryan D	9/1/2007	MA+20	0434807	080300	PHYSICAL EDUCATION	K-12	6/30/2023	Spring Creek, Physical Education, Teacher	1.00
109	Beaulieu, Stephen J	9/1/2007	MA	0418894	110000	MATHEMATICS	5-12	6/30/2025	High School, Mathematics, Teacher	1.00
110	Duchene, Sarah J	9/26/2007	MA	0420417	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Bridgewater, Elementary, Teacher	0.80
111	Grundman, Stephanie R	10/10/2007	MA	0414626	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenvale Park, Kindergarten, Teacher	1.00
	Grundman, Stephanie R	10/10/2007	MA	0414626	180105	PRE-PRIMARY	AGE 3 - K	6/30/2025	Greenvale Park, Kindergarten, Teacher	1.00
112	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
113	Olivier, Heather E	9/1/2008	MA+40	0417718	120500	INSTR(BAND/ORCH) AND CLASSROOM MUSIC	K-12	6/30/2025	Middle School, Music, Teacher	1.00
114	Yamry, Corrine E	9/1/2008	MA+40	0439262	940310	SCHOOL COUNSELOR	K-12	6/30/2024	Middle School, Guidance, Guidance Counselor	1.00
115	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
116	Baragary, Paula M	9/1/2008	MA	0396394	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Spring Creek, Elementary, Teacher	1.00
	Baragary, Paula M	9/1/2008	MA	0396394	180102	PRE-KINDERGARTEN	Pre K	6/30/2027	Spring Creek, Elementary, Teacher	1.00
117	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
118	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
119	Kruger, Natalie A	9/1/2009	MA+40	0448289	120500	INSTRUMENTAL/CLASSROOM MUSIC	K-12	6/30/2025	District-Wide, Music, Teacher	1.00
120	Duba, Carolyn K	9/1/2009	MA+30	0369423	180102	PRE-KINDERGARTEN	Pre K	6/30/2024	District-Wide, Teaching and Learning, Licensed Instr Support Staff	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, Licensed Instr Support Staff	1.00

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Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Exp	Assignment	FTE
121	Pudas, Heather K	9/1/2009	MA	0375721	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	District-Wide, Deaf-Hard-of-Hearing, Teacher	1.00
	Pudas, Heather K	9/1/2009	MA	0375721	190497	DEAF OR HARD OF HEARING	B-12	6/30/2025	District-Wide, Deaf-Hard-of-Hearing, Teacher	
122	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
123	Garcia Jr, Roberto	9/1/2009	MA	0443954	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
124	Eliason, Angela L	9/1/2009	MA	0447201	120400	VOCAL AND CLASSROOM MUSIC	K-12	6/30/2026	Greenvale Park, Music, Teacher	1.00
125	Woodstrup, Katherine A	9/24/2009	MA	0448124	020000	VISUAL ARTS	K-12	6/30/2025	Bridgewater, Art, Teacher	1.00
	Woodstrup, Katherine A	9/24/2009	MA	0448124	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2025	Bridgewater, Art, Teacher	1.00
126	Johnson, Kelly J	9/1/2010	MA+40	0403741	060219	SPANISH	K-8	6/30/2023	Greenvale Park, Science, Teacher	1.00
	Johnson, Kelly J	9/1/2010	MA+40	0403741	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Greenvale Park, Science, Teacher	1.00
127	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
128	Reed, Melissa J	9/1/2010	MA+30	0430540	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2023	Spring Creek, Special Education, Psychologist	1.00
129	Mckay, Jaclyn D	9/1/2010	MA+20	0446505	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2026	High School, English/Language Art, Teacher	1.00
130	Bernhard, Paul J	9/1/2010	MA+10	0418457	080100	HEALTH EDUCATION	5-12	6/30/2025	Bridgewater, Physical Education, Teacher	1.00
	Bernhard, Paul J	9/1/2010	MA+10	0418457	080300	PHYSICAL EDUCATION	K-12	6/30/2025	Bridgewater, Physical Education, Teacher	1.00
131	Driscoll, Ryan J	9/1/2010	MA	0425151	080300	PHYSICAL EDUCATION	K-12	6/30/2026	Greenvale Park, Physical Education, Teacher	1.00
	Driscoll, Ryan J	9/1/2010	MA	0425151	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2026	Greenvale Park, Physical Education, Teacher	1.00
132	Taggart, Steven M	9/1/2010	MA	0425369	300100	CONSTRUCTION CAREERS	7-12	6/30/2026	High School, Technology and Engineering, Teacher	1.00
	Taggart, Steven M	9/1/2010	MA	0425369	100100	TECHNOLOGY	5-12	6/30/2026	High School, Technology and Engineering, Teacher	1.00
133	Karlsrud, Shari	9/1/2010	MA	0436262	090100	FAMILY AND CONSUMER SCIENCES	5-12	6/30/2023	LOA	LOA
134	Born, Mairin K	9/1/2010	BA	0415512	180105	PRE-PRIMARY	AGE 3 - K	6/30/2025	Spring Creek, Elementary, Teacher	1.00
135	Patterson, Rebekah A	3/9/2011	MA	0447494	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2025	Bridgewater, Elementary, Teacher	
	Patterson, Rebekah A	3/9/2011	MA	0447494	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Bridgewater, Elementary, Teacher	0.55
136	Ziemann, Elizabeth J	9/1/2011	MA+40	0333356	060219	SPANISH	K-12	6/30/2027	Greenvale Park, Kindergarten, Teacher	1.00
	Ziemann, Elizabeth J	9/1/2011	MA+40	0333356	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Greenvale Park, Kindergarten, Teacher	1.00
137	Robb, Lisa A.K.	9/1/2011	MA+40	0360715	050196	READING	K-12	6/30/2027	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	6/30/2027	High School, Limited English Proficiency, Teacher	1.00
	Robb, Lisa A.K.	9/1/2011	MA+40	0360715	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	High School, Limited English Proficiency, Teacher	1.00
138	Talbot Peterson, Laura A	9/1/2011	MA+40	0380954	060208	FRENCH	K-12	6/30/2027	Middle School, Mathematics, Teacher	1.00
	Talbot Peterson, Laura A	9/1/2011	MA+40	0380954	110000	MATHEMATICS	7-12	6/30/2027	Middle School, Mathematics, Teacher	1.00
139	Webster, Sara A	9/1/2011	MA+40	0449170	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2025	NCEC, Speech/Language Impaired, Speech/Lang Pathologist	1.00
140	Ellerbusch, Brittany R	9/1/2011	MA+40	0452391	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
141	Swenson, Erik T	9/1/2011	MA+20	0377423	050196	READING	K-12	6/30/2026	Bridgewater, Elementary, Teacher	1.00
	Swenson, Erik T	9/1/2011	MA+20	0377423	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00

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Seniority	Name	Seniority Date	Seniority Code	Folter Number	License Code	License Description	Description	License Exp	Assignment	FTE
142	Sherman, Karleen G	9/1/2011	MA+20	0441313	050196	READING	K-12	6/30/2027	Spring Creek, Special Education, Teacher	1.00
	Sherman, Karleen G	9/1/2011	MA+20	0441313	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Spring Creek, Special Education, Teacher	1.00
	Sherman, Karleen G	9/1/2011	MA+20	0441313	190201	LEARNING DISABILITIES	K-12	6/30/2027	Spring Creek, Special Education, Teacher	1.00
	Sherman, Karleen G	9/1/2011	MA+20	0441313	199800	DEVELOPMENTAL DISABILITIES-RESTRICTED	K-12	6/30/2027	Spring Creek, Special Education, Teacher	1.00
	Sherman, Karleen G	9/1/2011	MA+20	0441313	180105	PRE-,PRIMARY	Age 3-Pre-K	6/30/2027	Spring Creek, Special Education, Teacher	1.00
143	McDonough, Tammy F	9/1/2011	MA+10	0306877	130200	LIFE SCIENCES	7-12	6/30/2027	High School, Science, Teacher	1.00
	McDonough, Tammy F	9/1/2011	MA+10	0306877	130500	SCIENCE 5-9	5-9	6/30/2027	High School, Science, Teacher	1.00
144	O'Connor, Catherine A	9/1/2011	MA+10	0439096	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2024	NCEC, Special Education, Teacher	1.00
	O'Connor, Catherine A	9/1/2011	MA+10	0439096	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	NCEC, Special Education, Teacher	1.00
	O'Connor, Catherine A	9/1/2011	MA+10	0439096	190202	AUTISM SPECTRUM DISORDERS	B-Age 6	6/30/2024	NCEC, Special Education, Teacher	1.00
	O'Connor, Catherine A	9/1/2011	MA+10	0439096	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2024	NCEC, Special Education, Teacher	1.00
145	Eastman, Kyle J	9/1/2011	MA	0412956	120500	INSTRUMENTAL/CLASSROOM MUSIC	K-12	6/30/2025	High School, Music, Teacher	1.00
	Eastman, Kyle J	9/1/2011	MA	0412956	120400	VOCAL/CLASSROOM MUSIC	K-12	6/30/2025	High School, Music, Teacher	
146	Burnham, Renee M	9/1/2011	MA	0439166	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2024	Longfellow/ALC, Secondary, Teacher	1.00
	Burnham, Renee M	9/1/2011	MA	0439166	050196	READING	K-12	6/30/2024	Longfellow/ALC, Secondary, Teacher	1.00
147	Carlson, Stephani L	9/1/2011	MA	0452136	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2026	Greenvale Park, Special Education, Teacher	1.00
	Carlson, Stephani L	9/1/2011	MA	0452136	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2026	Greenvale Park, Special Education, Teacher	1.00
148	Wiebe, Jamie	9/1/2011	MA	0461585	940710	SCHOOL SOCIAL WORKER	PRE K-12	6/30/2027	LOA	LOA
149	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
150	Ackerman, Ann M	9/1/2012	MA+40	0454480	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2026	Spring Creek, Speech/Language Impaired, Speech/Lang Pathologist	1.00
151	Deane, Natalie A	9/1/2012	MA+40	0463932	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2027	Greenvale Park, Special Education, Teacher	1.00
	Deane, Natalie A	9/1/2012	MA+40	0463932	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	Greenvale Park, Special Education, Teacher	1.00
	Deane, Natalie A	9/1/2012	MA+40	0463932	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Greenvale Park, Special Education, Teacher	1.00
	Deane, Natalie A	9/1/2012	MA+40	0463932	190201	LEARNING DISABILITIES	K-12	6/30/2027	Greenvale Park, Special Education, Teacher	1.00
152	Nivala, Jessica A.M.	9/1/2012	MA+30	0454310	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Nivala, Jessica A.M.	9/1/2012	MA+30	0454310	180105	PRE-PRIMARY	AGE 3 - K	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
153	Taylor, Lori L	9/1/2012	MA	0339870	060219	SPANISH	7-12	6/30/2025	High School, AD/SLIS, Teacher	1.00
154	Bulfer, Briana M	9/1/2012	BA+20	0414383	110000	MATHEMATICS	5-8	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
	Bulfer, Briana M	9/1/2012	BA+20	0414383	130600	SCIENCE 5-8	5-8	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
	Bulfer, Briana M	9/1/2012	BA+20	0414383	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
155	Nagy, Diane R	9/6/2012	MA	0364677	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Title I, Teacher	1.00
156	Gaertner, Michelle E	9/10/2012	BA+40	0464494	190201	LEARNING DISABILITIES	K-12	6/30/2027	Middle School, Special Education, Teacher	1.00
	Gaertner, Michelle E	9/10/2012	BA+40	0464494	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2027	Middle School, Special Education, Teacher	1.00
157	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
158	Staeb, Geoffrey D	9/1/2013	MA+40	0398360	110000	MATHEMATICS	5-12	6/30/2027	High School, Mathematics, Teacher	1.00
159	Dimick, Kimbra R	9/1/2013	MA+40	0452158	050196	READING	K-12	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Dimick, Kimbra R	9/1/2013	MA+40	0452158	130600	SCIENCE 5-8	5-8	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Dimick, Kimbra R	9/1/2013	MA+40	0452158	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
160	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

