

INDEPENDENT SCHOOL DISTRICT NO. 659
REGULAR SCHOOL BOARD MEETING

Monday, November 13, 2023 ~ 6:00 p.m. ~ Regular Board Meeting
Northfield District Office Boardroom

[Zoom Link](#)

AGENDA

1. Call to Order
2. Agenda Approval/Table File
3. Public Comment
4. Announcements and Recognitions
5. Items for Discussion and Reports
 - a. Summary of Public Hearing Regarding the 2023-2024 World's Best Workforce Plan
 - b. Early Learning and Adult Basic Education Program Updates
6. Consent Agenda
 - a. Minutes
 - b. Gift Agreements
 - c. Financial Reports
 - d. Grant Applications
 - e. Northfield Swim Club Agreement
 - f. Personnel Items
7. Items for Individual Action
 - a. Request to Hire Additional English Learner Instructional Support at Northfield Middle School
 - b. Grant Writing Contract With Healthy Community Initiative (HCI)
8. Items for Information
 - a. Enrollment Options and History Report
 - b. Enrollment Report
 - c. American Education Week
 - d. Board Work Sessions
9. Future Meetings
 - a. Thursday, November 16, 2023, 5:30 p.m., Work Session, NHS Media Center
 - b. Monday, November 27, 2023, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
 - c. Monday, December 4, 2023, 5:30 p.m., Work Session, NHS Media Center
 - d. Monday, December 11, 2023, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
10. Adjournment

NORTHFIELD PUBLIC SCHOOLS
MEMORANDUM

Monday, November 13, 2023 ~ 6:00 p.m. ~ Regular Board Meeting
Northfield District Office Boardroom
[Zoom Link](#)

TO: Members of the Board of Education
FROM: Matthew Hillmann, Ed.D., Superintendent
RE: Explanation of Agenda Items for Monday, November 13, 2023, 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. Summary of Public Hearing Regarding the 2023-2024 World's Best Workforce Plan. Director of Instructional Services Hope Langston will summarize the 2023-2024 World's Best Workforce Plan and any community feedback received at the public hearing that will precede the Regular School Board meeting.
 - b. Early Learning and Adult Basic Education Program Updates. Director of Community Education Erin Bailey will provide an update on the early learning and adult basic education programs and services offered at the Northfield Community Education Center.
6. Consent Agenda
Recommendation: Motion to approve the following items listed under the Consent Agenda.
 - a. Minutes. Minutes of the Regular School Board meeting held on October 23, 2023.
 - b. Gift Agreements. Gift agreements to be approved are attached.
 - c. Financial Reports.
Financial Report - July 2023. Director of Finance Mertesdorf requests the board approve paid bills totaling \$3,585,989.73, payroll checks totaling \$3,013,734.53, bond payments totaling \$887,754.38, a wire transfer totaling \$200,000.00 from Frandsen General to Frandsen Sweep, a wire transfer totaling \$1,222,718.33 from Frandsen Sweep to Frandsen General, and the financial reports for July 2023. At the end of July 2023 total cash and investments amounted to \$21,521,504.59.
Financial Report - August 2023. Director of Finance Mertesdorf requests the board approve paid bills totaling \$2,248,654.98, payroll checks totaling \$3,194,650.08, a wire transfer totaling \$100,000.00 from Frandsen General to Frandsen Sweep, a wire transfer totaling \$100,554.03 from Frandsen Sweep to Frandsen General, and the financial reports for August 2023. At the end of August 2023 total cash and investments amounted to \$22,863,805.80.
 - d. Grant Applications.
Middle School Principal Greg Gelineau, Instructional Coach Carrie Duba, and Director of Instructional Services Hope Langston are requesting school board approval for \$250,000 from the Minnesota Department of Education for a Nonexclusionary Discipline (NED) Grant from fiscal year 2024 to fiscal year 2025. The purpose of this grant is to hire a licensed staff member who would serve as a Restorative Practice Coach in an effort to reduce the number of students with culturally or linguistically diverse backgrounds who are currently overrepresented in teacher behavior referral data, SEL concerns, and in the D/F data.