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Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Exp	Assignment	FTE
161	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	PRI-KINDERGARTEN	Pre K	6/30/2024	Spring Creek, Elementary, Teacher	1.00
162	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
163	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
164	Memanus, Laura C	9/1/2013	MA	0366000	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Spring Creek, Elementary, Teacher	1.00
165	Kortbein, Tiffany R	9/1/2013	MA	0474180	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Greenvale Park, Kindergarten, Teacher	1.00
166	Kuehl, Heather H	9/6/2013	BA+20	0336068	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2023	Middle School, English/Language Art, Teacher	1.00
167	Estrella, Rafael	9/1/2013	BA	0445459	020000	VISUAL ARTS	K-12	6/30/2025	Middle School, Art, Teacher	1.00
168	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
169	Faust, Tyler L	4/16/2014	MA	0478472	190201	LEARNING DISABILITIES	K-12	6/30/2025	Bridgewater, Special Education, Teacher	1.00
	Faust, Tyler L	4/16/2014	MA	0478472	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2025	Bridgewater, Special Education, Teacher	1.00
170	Dorey, Amy C	8/1/2014	MA	0440044	190202	AUTISM SPECTRUM DISORDERS	B-Age 6	6/30/2025	NCEC, Special Education, Teacher	1.00
	Dorey, Amy C	8/1/2014	MA	0440044	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2025	NCEC, Special Education, Teacher	1.00
171	Otting, Kelleen K	9/1/2014	MA+40	0413951	050196	READING	K-12	6/30/2025	Spring Creek, Special Education, Teacher	1.00
	Otting, Kelleen K	9/1/2014	MA+40	0413951	190201	LEARNING DISABILITIES	K-12	6/30/2025	Spring Creek, Special Education, Teacher	1.00
	Otting, Kelleen K	9/1/2014	MA+40	0413951	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2025	Spring Creek, Special Education, Teacher	1.00
172	Trebelhorn, Erica L	9/1/2014	MA+40	0426782	020000	VISUAL ARTS	K-12	6/30/2025	Spring Creek, Art, Teacher	1.00
	Trebelhorn, Erica L	9/1/2014	MA+40	0426782	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2025	Spring Creek, Art, Teacher	1.00
173	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	6/30/2024	Spring Creek, Elementary, Licensed Instr Support Staff	1.00
174	Lanza, Suzanne K	9/1/2014	MA+10	0463289	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Bridgewater, Elementary, Teacher	1.00
175	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
176	Craft, Kristen A	9/1/2014	MA	0355508	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Spring Creek, Elementary, Teacher	1.00
177	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	PRI-PRIMARY	Age 3-PreK	6/30/2025	Bridgewater, Elementary, Teacher	1.00
178	Scoville-Riazi, Christopher A	9/1/2014	MA	0456345	020000	VISUAL ARTS	K-12	6/30/2026	Longfellow/A.L.C., Secondary, Art, Teacher	0.66
179	Casson, Kathleen S	9/1/2014	MA	0465038	060209	GERMAN	K-12	6/30/2025	Middle School, Foreign Language, Teacher	0.10
	Casson, Kathleen S	9/1/2014	MA	0465038	060209	GERMAN	K-12	6/30/2025	High School, Foreign Language, Teacher	0.90
180	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
181	Kruse, Angela K	9/25/2014	MA	0468383	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2023	Bridgewater, Speech/Language Impaired, Speech/Lang Pathologist	1.00
182	Flom, Ashley D	9/1/2014	BA+10	0448085	190201	LEARNING DISABILITIES	K-12	6/30/2025	Middle School, Special Education, Teacher	1.00
	Flom, Ashley D	9/1/2014	BA+10	0448085	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2025	Middle School, Special Education, Teacher	1.00

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Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Exp	Assignment	FTE
183	Rubin, Anna M	9/1/2014	BA+10	0472588	060219	SPANISH	K-12	6/30/2026	Portage - Elementary School, Elementary, Teacher	1.00
	Rubin, Anna M	9/1/2014	BA+10	0472588	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Portage - Elementary School, Elementary, Teacher	1.00
184	Schultz, Micah T	9/15/2014	BA	0479449	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2025	Longfellow/AI.C, Secondary Social Studies, Teacher	1.00
185	Bolton, Susan N	2/24/2015	MA	0466026	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Bridgewater, ADSIS, Teacher	1.00
186	Hanson, Inger L	9/1/2015	MA+40	0365367	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2024	Longfellow/AI.C, Limited English Proficiency, Teacher	0.50
	Hanson, Inger L	9/1/2015	MA+40	0365367	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2024	Greenvale Park, Limited English Proficiency, Teacher	0.50
187	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
188	Swan Mcdonald, Eric J	9/1/2015	MA+40	0395024	130200	LIFE SCIENCES	7-12	6/30/2024	Longfellow/AI.C, Secondary Science, Teacher	1.00
	Swan Mcdonald, Eric J	9/1/2015	MA+40	0395024	130200	LIFE SCIENCES	Middle Sch	6/30/2024	Longfellow/AI.C, Secondary Science, Teacher	1.00
189	Hetzel, Sheila M	9/1/2015	MA+40	0473301	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
190	Korynta, Marcy R	9/1/2015	MA+40	0488421	940600	SCHOOL PSYCHOLOGIST	PRE K-12	6/30/2026	Middle School, Psychologist	1.00
191	Hebzyński, Kelly M	9/1/2015	MA+30	0395763	110000	MATHEMATICS	7-12	6/30/2027	Middle School, Mathematics, Teacher	1.00
192	Cruse, Danielle M	9/1/2015	MA+10	0489257	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2023	High School, special Education, Teacher	1.00
	Cruse, Danielle M	9/1/2015	MA+10	0489257	190201	LEARNING DISABILITIES	K-12	6/30/2023	High School, special Education, Teacher	1.00
193	Nelson, Karen M.R.	9/1/2015	MA	0368951	090101	CONSUMER AND HOME MAKING OCCUPATIONS		6/30/2027	High School, FACS, Teacher	1.00
194	Balow, Tyler P	9/1/2015	MA	0453830	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2027	High School, Social Studies, Teacher	1.00
195	Clarey, Alisha K	9/1/2015	MA	0413963	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	District-Wide, Teaching and Learning, Licensed Instr Support Staff	1.00
	Clarey, Alisha K	9/1/2015	MA	0413963	180105	PRE-PRIMARY	AGE 3 - K	6/30/2025	District-Wide, Teaching and Learning, Licensed Instr Support Staff	1.00
196	Campbell, Anne M	9/1/2015	MA	0489505	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	High School, Special Education, Teacher	1.00
197	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
198	Timerson, Bridget L	9/1/2015	BA	0360887	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
199	Spitzack, Joshua M	9/1/2015	BA	0463097	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Middle School, Social Studies, Teacher	1.00
	Spitzack, Joshua M	9/1/2015	BA	0463097	150000	SOCIAL STUDIES	5-8	6/30/2027	Middle School, Social Studies, Teacher	
200	Rud, Jodie L	9/1/2015	BA	0475040	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Spring Creek, Kindergarten, Teacher	1.00
201	Whitney, Jonathan D	2/2/2016	MA	0485613	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2023	High School, Social Studies, Teacher	1.00
202	Roth, Kyle R	2/15/2016	MA	0463240	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	NCLC, Special Education, Teacher	1.00
	Roth, Kyle R	2/15/2016	MA	0463240	190497	DEAF OR HARD OF HEARING	B-12	6/30/2024	NCLC, Special Education, Teacher	1.00
	Roth, Kyle R	2/15/2016	MA	0463240	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2024	NCLC, Special Education, Teacher	1.00
203	Foehrkolb, Kelley L	7/1/2016	MA+20	0493243	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	District-Wide, ASD, 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, ASD, 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, ASD, 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, ASD, 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, ASD, Licensed Instr Support Staff	1.00
204	Warner, Lori K	7/1/2016	BA	NBCOT	104118	OCCUPATIONAL THERAPY/ASSISTIVE TECH	B-12	4/30/2023	District-Wide, Special Education, Occupational Therapist	1.00

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Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Exp	Assignment	FTE
205	Ericksen, Molly D.B.	9/1/2016	MA+40	0429426	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2027	Bridgewater, Special Education, Psychologist	1.00
206	Kortuem, Kristi M	9/1/2016	MA+30	0389360	110000	MATHEMATICS	7-12	6/30/2023	High School, AISIS, Licensed Instr Support Staff	0.60
	Kortuem, Kristi M	9/1/2016	MA+30	0389360	110000	MATHEMATICS	7-12	6/30/2023	High School, Mathematics, Teacher	0.40
207	McLaughlin, Anne E	9/1/2016	MA+20	0393314	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Greenvale Park, Elementary, Teacher	1.00
208	Stulken, Shelley N	9/1/2016	MA+20	0486864	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Spring Creek, Elementary, Teacher	1.00
209	Wiese, Diane L.	9/1/2016	MA	0346910	180100	ELEMENTARY EDUCATION	1-6	6/30/2023	Greenvale Park, Special Education, Teacher	1.00
	Wiese, Diane L.	9/1/2016	MA	0346910	190201	LEARNING DISABILITIES	K-12	6/30/2023	Greenvale Park, Special Education, Teacher	1.00
	Wiese, Diane L.	9/1/2016	MA	0346910	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2023	Greenvale Park, Special Education, Teacher	1.00
210	Randall, Amy L.	9/1/2016	MA	0431709	190106	SPEECH-LANGUAGE PATHOLOGIST	PRE K-12	6/30/2027	Bridgewater, Speech/Language Impaired, Speech/Lang Pathologist	1.00
211	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
212	Soderlund, Amber L.	9/1/2016	MA	0493716	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Spring Creek, Elementary, Teacher	1.00
	Soderlund, Amber L.	9/1/2016	MA	0493716	180150	EARLY CHILDHOOD EDUCATION	B-GRADE 3	6/30/2027	Spring Creek, Elementary, Teacher	1.00
213	Lorang, Rebecca	9/1/2016	MA	0494546	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2027	LOA	LOA
214	Forbord, Jamie A	9/1/2016	BA+30	0477498	190201	LEARNING DISABILITIES	K-12	6/30/2027	High School, Special Education, Teacher	1.00
	Forbord, Jamie A	9/1/2016	BA+30	0477498	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	High School, Special Education, Teacher	1.00
215	Ryan, Tiffany C	10/16/2016	BA	0414849	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
216	Sawyer, Jamin V	7/3/2017	MA	MBPT	6977	PHYSICAL THERAPIST	B-12	12/31/22022	District-Wide, Special Education, Physical Therapist	1.00
217	Malecha, Rebecca L.	9/1/2017	MA+40	0378616	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Spring Creek, Elementary, Teacher	1.00
218	Amy, Natalie A	9/1/2017	MA+40	0486748	940310	SCHOOL COUNSELOR	K-12	6/30/2026	Middle School, Guidance, Guidance Counselor	1.00
219	Peterson, Betsy L.	9/1/2017	MA+40	0497978	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Greenvale Park, Elementary, Teacher	1.00
	Peterson, Betsy L.	9/1/2017	MA+40	0497978	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2023	Greenvale Park, Elementary, Teacher	1.00
220	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	1-6	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
	Benhart, Ashley B	9/1/2017	MA+40	0498359	933000	PRINCIPAL K-12	District	6/30/2023	Spring Creek, Elementary, Teacher	1.00
221	Sherry, Lynsi J	9/1/2017	MA+40	0502247	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2024	Greenvale Park, Special Education, Psychologist	1.00
222	Docken, Whitney A	9/1/2017	MA+40	0503746	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2023	Greenvale Park, Speech/Language Impaired, Speech/Lang Pathologist	1.00
223	Driscoll, Leah S	9/1/2017	MA+20	0371367	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Bridgewater, Special Education, Teacher	1.00
	Driscoll, Leah S	9/1/2017	MA+20	0371367	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2025	Bridgewater, Special Education, Teacher	1.00
	Driscoll, Leah S	9/1/2017	MA+20	0371367	190201	LEARNING DISABILITIES	K-12	6/30/2025	Bridgewater, Special Education, Teacher	1.00
	Driscoll, Leah S	9/1/2017	MA+20	0371367	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2025	Bridgewater, Special Education, Teacher	1.00
224	Kruse, Ann C.	9/1/2017	MA+20	0456391	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-AGE 6	6/30/2026	NCEC, ECSE Teacher/Coordinator - TOSA	1.00
225	Howard, Christine E	9/1/2017	MA+10	0494935	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2027	Spring Creek, Speech/Language Impaired, Speech/Lang Pathologist	0.50
	Howard, Christine E	9/1/2017	MA+10	0494935	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2027	Greenvale Park, Speech/Language Impaired, Speech/Lang Pathologist	0.50

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Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Exp	Assignment	FTE
226	Link, Jennifer M	9/1/2017	MA	0478601	080100	HEALTH EDUCATION	5-12	6/30/2025	Middle School, Special Education, Teacher	1.00
	Link, Jennifer M	9/1/2017	MA	0478601	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2025	Middle School, Special Education, Teacher	1.00
	Link, Jennifer M	9/1/2017	MA	0478601	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2025	Middle School, Special Education, Teacher	1.00
227	Jones, Jennifer	9/1/2017	MA	0495720	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2023	LOA	LOA
228	David, Caitlin A	9/1/2017	MA	0501175	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Bridgewater, Special Education, Teacher	1.00
	David, Caitlin A	9/1/2017	MA	0501175	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2023	Bridgewater, Special Education, Teacher	1.00
229	Serie-Amunrud, Joy L	9/1/2017	MA	0503697	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2023	Greenville Park, Elementary, Social Worker	1.00
230	Puppe, Susan B	9/1/2017	BA+40	0332848	080450	COACHING	7-12	6/30/2024	Spring Creek, Special Education, Teacher	1.00
	Puppe, Susan B	9/1/2017	BA+40	0332848	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Spring Creek, Special Education, Teacher	1.00
	Puppe, Susan B	9/1/2017	BA+40	0332848	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2024	Spring Creek, Special Education, Teacher	1.00
	Puppe, Susan B	9/1/2017	BA+40	0332848	190201	LEARNING DISABILITIES	K-12	6/30/2024	Spring Creek, Special Education, Teacher	1.00
231	Sjoberg, Caroline F	9/1/2017	BA+20	0503868	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Spring Creek, Special Education, Teacher	1.00
	Sjoberg, Caroline F	9/1/2017	BA+20	0503868	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-8	6/30/2027	Spring Creek, Special Education, Teacher	1.00
232	Waters, Katherine P	9/1/2017	BA+10	0490118	190490	ORAL/AURAL DEAF EDUCATION	B-12	6/30/2027	NCEC, Special Education, Teacher	1.00
233	Vind, Laura E	9/1/2017	BA	0418291	190201	LEARNING DISABILITIES	K-12	6/30/2026	High School, special Education, Teacher	1.00
234	Klein, Melanie A	11/6/2017	BA+40	0514894	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2024	Spring Creek, Special Education, Teacher	1.00
235	Schock, Angela A	9/1/2018	MA+40	0399493	180100	ELEMENTARY EDUCATION	1-6	6/30/2023	Middle School, Elementary, Teacher	1.00
236	Dube, Sean D	9/1/2018	MA+40	0461959	050100	COMMUNICATION ARTS/LITERATURE	District	6/30/2027	High School, English/Language Art, Teacher	1.00
	Dube, Sean D	9/1/2018	MA+40	0461959	933000	PRINCIPAL K-12	District	6/30/2024	High School, English/Language Art, Teacher	1.00
237	Bloom, Sarah F	9/1/2018	MA+20	0446657	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2023	Middle School, Foreign Language, Teacher	1.00
	Bloom, Sarah F	9/1/2018	MA+20	0446657	050196	READING	K-12	6/30/2023	Middle School, Foreign Language, Teacher	1.00
	Bloom, Sarah F	9/1/2018	MA+20	0446657	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Middle School, Foreign Language, Teacher	1.00
238	Johnson, Kristin G	9/1/2018	MA	0271185	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Greenville Park, Elementary, Licensed Instr Support Staff	1.00
239	Smith, Janet L	9/1/2018	MA	0410231	110000	MATHEMATICS	5-12	6/30/2024	High School, Mathematics, Teacher	1.00
240	Navarro, Deborah D	9/1/2018	MA	0411636	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenville Park, Special Education, Teacher	1.00
	Navarro, Deborah D	9/1/2018	MA	0411636	190310	PHYSICAL AND HEALTH DISABILITIES	Pre K-12	6/30/2025	Greenville Park, Special Education, Teacher	1.00
	Navarro, Deborah D	9/1/2018	MA	0411636	199802	MODERATE TO SEVERE MENTALLY HDCP	K-12	6/30/2025	Greenville Park, Special Education, Teacher	1.00
241	Yule, Brent W	9/1/2018	MA	0451734	080100	HEALTH EDUCATION	5-12	6/30/2026	Greenville Park, Physical Education, Teacher	1.00
	Yule, Brent W	9/1/2018	MA	0451734	080300	PHYSICAL EDUCATION	K-12	6/30/2026	Greenville Park, Physical Education, Teacher	1.00
	Yule, Brent W	9/1/2018	MA	0451734	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2026	Greenville Park, Physical Education, Teacher	1.00
242	Hanson, Katie A	9/1/2018	MA	0451743	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2026	Middle School, Special Education, Teacher	1.00
	Hanson, Katie A	9/1/2018	MA	0451743	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2026	Middle School, Special Education, Teacher	1.00
	Hanson, Katie A	9/1/2018	MA	0451743	190201	LEARNING DISABILITIES	K-12	6/30/2026	Middle School, Special Education, Teacher	1.00
243	Medin, Kimberly A	9/1/2018	MA	0490555	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2024	Bridgewater, Special Education, Teacher	1.00
	Medin, Kimberly A	9/1/2018	MA	0490555	190201	LEARNING DISABILITIES	K-12	6/30/2026	Bridgewater, Special Education, Teacher	1.00
	Medin, Kimberly A	9/1/2018	MA	0490555	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2026	Bridgewater, Special Education, Teacher	1.00
244	Kettwick, Rachel M	9/1/2018	MA	0506615	110000	MATHEMATICS	5-12	6/30/2025	Longfellow/AJC, Secondary Math, Teacher	1.00
245	Thompson, Jonathan D	9/1/2018	MA	0507723	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2023	High School, Social Studies, Teacher	1.00