High School Principal Shane Baier, Instructional Coach Carrie Duba, and Director of Instructional Services Hope Langston are requesting school board approval for \$75,000 from the Minnesota Department of Education for a AP/IB STEM Grant - State Funds FY24 through FY26 - Round 2. The purpose of this grant is to extend the staffing of our Success Center and TORCH suite in order to expand and enhance particularly

those assets that are currently uniquely positioned to provide the targeted support for our historically underrepresented, average-performing yet high potential students; to increase our AP course participation by preparing and supporting identified 9th graders; create pre-school-year/late summer preparatory activities with these students; and increase counseling contacts for key demographics. The AB/IB grant funding will facilitate our vision to expand our capacity to support underrepresented students in advanced coursework and help us explore the addition of an AP computer science course.

- e. Northfield Swim Club Agreement. The school board is asked to approve the enclosed agreement with the Northfield Swim Club. This agreement is for the time period Nov. 27, 2023 - Nov. 26, 2024. Updates to the agreement include who will be issued keys and an increase in custodial fees related to use of the premises outside the normal hours of building operation.
- f. Personnel Items
 - i. Appointments
 1. Laura Albers, Building Supervisor with Community Ed Recreation, beginning 11/5/2023-5/31/2024. \$18.39/hr.
 2. Duane Bogne, Recreation Instructor Assistant or Swim Assistant, effective 11/19/2023 through 5/31/2024. Step 4-\$14.75/hour.
 3. Dan Dupay, Head Wrestling Coach for 2 hours/day at the Middle School, beginning 11/20/2023. Stipend \$3,047 + step 10
 4. Ruthann Hernandez, CNA I for 3.25 hours/day at Spring Creek, beginning 11/7/2023. \$20.84/hr.
 5. Kristin Johnson, Full-Time Substitute Teacher with the District, beginning 10/30/2023. \$30.29/hr.
 6. Jennifer Jones, Community School Teacher for up to 6 hours/week at Greenvale Park, beginning 11/1/2023-5/18/2024. \$40.00/hr.
 7. Sara Lahti, Building Supervisor with Community Ed Recreation, beginning 11/5/2023-5/31/2024. \$18.39/hr.
 8. Randy Zick, Softball/Basketball Official with Community Ed Recreation, beginning 11/5/2023-5/31/2024. \$30/game.
 - ii. Increase/Decrease/Change in Assignment
 1. Laura Albers, Building Supervisor with Community Ed Recreation, add Instructor Lead with Community Ed Recreation, effective 11/18/2023-5/31/2024. Step 6-\$16.25/hr.
 2. Natalie Amy, School Counselor at the Middle School, add Fitness Center Coach for 2 hours/day at the Middle School, effective 11/13/2023. % of stipend. \$2437.20
 3. Carley Amys-Roe, Gen Ed EA at Bridgewater, add Community School Club Leader for up to 10 hours/week at Bridgewater, effective 10/30/2023-5/17/2024. \$24.30/hr.
 4. Michelle Anderson, Spec Ed EA for 6.75 hours/day at Greenvale Park, change to Spec Ed EA for 6.50 hours/day at Greenvale Park, effective 10/31/2023.
 5. Sheila Atkinson, Special Ed EA PCA for 6.75 hours/day at Bridgewater, change to Special Ed EA PCA for 6.50 hours/day, and add Special Ed EA Bus for .25 hours/day at Bridgewater, effective 10/9/2023.
 6. Sheila Atkinson, Special Ed EA PCA for 6.75 hours/day at Bridgewater, add .50 Gen Ed Supervisory EA for a total of 7.25 hours/day with Special Ed hours at Bridgewater, effective 9/5/2023.
 7. Nives Bakic, EA at the Middle School, add MSYC Site Assistant for up to 2 hours/day Mon.-Thurs. at the Middle School, effective 9/28/2023-5/16/2024. Step 4-\$16.35/hr.
 8. Sybil Betsinger, School Social Worker at the NCEC, change to School Social Worker for .3 at the NCEC, .35 American Indian Liaison, and .35 Social Worker at the High School, effective 11/13/2023-6/6/2024.
 9. Brooke Bulfer, Class III Office Specialist at GVP, change to Class IV HR Generalist at the District Office, effective 11/27/2023. Class IV, Step 5 - \$24.21/hour.
 10. Robert Coleman, Gen Ed EA for 2.25 hours/day at Spring Creek, add Gen Ed EA Supervisory for 2 hours/day at Spring Creek, effective 10/30/2023-6/6/2024.
 11. Thomas Dickerson, Special Ed Teacher at the High School, add Assistant Wrestling Coach for 2 hours/day at the Middle School, effective 11/20/2023. Stipend \$2,539 + step 10
 12. Carrie Duba, Instructional Coach with the District, add HS ACT Accommodations Coordination at the High School, effective 9/5/2023-6/30/2024. \$35/hr.
 13. Amy Hales, Special Ed EA for 3.50 hours/day at the Middle School, change to Special Ed EA for 4.50 hours/day at the Middle School, effective 11/7/2023-11/21/2023.
 14. Brittney Hubbard, .75 Assistant Girls Hockey Coach at the High School, change to 1.0 Assistant Girls Hockey Coach at the High School, effective 11/6/2023.
 15. Mark Johnson, Summer Seasonal Grounds/Custodial Technician with the District, extend end-date to 11/2/2023.
 16. Kristi Kortuem, Math Teacher at the High School, add Master's Swim Club Coach with Community Ed Recreation, effective 10/25/2023-5/31/2024. \$90/hr.
 17. Karen Lane, 1.0 FTE Long Term Substitute Grade 6 Teacher at the Middle School, extend end date to 12/6/2023.