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Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Exp	Assignment	FTE
246	Haley, Paige W	9/1/2018	MA	0508431	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Bridgewater, Elementary, Teacher	1.00
247	Gross, Lydia E	9/1/2018	MA	0510778	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-AGE 6	6/30/2025	NCEC, Special Education, Teacher	0.60
248	Lynch, Angela F	9/1/2018	BA+30	0509636	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	District-Wide, Visually Impaired, Teacher	0.50
	Lynch, Angela F	9/1/2018	BA+30	0509636	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	A.L.C., Secondary, Teacher	0.50
249	Toure-Keita, Maimouna	7/19/2019	MA	1001217	940800	LICENSED SCHOOL NURSE	PreK-12	6/30/2025	District-Wide, Health Services, District Nurse	1.00
250	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
251	Holland, Cara L	9/1/2019	MA+40	0509493	130600	SCIENCE 5-8	5-8	6/30/2024	Middle School, Science, Teacher	1.00
252	Bendett, Michelle	9/1/2019	MA+30	0487188	120400	VOCAL AND CLASSROOM MUSIC	K-12	6/30/2027	Middle School, Music, Teacher	1.00
253	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
254	Otte, Molly J.E.	9/1/2019	MA	0422331	020000	VISUAL ARTS	K-12	6/30/2026	Middle School, Art, Teacher	1.00
255	Borup, Melissa K	9/1/2019	MA	0433242	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2023	Longfellow/A.L.C., Secondary, Licensed Instr Support Staff	0.80
256	Veltri, Alicia A	9/1/2019	MA	0496249	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2027	Greenvale Park, Special Education, Teacher	1.00
257	Blatti, Ashly M	9/1/2019	BA	0484979	050196	READING	K-12	6/30/2026	Bridgewater, Elementary, Teacher	1.00
	Blatti, Ashly M	9/1/2019	BA	0484979	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
	Blatti, Ashly M	9/1/2019	BA	0484979	180100	ELEMENTARY EDUCATION	4-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
258	Russell, Deborah M	9/1/2019	MA	0488913	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Greenvale Park, Elementary, Teacher	1.00
259	Sherman, Michael T	9/1/2019	MA	0505795	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2023	Middle School, Special Education, Teacher	1.00
	Sherman, Michael T	9/1/2019	MA	0505795	190201	LEARNING DISABILITIES	K-12	6/30/2023	Middle School, Special Education, Teacher	1.00
260	Ludwig, Makenzie R	9/1/2019	MA	0514201	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2024	NCEC, Special Education, Teacher	1.00
	Ludwig, Makenzie R	9/1/2019	MA	0514201	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2024	NCEC, Special Education, Teacher	1.00
261	Leaphart, Ada M	9/1/2019	MA	1000733	020000	VISUAL ARTS	K-12	6/30/2027	Greenvale Park, Art, Teacher	1.00
262	Odell, Jacob W	11/1/2019	BA	1002708	160000	TEACHER/COORDINATOR WORK BASED LRNG	9-12	6/30/2027	High School, Work Based Learning, Teacher	1.00
	Odell, Jacob W	11/1/2019	BA	1002708	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2025	High School, Work Based Learning, Teacher	1.00
263	Johnson, Erin B	9/1/2020	MA+10	0420165	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2027	High School, English/Language Art, Teacher	1.00
264	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
265	Miller Gordmier, Leslie A	9/1/2020	MA	0474210	190201	LEARNING DISABILITIES	K-12	6/30/2024	Bridgewater, Special Education, Teacher	1.00
266	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
267	Mikulski, Mckenzie A	9/1/2020	MA	0492063	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2027	Greenvale Park, Special Education, Teacher	1.00
	Mikulski, Mckenzie A	9/1/2020	MA	0492063	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Greenvale Park, Special Education, Teacher	1.00
	Mikulski, Mckenzie A	9/1/2020	MA	0492063	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	Greenvale Park, Special Education, Teacher	1.00
268	Schwartz, Mollie A	9/1/2020	MA	0502175	120400	VOCAL AND CLASSROOM MUSIC	K-12	6/30/2023	Spring Creek, Music, Teacher	1.00

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Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Exp	Assignment	FTE
269	Dunkelberger, Brent J	9/1/2020	BA	0502468	110000	MATHEMATICS	5-8	6/30/2027	Middle School, Mathematics, Teacher	1.00
	Dunkelberger, Brent J	9/1/2020	BA	0502468	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Middle School, Mathematics, Teacher	1.00
270	Dickerson, Thomas D	9/15/2020	MA	0373661	080450	COACHING	7-12	6/30/2027	High School, Special Education, Teacher	1.00
	Dickerson, Thomas D	9/15/2020	MA	0373661	190200	EMOTIONAL BEHAVIOR DISORDERS	7-12	6/30/2027	High School, Special Education, Teacher	1.00
	Dickerson, Thomas D	9/15/2020	MA	0373661	060209	GERMAN	7-12	6/30/2027	High School, Special Education, Teacher	1.00
271	Iszler-Johnson, Tammy B	2/16/2021	BA	MBOT	100785	OCCUPATIONAL THERAPIST	B-12	12/31/2024	Bridgewater, Special Education, Occupational Therapist	1.00
272	Holz, Jessica A	9/1/2021	MA+40	0395757	190201	LEARNING DISABILITIES	K-12	6/30/2027	Portage - Elementary School, Secondary, Teacher	1.00
	Holz, Jessica A	9/1/2021	MA+40	0395757	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2027	Portage - Elementary School, Secondary, Teacher	1.00
	Holz, Jessica A	9/1/2021	MA+40	0395757	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2027	Portage - Elementary School, Secondary, Teacher	1.00
273	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
274	Feldmann, Amanda L	9/1/2021	MA+40	0479893	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
275	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
276	Bauman, Theresa H	9/1/2021	MA	0430143	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	St Dominic, Title I, Teacher	0.05
	Bauman, Theresa H	9/1/2021	MA	0430143	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2023	Math Corp - Spring Creek	0.10
	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	0.50
277	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
278	Connor, Nicholas J	9/1/2021	MA	0471734	110000	MATHEMATICS	5-12	6/30/2024	High School, Mathematics, Teacher	1.00
	Connor, Nicholas J	9/1/2021	MA	0471734	130302	PHYSICS	9-12	6/30/2024	High School, Mathematics, Teacher	1.00
279	Berkvam-Peter, Tallie A	9/1/2021	MA	0485862	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Spring Creek, Kindergarten, Teacher	1.00
280	Collins, Danielle L	9/1/2021	MA	0495797	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Greenvale Park, Elementary, Teacher	1.00
281	Kremin, Megan J	9/1/2021	MA	0499551	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2023	NCEC, Developmentally Delayed, Teacher	1.00
282	Fearing, Kyle S	9/1/2021	BA+30	0479381	080100	HEALTH EDUCATION	5-12	6/30/2026	Middle School, Physical Education/Health, Teacher	1.00
	Fearing, Kyle S	9/1/2021	BA+30	0479381	080300	PHYSICAL EDUCATION	K-12	6/30/2026	Middle School, Physical Education/Health, Teacher	1.00
283	Olson, Danielle D	9/1/2021	BA+20	0485786	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2026	Bridgewater, Special Education, Social Worker	1.00
284	Schnaith, Ryan A	9/1/2021	BA	0508195	110000	MATHEMATICS	5-12	6/30/2023	Middle School, Mathematics, Teacher	1.00
	THIRD YEAR PROBATIONARY									
285	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
286	Peterson, Andrea M	9/1/2022	MA	0424334	050196	READING	K-12	6/30/2027	Bridgewater, Elementary, Teacher	
	Peterson, Andrea M	9/1/2022	MA	0424334	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Bridgewater, Elementary, Teacher	
	Peterson, Andrea M	9/1/2022	MA	0424334	150000	SOCIAL STUDIES	5-8	6/30/2027	Bridgewater, Elementary, Teacher	
287	Legros, Marcileine	9/1/2020	MA	0494770	940310	SCHOOL COUNSELOR	K-12	6/30/2027	High School, Guidance, Guidance Counselor	1.00
288	Robertson, Caitlin I	9/2/2020	MA	0442213	180100	ELEMENTARY EDUCATION	k-6	6/30/2027	Bridgewater, Elementary, Teacher	1.00

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Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Exp	Assignment	FTE
289	Mecabe, Shari E	11/2/2020	BA	0501015	080100	HEALTH EDUCATION	5-12	6/30/2023	Bridgewater, Physical Education, Teacher	1.00
	Mecabe, Shari E	11/2/2020	BA	0501015	080300	PHYSICAL EDUCATION	K-12	6/30/2023	Bridgewater, Physical Education, Teacher	1.00
	Mecabe, Shari E	11/2/2020	BA	0501015	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2023	Bridgewater, Physical Education, Teacher	1.00
290	Coleman, Josten K	9/27/2021	MA	0476452	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Middle School, Technology and Engineering, Teacher	1.00
291	Rogers, Miriam L	9/1/2022	MA+30	0395680	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2025	High School, English/Language Art, Teacher	1.00
	Rogers, Miriam L	9/1/2022	MA+30	0395680	210000	DRIVER EDUCATION	9-12	6/30/2025	High School, English/Language Art, Teacher	1.00
292	Blank, Christian R	9/1/2022	MA+20	0436066	020000	VISUAL ARTS	K-12	6/30/2023	High School, Art, Teacher	1.00
293	Moyer, Jamie L	9/1/2022	MA+20	0471305	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2027	Bridgewater, Special Education, Teacher	1.00
	Moyer, Jamie L	9/1/2022	MA+20	0471305	190201	LEARNING DISABILITIES	K-12	6/30/2027	Bridgewater, Special Education, Teacher	1.00
294	Willman, Mary E	9/1/2022	MA	0277498	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	High School, Special Education, Teacher	1.00
	Willman, Mary E	9/1/2022	MA	0277498	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2024	High School, Special Education, Teacher	1.00
	Willman, Mary E	9/1/2022	MA	0277498	199801	MILD TO MODERATE MENTALLY HDGP	K-12	6/30/2024	High School, Special Education, Teacher	1.00
	Willman, Mary E	9/1/2022	MA	0277498	199802	MODERATE TO SEVERE MENTALLY HDGP	K-12	6/30/2024	High School, Special Education, Teacher	1.00
295	Rhoades, Ian M	9/1/2022	MA	0366315	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2025	High School, English/Language Art, Teacher	1.00
296	Townzen, Kaitlyn C	9/1/2022	MA	0487667	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	NCEC, Special Education, Teacher	1.00
	Townzen, Kaitlyn C	9/1/2022	MA	0487667	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2026	NCEC, Special Education, Teacher	1.00
297	Hubbard, Brittney E	9/1/2022	MA	0491269	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2023	NCEC, Special Education, Teacher	1.00
SECOND YEAR PROBATIONARY										
298	Lavoy, Kayla L	9/1/2021	MA	0487905	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
299	Weber, Jessica A	9/1/2021	MA	0493199	190201	LEARNING DISABILITIES	K-12	6/30/2027	Portage - Special Education, Teacher	1.00
	Weber, Jessica A	9/1/2021	MA	0493199	199810	ACADEMIC & BEHAVIORAL STRATEGIST	K-12	6/30/2027	Portage - Special Education, Teacher	1.00
	Weber, Jessica A	9/1/2021	MA	0493199	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Portage - Special Education, Teacher	1.00
300	Lovrien, Catherine R	9/1/2021	MA	0493475	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2027	Middle School, Secondary, Teacher	1.00
301	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
302	Turnquist, Ryan M	9/1/2021	MA	0503231	940310	SCHOOL COUNSELOR	K-12	6/30/2025	High School, Guidance, Guidance Counselor	1.00
303	Stanton, Paul M	9/1/2021	MA	1005452	940310	SCHOOL COUNSELOR	K-12	6/30/2023	Longfellow/AIC, Guidance, Guidance Counselor	1.00
304	Anderson, Claire E	9/1/2021	MA	1007912	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2024	Middle School, AISIS, Teacher	1.00
305	Doliscar, Jules R	9/1/2021	MA	NBCOT	359160	OCCUPATIONAL THERAPIST	B-12	7/31/2023	District-Wide, Special Education, Occupational Therapist	1.00
306	Kelly, Anna	9/1/2021	BA	1000818	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenvale Park Elementary	1.00
307	Afsharjavan, Nahal	9/1/2021	BA	1003919	120500	INST(BAND/ORCH) AND CLASSROOM MUSIC	K-12	6/30/2023	High School, Music, Teacher	1.00
308	Rodgers, Sydney F	9/1/2021	BA	1005873	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	Bridgewater, Elementary, Teacher	1.00
309	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	
310	Hruby, Anna M	9/1/2021	BA	1008604	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Bridgewater, Elementary, Teacher	1.00

2022-23 Seniority List FINAL

[illegible]

Executive Summary: This report recommends a bond referendum approach to make substantial facility improvements at Northfield High School based on feedback from the district's task force, the professional randomized, stratified sample survey conducted by Morris-Leatherman, and consideration of numerous discussions and perspectives.

Review of what's been done: A task force was convened in March and April 2022 to suggest potential solutions for Northfield High School facility improvements. The board weighed those solutions and, in partnership with the City of Northfield, commissioned a professional, random and stratified voter survey in October 2022 to gauge community support for various options. That report was presented to the board on Oct. 24, 2022.

Recommendation: While the formal determination of any bond referendum question is ultimately the board's to make, I am making a recommendation to spur movement toward a decision. At this juncture, I recommend presenting the voters with at least a three-question referendum. The questions below are intended to provide a summary of each proposed question, not the legal content of the ballot proposal:

Question 1: \$60 million bond referendum for the remodeling of Northfield High School. These improvements would include functional updates to HVAC systems to make a more consistent comfort level throughout the building and internal security. It would improve access to natural light and improve energy efficiency by replacing windows, modernizing insulation, and shifting to LED lighting. It would provide other updated finishes and furniture to provide greater instructional flexibility for teachers. It would modernize career/technical education spaces such as science labs, technology education, and family and consumer sciences. It could reimagine portions of the facility such as the cafeteria and other common spaces. Updates to the auditorium, music spaces, general classrooms, and special education classrooms would also be completed.

Question 2 (contingent on Question 1 passing): \$17 million bond referendum for adding an athletic field house to increase space for physical education classes and sports like basketball, pickleball, tennis, track and field, and volleyball. This facility would include a walking track to be used by the community, will be available to the public through community education, and will make scheduling athletic practices for both youth and high school teams more efficient.

Question 3 (contingent on Questions 1 and 2 passing): \$3 million bond referendum for the purpose of adding artificial turf to the fields adjacent to Memorial Field and other modest updates to the Memorial Field complex. Adding artificial turf to some of the outdoor fields will increase the length of access for physical education courses, community education classes, and athletic teams because they can be used later into the fall and earlier in the spring.

Ice arena: A potential referendum question related to the ice arena is still a consideration. Because it is a multi-faceted community discussion, addition of a referendum question related to the ice arena will need to be finalized at a later date.

Timing: The board is allowed by law to present bond referendum elections in February, April, May, August, and November. In a discussion at the last board meeting, most of the board appeared to favor a timeline to conduct the election in May. Consideration for anything other than November would be based on the mounting need for internal systems improvements at the high school — especially some of the HVAC systems that are nearing end-of-life.

Analysis: Our community has various perspectives about the optimal approach to improving the Northfield High School facility. The voter survey shows substantial support for the district and the high school site improvements. The public understands the need. The survey also demonstrated the reality of what financial parameters voters appear willing to approve. This recommendation seeks to activate that data by proposing quality solutions to the commonly understood high school facility needs that can likely earn the electorate's support. I understand this recommendation will disappoint people who wish for a more dramatic approach to improving the high school facility. I also understand this recommendation may go too far from a tax perspective for others in the community. It is based on many years of listening to students and community members, the task force's work, discussions with architects and financial advisors, and valid and reliable survey data. It includes a solid mix of vision and pragmatism. These solutions would substantially improve the student experience, building operations, and efficiency.

Potential improvements included in each level of potential funding: The following line items are **potential** projects associated with each level of bond referendum funding. They are intended to offer specific examples but are not intended to be the specific list of guaranteed projects. These differing levels offer board members a greater amount of flexibility in the development of ballot questions.

\$40 million		
<ul style="list-style-type: none"> • Provide new DDC controls for ERU, VAV systems installed in 2005 (east side). • Provide new DDC controls for ERU, VAV systems installed in 2005 (west side). • Add 5% of the total locker count to accommodate ADA standards. • Replace VCT flooring in existing area A classrooms. • Replace existing casework in area A classrooms. • Replace all fluorescent/ballasted lighting with LED/driver luminaires and low voltage dimming controls. • Replace acoustic ceiling tiles in all corridors. • Replace any remaining battery exit signs with exit signs connected to a dedicated life safety branch on the emergency generator. • Replace the Public Address System with EPIC system. • Update the Notifier Fire Alarm System with voice evacuation capability and function. • Provide new DDC controls for ERU, VAV systems installed in 2004. • Replace 190 ton air cooled chiller installed in 2004. Provide new chiller with heat recovery. • Demolish all existing casework and finishes in existing science labs, renovate in place. • Bring fire rating around existing science rooms up to code compliance & add second exit to each room. • Replace casework in existing FACS cooking lab. • Replace VCT flooring in existing area B classrooms. • Replace acoustic ceiling tiles in area B classrooms. • Replace existing casework in area B classrooms • Replace art room 2002 MZ AHU. Provide new AHU, distribution ductwork, VAV, HW, remote DX, DDC controls. • Remove Wired Lathem Clock System and update any remaining wired clocks to wireless type. • Replace roof over the media center. • Add lift to media center digital lab. • Add lift to make the weight and fitness area accessible from both sides of the gym. • Demolish all lockers, fixtures, and finishes in locker rooms and rebuild to current standards. • Demolish and replace VCT flooring in band and choir suite. • Replace existing doors and hardware in south portion of area D. • Provide new DDC controls for ERU, VAV systems installed in 2004. • Replace VCT flooring in existing area E classrooms. 	<ul style="list-style-type: none"> • Replace print shop 2002 AHU. Provide new AHU, distribution ductwork, VAV, HW, remote DX, DDC controls. • Replace woodshop HVAC. Provide new RTU, distribution ductwork, CV, HW, integral DX for classroom use, replace exhaust systems, gas fired make-up air. • Replace auto shop HVAC. Provide new RTU, distribution ductwork, CV, HW, integral DX for classroom use, replace exhaust systems, gas fired make-up air. • Replace metal shop HVAC. Provide new RTU, distribution ductwork, CV, HW, integral DX for classroom use, replace exhaust systems, gas fired make-up air. • Replace wood shop dust collector and distribution ductwork. Verify current use of shop equipment and reconfigure as required. • Provide a high efficiency gas boiler to match the 2015 installation for redundancy. Reconfigure piping as necessary. • Replace domestic hot water heating with centralized high recovery system located in the boiler room. Replace HW system near gym. • Replace domestic water distribution piping installed in the original construction. Allowance provided. Costs include asbestos abatement. • Replace fuel oil pumps and monitoring system installed in 1997. Existing 12,000 gallon underground tank to remain. • Update panel boards and associated power distribution in Shop Area. • Remove Motor Control Center as mechanical loads are updated with Variable Frequency Drives. • Add ADA accessible sink to two art rooms. • Replace gymnasium HVAC. Provide new RTU, distribution ductwork, CV, HW, CHW, de-strat fans, DDC controls. • Replace locker room HVAC (east of gym). Provide new roof mounted heat recovery, distribution ductwork, CV, HW, CHW, DDC controls. • Replace locker room HVAC (west of gym). Provide new roof mounted heat recovery, distribution ductwork, CV, HW, CHW, DDC controls. • Replace roof mounted PRV's - an allowance budgeted. Priority exhaust fans to be determined. • Replace plumbing fixtures that are beyond their useful life. An allowance budgeted at \$0.5 /sq. ft. • Replace all exterior parking lot poles except Areas A and E and tennis court light poles. 	<ul style="list-style-type: none"> • Replace health, wrestling HVAC. Provide new RTU's, distribution ductwork, CV, HW, CHW, DDC controls. • Replace band/choir HVAC. Provide new AHU in mech mezzanine, distribution ductwork, VAV, HW, CHW, humidification, DDC controls. • Replace weight rm/aux gym HVAC. Provide RTU, distribution ductwork, CV, HW, CHW, DDC controls. • Replace HVAC in 1970 addition. Provide new RTU, distribution ductwork, VAV, HW, CHW, DDC controls. • Replace gymnastics HVAC. Provide new AHU in mech mezzanine, distribution ductwork, CV, HW, CHW, DDC controls. • Replace cafeteria HVAC. Provide new RTU, distribution ductwork, CV, HW, CHW, DDC controls. • Replace kitchen HVAC. Provide new RTU, distribution ductwork, VAV, HW, CHW, DDC controls. Create new transfer path from cafeteria for ex make-up. • Replace HVAC in remaining areas served by original 1964 system. RTU, VAV, HW, CHW, DDC controls. • Replace auditorium HVAC. Provide new air handling unit in the location of the existing CV, HW, CHW, DDC controls. • Replace commons area 1997 RTU. Provide new RTU CV, HW, CHW, DDC controls. • Replace media center 2002 RTU. Provide new RTU CV, HW, CHW, DDC controls. • Replace media center 2002 classroom MZ RTU. Provide new RTU, convert area to VAV, HW, CHW DDC controls. • Replace computer server room cooling units. Two redundant CV, DX remote condenser, DDC controls. • Replace area E interior HVAC. Provide new air handling unit, distribution ductwork, VAV, HW, CHW, DDC controls. • Create a new air cooled chilled water plant to serve the south side of the building. Approximately 400 tons. Provide with heat recovery. • Replace acoustic ceiling tiles in area E classrooms. • Replace existing casework in area E classrooms. • Replace roof over the lower commons and auditorium. • Provide new wall tile at multi stall toilet room off of lower commons. • Provide new floor tile at multi stall toilet room off of lower commons. • Replace existing toilet partitions at multi stall toilet room off of lower commons. • Replace carpet flooring in Auditorium.

\$40 million continued	Additional \$20 million (\$60 million total)	Additional \$18.75 million (\$78.5 million)
<ul style="list-style-type: none">● Replace existing auditorium seats.● Replace theatrical A/V, Lighting, Controls and Rigging System.● Replace toilet partitions in multi stall toilet room in area F.● Reconfigure the hot water system for variable secondary - reduce the number of existing pumps. Replace the existing secondary pumps.● Replace all remaining pneumatic controls to fully convert the building to DDC. Allowance budgeted at construction = \$0.50 per sq. ft.● Replace finned tube radiation and heating terminals installed in the original building construction. Includes DDC controls.● Reclaim and replace all exterior asphalt on site.● Replace existing single pane exterior window system throughout entire building with new glazing.● General tuckpointing allowance around the entire building.● Replace exterior aluminum doors in storefront systems.● Demolish existing staff toilets that do not meet ADA and rebuild in place.● Demolish and renovate multi stall toilet rooms that do not meet ADA standards.● Painting updates throughout building.	<ul style="list-style-type: none">● Additional interior borrowed lites.● Create flexible learning areas.● Music area renovation.● Renovation of kitchen/commons.● Renovate special education spaces.● V wing renovation.● Renovation of science and FACS.● New flexible furniture.	<ul style="list-style-type: none">● Fieldhouse (4 station) with walking track.● Support spaces.● Storm shelter.
		Additional \$2.5 million (\$81 million total)
		<ul style="list-style-type: none">● Add turf to multipurpose field.● Add lights to multipurpose field.



Independent School District #659

Northfield Public Schools

DRAFT July 21, 2022

Northfield High School Master Plan Election Timeline Options

	<u>November 8, 2022</u>	<u>February 14, 2023</u>	<u>April 11, 2023</u>	<u>May 9, 2023</u>	<u>August 8, 2023</u>	<u>November 7, 2023</u>
Community Surveying	N/A	August – September 2022	August – September 2022	September – October 2022 (or ASAP)	January – February 2023 (or ASAP)	March – April 2023 (or ASAP)
Board Work Session(s)	May – June 2022	August – September 2022	October – November 2022	November – December 2022	March – April 2023	May – June 2023
Board Finalize Proposal Regular Board Meeting	July __, 2022	October __, 2022	December __, 2022	January __, 2023	April __, 2023	July __, 2023
Submit Review & Comment to MDE 90 days before election	Before August 10, 2022	Before November 16, 2022	Before January 11, 2023	Before February 8, 2023	Before May 10, 2023	Before August 9, 2023
Adopt Formal Resolution 74 days before election	Before August 26, 2022	Before December 2, 2022	Before January 27, 2023	Before February 24, 2023	Before May 26, 2023	Before August 25, 2023
Early Voting Begins 46 days before election	September 23, 2022	December 29, 2022	February 24, 2023	March 24, 2023	June 23, 2023	September 22, 2023
Publish Review & Comment 20 days before election	Before October 19, 2022	Before January 25, 2023	Before March 22, 2023	Before April 19, 2023	Before July 19, 2023	Before October 18, 2023
Special Election	November 8, 2022	February 14, 2023	April 11, 2023	May 9, 2023	August 8, 2023	November 7, 2023

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

Application for DISSOLUTION of Cooperative Sponsorship

Deadline: Not later than the first day of practice for that sport season.

PLEASE SEE BYLAW 403.2 (A-C) and 403.4 (A-D) (amended May 15, 2017) FOR INFORMATION REGARDING REQUIRED DOCUMENTATION AND APPLICATION PROCEDURE

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

On behalf of the following schools, we hereby apply for dissolution of the cooperative sponsorship of

Girls' Swim/Dive
(activity) (boys' or girls')

beginning with the **2023 - 2024** school year.

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

	School	City
High School #1:	Northfield HS	Northfield, MN
High School #2:	Randolph HS	Randolph, MN

1. Has the school board of each member school of the existing co-op approved a resolution to dissolve the co-op?

- X **Yes** A copy of the resolution approved by the school board of each member school, stating the reason to dissolve the co-op, MUST be included with this application.
- ☐ **No** DO NOT SUBMIT this application until a resolution, stating the reason to dissolve the existing co-op, has been approved by the school board of each member school.

2. Please circle appropriate letter.

	Member School				Reason for the Dissolution
High School #1	A	(B)	C	A.	Our school is dropping the activity.
High School #2	(A)	B	C	B.	Our school will sponsor this activity without a cooperative sponsorship.
High School #3	A	B	C	C.	Our school will sponsor this activity as part of a new cooperative sponsorship. Please submit an Application for Cooperative Sponsorship for the new co-op.
High School #4	A	B	C		

Signature of the person duly authorized by the member school to act on behalf of the member school.

High School #1:	_____ Designated School Representative	_____ Title of the Designated School Representative
High School #2:	_____ Designated School Representative	_____ Title of the Designated School Representative
High School #3:	_____ Designated School Representative	_____ Title of the Designated School Representative
High School #4:	_____ Designated School Representative	_____ Title of the Designated School Representative

Official Action of the MSHSL Board of Directors

☐ Approved ☐ Not Approved

Signature:

MSHSL Executive Director

Date:

Policy 603 CURRICULUM DEVELOPMENT

I. PURPOSE

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

II. GENERAL STATEMENT OF POLICY

Curriculum development shall be directed toward the fulfillment of the goals and objectives of the education program of the district.

III. RESPONSIBILITY

The superintendent or their designee shall be responsible for curriculum development and for determining the most effective way of conducting research on the district's curriculum needs and establishing a long-range curriculum development program. Timelines shall be determined by the superintendent or their designee that will provide for periodic reviews of each curriculum area.

IV. DISTRICT ADVISORY COMMITTEE

- A. The board shall establish an advisory committee to ensure active community participation in all phases of planning and improving the instruction and curriculum affecting state and district academic standards.
- B. The district advisory committee, to the extent possible, shall reflect the diversity of the district and its school sites, include teachers, parents, support staff, students, and other community residents, and provide translation to the extent appropriate and practicable. Whenever possible, parents and other community residents shall comprise at least two-thirds of advisory committee members.
- C. The district advisory committee shall pursue community support to accelerate the academic and native literacy and achievement of English learners with varied needs, from young children to adults, consistent with Minnesota Statutes section 124D.59, subdivisions 2 and 2a.
- D. The district may establish site teams as subcommittees of the district advisory committee.
- E. The district advisory committee shall recommend to the board:
 - 1. Rigorous academic standards, student achievement goals and measures consistent with Minnesota Statutes section 120B.11, subdivision 1a, section 120B.022, subdivisions 1a and 1b, and section 120B.35.
 - 2. District assessments.

3. Means to improve students' equitable access to effective and more diverse teachers.
 4. Program evaluations.
- F. School sites may expand upon district evaluations of instruction, curriculum, assessments, or programs.

V. CURRICULUM DEVELOPMENT PROCESS

- A. Within the ongoing process of curriculum development, the following needs shall be addressed:
1. Provide for articulation of courses of study from kindergarten through grade twelve.
 2. Identify minimum objectives for each course and at each elementary grade level.
 3. Provide for continuing evaluation of programs for the purpose of attaining district objectives.
 4. Provide a program for ongoing monitoring of student progress.
 5. Provide for specific, particular, and special needs of all members of the student community.
 6. Develop a local literacy plan to have every child reading at or above grade level no later than the end of grade 3, including English learners, and teachers providing comprehensive, scientifically based reading instruction consistent with law.
 7. Integrate required and elective course standards in the scope and sequence of the district curriculum.
 8. Meet all applicable requirements of the Minnesota Department of Education and federal law.
- B. Students identified as not reading at grade level by the end of kindergarten, grade 1, and grade 2 must be screened for characteristics of dyslexia. Students in grade 3 or higher who demonstrate a reading difficulty to a classroom teacher must be screened for characteristics of dyslexia, unless a different reason for the reading difficulty has been identified. See Minnesota Statutes section 120B.12, Subd. 2.
- C. Students who do not meet or exceed Minnesota academic standards, as measured by the Minnesota Comprehensive Assessments that are administered during high school, shall be informed that admission to a public school is free and available to any resident under 21 years of age or who meets the requirements of Minnesota

Statutes section 120A.20, Subd. 1(c). A student's plan under this section shall continue while the student is enrolled.

- D. The superintendent shall be responsible for keeping the board informed of all state-mandated curriculum changes, as well as recommended discretionary changes, and for periodically presenting recommended modifications for board review and approval.
- E. The superintendent shall have discretionary authority to develop guidelines and directives to implement board policy relating to curriculum development.

Policy 603 Curriculum Development

Adopted: 09.27.2004; Updated: 01.13.2020; Non-Substantive Update: 03.25.2022; Substantive Update: INSERT DATE HERE

Board of Education

INDEPENDENT SCHOOL DISTRICT NO. 659

Northfield, Minnesota

Legal References:

Minn. Stat. § 120B.10 (Findings; Improving Instruction and Curriculum)
Minn. Stat. § 120B.11 (School District Process)
Minn. Stat. § 120B.12 (Reading Proficiently No Later than the End of Grade 3)
Minn. Stat. § 120B.125(f) (Planning for Students' Successful Transition to Postsecondary Education and Employment)
Minn. Rules Part 3500.0550 (Inclusive Educational Program)
Minn. Rules Parts 3501.0640-3501.0655 (Academic Standards for Language Arts)
Minn. Rules Parts 3501.0700-3501.0745 (Academic Standards for Mathematics)
Minn. Rules Part 3501.0820 (Academic Standards for the Arts)
Minn. Rules Parts 3501.0900-3501.0955 (Academic Standards in Science)
Minn. Rules Parts 3501.1200-3501.1210 (Academic Standards for English Language Development)
Minn. Rules Parts 3501.1300-3501.1345 (Academic Standards for Social Studies)
Minn. Rules Parts 3501.1400-3501.1410 (Academic Standards for Physical Education)
20 U.S.C. § 6301, *et seq.* (Every Student Succeeds Act)

Cross References:

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

Policy 652.1 RECONSIDERATION OF TEXTBOOKS AND INSTRUCTIONAL MATERIALS

I. PURPOSE

The purpose of this policy is to provide direction for reconsideration of textbooks and instructional materials for the Northfield School District.

II. RECONSIDERATION OF TEXTBOOKS OR OTHER INSTRUCTIONAL MATERIALS

- A. ~~The school board recognizes differences of opinion on the part of some members of the district community relating to certain areas of the instruction program.~~
Interested persons District residents who have concerns about specific instructional programs may request an opportunity to review materials and submit a request for reconsideration of the use of certain textbooks or instructional materials.
- B. The superintendent shall be responsible for the development of guidelines and procedures to identify the steps to be followed to seek reconsideration of textbooks or other instructional materials.
- C. The superintendent shall present a procedure to the board for review and approval regarding reconsideration of textbooks or other instructional materials. When approved by the board, such procedure shall be an addendum to this policy.

Policy 652.1 Reconsideration of Textbooks & Instructional Materials

Adopted: 04.28.2008; Updated: INSERT DATE HERE

Board of Education
INDEPENDENT SCHOOL DISTRICT NO. 659
Northfield, Minnesota

Cross References: MSBA/MASA Model Policy 603 (Curriculum Development, Implementation and Delivery)
MSBA/MASA Model Policy 648 (Instructional Programs)

Policy 652 INSTRUCTIONAL MATERIALS SELECTION AND PRODUCTION

I. GENERAL STATEMENT PURPOSE

The Northfield School District School Board of Education requires that instructional materials be selected and produced in support of the school district's mission, and instructional goals, as identified through the Program Improvement Process (~~Policy 603 Curriculum Development, Implementation and Delivery~~), and required program offerings (Policy 648 - Instructional Programs).

II. Responsibility: GENERAL STATEMENT

The board delegates the responsibility for developing and managing a process for selection and production of instructional materials to the superintendent and ~~his/her~~ their designees.

III. DEFINITION OF INSTRUCTIONAL MATERIALS

In general, instructional materials are defined as those items that are read, listened to, viewed, observed, manipulated, or experienced by students as part of the instructional process. They may be consumable or nonconsumable and may vary greatly in the kind of student response they stimulate. Instructional materials include but are not limited to books, textbooks, teacher manuals, kits, games, computer software, electronic information resources, apparatuses, ~~media collection of books, films, filmstrips, records, tapes, slides, CDs, DVDs, microfilms~~ music, video, audio recordings, and other print and non-print materials.

IV. PURPOSES FOR SELECTION AND PRODUCTION OF MATERIALS

The purposes for selection and production of materials is to provide:

- A. Core and supplementary materials which support and are consistent with the district's curriculum as well as the varied interests, abilities and maturity levels of the students, and align with state standards.
- B. A comprehensive set of media collection instructional materials representative of a broad array of knowledge, skills and attitudes.
- C. A comprehensive set of media collection instructional materials representative of varied gender, ethnic, cultural and religious groups.
- D. Core/supplementary and media collection instructional materials presenting multiple perspectives on issues.

- ✕ The principal is responsible to ensure that instructional materials are used at the building in concordance with curricular goals and, if selected at the site, are developmentally appropriate for the students. This responsibility applies regardless of whether the materials are presented by teachers, parents, students, community members, guest speakers or other persons.

Adopted: 09.7.2004; Updated: INSERT DATE HERE

Board of Education
INDEPENDENT SCHOOL DISTRICT NO. 659
Northfield, Minnesota

Legal Reference: Public Law 94-553 – copyright

Cross References: MSBA/MASA Model Policy 104 (School District Mission Statement)
MSBA/MASA Model Policy 603 (Curriculum Development)
MSBA/MASA Model Policy 644 (Community Resource Persons)

Procedures for Policy 652.1: Reconsideration of Textbooks & Instructional Materials

The right of any individual to free access to materials is basic to a democratic society and to the educational growth of its members. In spite of this, occasional objections to instructional materials will be made. The review of materials questioned by a district resident or employee of the Northfield School District will be treated objectively as an important action through a standing committee. Every effort will be made to consider the objections, keeping in mind the best interest of the students, the school, the curriculum and the community. All residents and employees of the school district shall adhere to the Procedures for Reconsideration of Textbooks and Instructional Materials.

Definitions

An objection is defined as ~~a verbal or~~ submission of the district's reconsideration of textbooks and instructional materials form written statement by a district resident or ~~employee of the school district~~ employee questioning the use of certain instructional materials.

~~Instructional materials are defined as print, non-print and person resources used in the education of a student in the classroom, the media center or the activities program.~~

The Reevaluation Committee

1. The ~~Committee for Reevaluation~~ committee of Resources shall ~~have be made up yearly of seven~~ nine members appointed annually by July 1.
 - a. One building principal or assistant principal appointed by the Northfield Principal's Association.
 - b. One elementary teacher appointed by the Northfield Education Association (NEA)
 - c. One secondary teacher appointed by the NEA.
One special education teacher appointed by the NEA
 - d. One professional media person appointed by the superintendent ~~media staff.~~
 - e. One student from the high school appointed by the District Youth ~~high school student~~ Council.
 - f. ~~One person appointed by the elementary parent or parent advisory committee PTO parent representative councils. This position shall be rotated between the three buildings.~~
 - g. ~~One person appointed by the secondary parent representative councils. This position shall be rotated between the middle school and the high school.~~
Three parents/caregivers: one elementary parent/caregiver; one secondary appointed by the district's curriculum advisory committee; and one special education parent appointed by the special education advisory committee.
 - g. The superintendent, the Director of Instructional Services, and one member from the Board of Education shall be appointed as ex officio members.
2. Members are appointed for a one-year term but may be reappointed.
3. When required, an organizational meeting of those ~~seven~~ nine members should:
 - a. Elect a chairperson.
 - b. Elect a recording secretary.

- c. May appoint up to three additional district residents and/or district staff members of the school district as ex officio members for one year.
 - d. Review procedures for conducting reevaluation meetings.
4. Should a ~~Re-evaluation C~~committee member be involved with an objection, a temporary replacement from that category shall be appointed by the chair. Once the committee has reached a decision the member shall return as a participating member of the committee.
 5. No instructional materials reevaluated by the committee will be eligible for further reevaluation within three years following the committee's decision. Copies of the committee or board's previous decisions will be available.
 6. Meetings of the ~~C~~committee ~~for Re-evaluation of Instructional Materials~~ follow state public meeting law. Meetings must be publicly announced and must be open. Persons having interest in the proceedings are allowed to attend as observers. Copies of these procedures and completed Request Form for Reevaluation of Instructional Materials will be available upon request.

Procedures

1. All objections, ~~verbal or written~~, should be directed to the ~~building principal~~ Director of Instructional Services. The ~~principal~~ Director of Instructional Services, along with an appropriate professional staff member, will meet with the objector within three (3) days of receiving the objection. They will explain the selection and reevaluation procedures and reasons why the instructional material is being used. They shall refrain from voicing personal opinion.
2. In the event that the objector is not satisfied with the initial explanation, ~~then the principal~~ Director of Instructional Services will invite the objector to fill out and return a [Request Form for Reevaluation of Instructional Materials](#).
3. Upon receipt of the completed form the ~~principal~~ Director of Instructional Services will forward copies to the chairperson of the committee ~~for Re-evaluation of Instructional Materials~~.
4. The chairperson of the committee ~~for Re-evaluation of Instructional Materials~~ shall:
 - a. Notify committee members of the objection and set up a meeting.
 - b. Distribute a copy of the completed form to all committee members.
 - c. Obtain published reviews of the material being objected to if possible.
 - d. Arrange for review of the questioned material by all committee members.
5. The committee will:
 - a. Complete the process within a period of time not to exceed six months.
 - b. Form opinions about the material based on its value as a whole.
 - c. Allow use of the material during the reevaluation process.
 - d. Discuss the material in the context of the education program.
 - e. Invite the objector, the professional media person or teacher and administrator involved to the reevaluation meeting to express their viewpoints.
 - f. Make a decision by a public vote. In case of a tie vote, the objections shall be denied.
 - g. Forward a completed report ~~of the Re-evaluation Committee~~ to the objector, the building principal, the superintendent and the professional media person or teacher involved.

- h. The objector may appeal the decision of the committee to the school board.

Procedures 652.1 Reconsideration of Textbooks & Instructional Materials
NORTHFIELD SCHOOL DISTRICT NO. 659
Northfield, Minnesota Procedure
Dated: 04.07.2008; Updated: INSERT DATE HERE

Policy 651 - Community-School Involvement in Setting Goals, Evaluating Progress and Planning Improvements in the Instructional Program: District Educational Program Advisory Council

- I. In compliance with M.S. 120.11, Subd. 3, the purpose of the District Educational Program Advisory Council is to provide for the combined planning of community and professional staff in curriculum planning and evaluation of the educational program, including state graduation standards.
- II. The Superintendent and the Director of Teaching and Learning are responsible for the organization and functioning of the District Educational Program Advisory Council.
- III. Functions of the District Educational Program Advisory Council include the following:
 - A. Annually recommend goals related to curriculum, student achievement, and student services.
 - B. Evaluate progress toward their annual recommendations.
 - C. Report their annual recommendations and progress toward them to the entire school community.
- IV. The membership of the District Educational Program Advisory Council includes the following:
 - A. Parents / Guardians.
 - B. Other community members.
 - C. Classroom teachers.
 - D. Administrators and/or staff.
 - E. School Board representation.
- V. The District Educational Program Advisory Council reports annually to the Superintendent, School Board, and general public.

Policy 651 Adopted: 9/27/04

Policy Revised:

School Board
INDEPENDENT SCHOOL DISTRICT 659
Northfield, Minnesota

Legal Reference:

Policy 616 - School District System Accountability

Sales Representative Contract

This Sales Representative Contract ("Contract") is made effective as of September 01, 2022, by and between Northfield School District, of 201 Orchard Street South, Northfield, Minnesota 55057, and LMR Media, of 8918 Canby Ct., Northfield, Minnesota 55057.

In this Contract, the party who is contracting to receive services shall be referred to as "Northfield School District", and the party who will be providing the services shall be referred to as "LMR Media".

LMR Media has a background in Marketing and is willing to provide services to Northfield School District based on this background.

Northfield School District desires to have services provided by LMR Media to market and sell Marketing opportunities in Southern Minnesota (the "Territory").

Northfield School District hereby appoints LMR Media as Northfield School District's sales representative within the Territory as described above, to solicit orders for the Northfield School District's Products upon the terms and subject to the conditions set forth herein.

Therefore, the parties agree as follows:

DESCRIPTION OF SERVICES. Beginning on November 01, 2022, LMR Media will provide the following services (collectively, the "Services"):

Help the Northfield School district identify and price advertising opportunities LMR can sell on behalf of the Northfield School District, create business to business agreements for Northfield School District, be an advocate for the Northfield School District Booster Clubs Sponsorship levels.

PERFORMANCE OF SERVICES. The manner in which the Services are to be performed and the specific hours to be worked by LMR Media shall be determined by LMR Media. Northfield School District will rely on LMR Media to work as many hours as may be reasonably necessary to fulfill LMR Media's obligations under this Contract.

COMMISSION PAYMENTS. Northfield School District will make commission payments to LMR Media based on 15% of Gross Sales that LMR Media sells or manages. For the purposes of this Contract, Gross Sales that LMR Media sells or manages means Total customer revenues, less shipping charges.

Payment Schedule. The commission payments shall be payable monthly, no later than the tenth day of the following month.

SUPPORT SERVICES. Northfield School District will not provide support services, including office space and secretarial services, for the benefit of LMR Media.

TERM/TERMINATION. This Contract may be terminated by either party upon 90 days written notice to the other party.

RELATIONSHIP OF PARTIES. It is understood by the parties that LMR Media is an independent contractor with respect to Northfield School District, and not an employee of Northfield School District. Northfield School District will not provide fringe benefits, including health insurance benefits, paid vacation, or any other employee benefit, for the benefit of LMR Media.

ARBITRATION. Any controversy or claim arising out of or relating to this Contract, or any breach thereof, including, without limitation, any claim that this Contract, or any part thereof, is invalid, illegal or otherwise voidable or void, shall be submitted exclusively to final and binding arbitration before, and in accordance with, the Commercial Rules of the American Arbitration Association, and judgment upon the award may be entered in any court having jurisdiction thereof; provided, however, that this clause shall not be construed to limit any rights which Northfield School District may have to apply to any court of competent jurisdiction for injunctive or other provisional relief. The arbitrator agrees to determine the arbitrability of any dispute. This arbitration provision shall be deemed self-executing, and in the event that either party fails to appear at any properly noticed arbitration proceeding, an award may be entered against such party notwithstanding said failure to appear. Such arbitration shall be conducted by the American Arbitration Association, at its offices and shall be governed by the rules of the American Arbitration Association then in force and effect. The parties agree that the arbitrator shall not have the power to award punitive damages against any party.

EMPLOYEES. LMR Media's employees, if any, who perform services for Northfield School District under this Contract shall also be bound by the provisions of this Contract.

NOTICES. All notices required or permitted under this Contract shall be in writing and shall be deemed delivered when delivered in person or deposited in the United States mail, postage prepaid, addressed as follows:

IF for Northfield School District:

Northfield School District
Lance Reisetter
Owner
201 Orchard Street South
Northfield, Minnesota 55057

IF for LMR Media:

LMR Media
Lance Reisetter
Owner
8918 Canby Ct.
Northfield, Minnesota 55057

Such address may be changed from time to time by either party by providing written notice to the other in the manner set forth above.

ENTIRE CONTRACT. This Contract contains the entire agreement of the parties and there are no other promises or conditions in any other agreement whether oral or written. This Contract supersedes any prior written or oral agreements between the parties.

AMENDMENT. This Contract may be modified or amended if the amendment is made in writing and is signed by both parties.

SEVERABILITY. If any provision of this Contract shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of this Contract is invalid or unenforceable, but that by limiting such provision it would become valid and enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.

WAIVER OF CONTRACTUAL RIGHT. The failure of either party to enforce any provision of this Contract shall not be construed as a waiver or limitation of that party's right to subsequently enforce and compel strict compliance with every provision of this Contract.

APPLICABLE LAW. This Contract shall be governed by the laws of the State of Minnesota.

SIGNATURES. This Contract shall be signed on behalf of Northfield School District by Dr. Matt Hillmann , Superintendent and on behalf of LMR Media by Lance Reisetter , Owner and effective as of the date first above written.

Company:
Northfield School District

By: _____
Dr. Matt Hillmann
Superintendent

Date: _____

Sales Representative:
LMR Media

By: _____
Lance Reisetter
Owner

Date: _____

							2022/23						
School and	September	September	September	September	October	November	December	January	February	March	April	May	End of Year
Grade Level	6th	9th	16th	23rd	3rd	1st	1st	3rd	1st	1st	5th	1st	6/9/23
NCEC													
Early Childhood	101	98	100	104	105	114	137						
Total	101	98	100	104	105	114	137	0	0	0	0	0	0
Portage													
Grade K-2035	3	4	3	3	3	3	3						
Grade 1-2034	2	2	2	2	1	1	2						
Grade 2-2033	1	1	1	1	1	1	1						
Grade 3-2032	4	4	4	4	4	4	4						
Grade 4-2031	3	3	3	3	3	3	3						
Grade 5-2030	2	2	2	2	1	1	0						
Grade 6-2029	1	1	1	1	1	1	1						
Grade 7-2028	7	5	6	6	6	6	5						
Grade 8-2027	4	7	7	7	7	7	8						
Grade 9-2026	4	6	6	6	7	8	13						
Grade 10-2025	2	1	1	2	2	3	4						
Grade 11-2024	6	7	9	9	9	9	11						
Grade 12-2023	10	15	15	17	19	17	15						
Total	49	58	60	63	64	64	70	0	0	0	0	0	0
Greenvale Park													
Grade K-2035	100	99	99	99	100	101	100						
Grade 1-2034	82	82	82	82	82	82	83						
Grade 2-2033	77	77	77	77	77	77	78						
Grade 3-2032	84	83	83	83	83	83	83						
Grade 4-2031	77	77	77	76	76	75	74						
Grade 5-2030	78	78	78	77	77	77	77						
Total	498	496	496	494	495	495	495	0	0	0	0	0	0
Spring Creek													
Grade K-2035	71	69	69	69	69	70	70						
Grade 1-2034	74	71	71	71	71	69	70						
Grade 2-2033	62	62	62	62	62	63	65						
Grade 3-2032	83	83	83	83	83	82	82						
Grade 4-2031	91	92	92	92	92	92	92						
Grade 5-2030	84	83	83	83	83	83	85						
Total	465	460	460	460	460	459	464	0	0	0	0	0	0
Bridgewater													
Grade K-2035	64	65	66	66	66	67	67						
Grade 1-2034	88	88	88	88	88	88	88						
Grade 2-2033	91	91	91	91	91	89	89						
Grade 3-2032	95	94	94	94	94	94	93						
Grade 4-2031	97	95	95	95	95	95	94						
Grade 5-2030	95	94	94	94	94	94	94						
Total	530	527	528	528	528	527	525	0	0	0	0	0	0
Middle School													
Grade 6-2029	276	277	277	277	277	277	277						
Grade 7-2028	308	306	306	305	305	307	303						
Grade 8-2027	308	304	304	306	306	306	308						
Total	892	887	887	888	888	890	888	0	0	0	0	0	0
High School													
Grade 9-2026	318	315	315	315	313	314	310						
Grade 10-2025	344	342	341	341	342	336	334						
Grade 11-2024	333	326	321	320	320	317	316						
Grade 12-2023	275	272	271	271	270	271	270						
Total	1270	1255	1248	1247	1245	1238	1230	0	0	0	0	0	0
ALC													
Grade 9-2026	1	1	2	2	1	4	5						
Grade 10-2025	7	8	9	16	8	20	21						
Grade 11-2024	17	24	27	38	24	41	42						
Grade 12-2023	38	48	48	73	48	85	83						
Total	63	81	86	129	81	150	151	0	0	0	0	0	0
Grand Total	3868	3862	3865	3913	3866	3937	3960	0	0	0	0	0	0
Full Time only (exclusing EC and Part-time/Independent Study ALC)	3765	3757	3755	3752	3754	3747	3742						
Budget Projection (exclusing EC and Part-time/Independent Study ALC)	3727	3727	3727	3727	3727	3727	3727	3727	3727	3727	3727	3727	3727
Difference (negative numbers in parentheses)	38	30	28	25	27	20	15	-3727	-3727	-3727	-3727	-3727	-3727

Greenvale Park

Grade	Teacher		
K	Flick	21	
K	Grundman	19	
K	Kortbein	20	
K	Schroyer	19	
K	Ziemann	21	
1	Borgerding	19	
1	Nivala	20	
1	Russell	24	C
1	Zach	20	
2	Amundson	21	C
2	Bulfer	19	
2	Ellerbusch	20	
2	Feldmann	18	
3	Alvarez, C.	20	C
3	Dimick	21	
3	Peterson	22	
3	Timerson	20	
4	Collins	19	
4	Garcia	20	C
4	Hetzel	17	
4	McLaughlin	18	
5	Carlson	18	
5	Kelly	18	
5	Sickler	17	
5	Tacheny	24	C
TOTAL		495	

Spring Creek

Grade	Teacher		
K	Berkvam	18	
K	Heil, G	19	
K	Matson	17	
K	Rud	16	
1	Born	21	C
1	Craft	16	
1	Downs	17	
1	Swenson	16	
2	Benhart	16	C
2	Soderlund	24	
2	Spitzack	25	
3	Guggisberg	21	
3	Healy	21	
3	Jandro	20	
3	Sasse	20	C
4	Fox	23	
4	Hehr	23	
4	McManus	23	C
4	Schrank	23	
5	Baragary	23	
5	Malecha	23	
5	Ostermann	15	C
5	Stulken	24	
TOTAL		464	

Bridgewater

Grade	Teacher		
K	Cade	17	
K	Danielso	17	
K	Rodgers	16	
K	Tran	17	
1	Charlton	22	
1	Haley	22	
1	Hall	21	
1	Lanza	23	C
2	LaVoy	22	
2	Lofquist	22	
2	Schwaab	22	
2	Swenson	23	C
3	Hruby	19	
3	Larson	18	C
3	Schuster	19	
3	Sickler	19	
3	Truman	18	
4	Broughto	21	C
4	Peterson	26	
4	Robertso	24	
4	Ryan	23	
5	Blatti	24	
5	DeVries	23	C
5	Duchene/	23	
5	Holden	24	
TOTAL		525	

Middle School

Grade	Total
Grade 6-2029	277
Grade 7-2028	303
Grade 8-2027	308
TOTAL	888

High School Total

Grade 9-2026	310
Grade 10-2025	334
Grade 11-2024	316
Grade 12-2023	270
TOTAL	1230

ALC

	F/T	**P/T	**I/S	Total
Grade 9-2026	2	0	3	5
Grade 10-2025	8	0	13	21
Grade 11-2024	22	1	19	42
Grade 12-2023	38	1	44	83
TOTAL	70	2	79	151

	<u>Regular</u>	<u>Portage</u>	<u>Total</u>
Early Childhood**	137		137
Kindergarten-2035	237	3	240
Grade 1-2034	241	2	243
Grade 2-2033	232	1	233
Grade 3-2032	258	4	262
Grade 4-2031	260	3	263
Grade 5-2030	256	0	256
Total K-5	1621	13	1634
Total Middle School	888	14	902
Total High School	1230	43	1273
<u>GRAND TOTAL</u>	3739	70	3809
ALC 9-12			151
<u>GRAND TOTAL w/ALC and Portage</u>			3960
**Full Time only			3742

Early Childhood**

Dorey	10
Gross	12
Holden	9
Hubbard	7
Kremin	17
Kruse	1
Ludwig	19
O'Connor	11
Roth	9
Schnorr	7
Townzen	17
Waters	15
Webster	3
TOTAL	137

Portage

Grade	Teacher	
Grade K-20	Rubin	3
Grade 1-20	Rubin	2
Grade 2-20	Rubin	1
Grade 3-20	Haar	4
Grade 4-20	Haar	3
Grade 5-20	Haar	0
Grade 6-20	Holz	1
Grade 7-20	Holz	5
Grade 8-20	Holz	8
Grade 9-20	Holz	13
Grade 10-20	Schultz	4
Grade 11-20	Schultz	11
Grade 12-20	Schultz	15
TOTAL		70