18. Jennifer Link, Special Ed ASD Teacher at the Middle School, add Home-bound Teacher for up to 8 hours/week at the Middle/High School, effective 11/13/2023-6/6/2024. Lane/step
 19. Diane Nagy, Title I Teacher at Spring Creek, change to Special Ed Teacher at Bridgewater, effective 8/24/2023.
 20. Kimberly Norton, Special Ed EA at Bridgewater, change to Special Ed EA for 4.25 hours/day at the NCEC and 2.75 hours/day at Bridgewater, effective 10/30/2023.
 21. Kevin O'Brien, Building Supervisor, add Master's Swim Club Coach with Community Ed Recreation, effective 10/25/2023-5/31/2024. \$90/hr.
 22. Deborah Russell, Companeros Teacher at Spring Creek, add Community School Teacher for up to 10 hours/week at Spring Creek, effective 10/16/2023-5/17/2024. \$40/hr.
 23. Melissa Spitzack, Grade 2 Teacher at Spring Creek, add Raider Fitness Instructor with Community Ed Recreation, effective 10/30/2023-6/21/2024. \$50/participant.
 24. Deonta Thomas, Instructor Lead with Community Ed Recreation, add Softball/Basketball Official with Community Services Recreation, effective 11/5/2023-5/31/2024. \$30.00/game.
 25. Katrina Warner, Special Ed EA for 5.75 hours/day and Gen Ed EA for 1.50 hours/day at Bridgewater, change to Special Ed EA for 6.0 hours/day and Gen Ed EA for 1.25 hours/day at Bridgewater, effective 10/27/2023.
- iii. Leave of Absence
1. Michelle Bauer, Instructional Coach at the District Office, FMLA leave beginning on 11/1/2023 and continues on an intermittent basis for up to 60 work days.
 2. Dorothy Cohan, Administrative Assistant with Building & Grounds, FMLA leave beginning 11/2/2023 and continue for up to 12 work weeks.
 3. Mark Langevin, Grade 6 Teacher at the Middle School, FMLA leave beginning on 11/10/2023 - 11/21/2023.
 4. Kelli Otting, Special Ed Teacher at Spring Creek, FMLA leave beginning on 12/12/2023 and continues for 4-6 weeks.
 5. Ryan Pietsch, Phy Ed Teacher at Spring Creek, FMLA leave beginning on 11/7/2023 and continues for up to 60 work days.
 6. Donna Torgeson, Special Ed EA at the High School, FMLA leave beginning on 10/23/2023 and continuing for up to 60 work days.
 7. Alicia Veltri, Special Ed Teacher at Greenvale Park, FMLA leave beginning on or about 1/2/2024 and continues for 12 work weeks.
- iv. Retirements/Resignations/Terminations
1. Ruthann Hernandez, Child Nutrition at Spring Creek, resignation effective 11/8/2023.
 2. Emily Torres, EA-Media Center at the Middle School, resignation effective 11/7/2023.

*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. Request to Hire Additional English Learner Instructional Support at Northfield Middle School. Director of Instructional Services Hope Langston presented a proposal to hire additional English Learner (EL) instructional support at the October 23 board meeting. Two service options were considered for middle school EL services. After reviewing the skill level of incoming students, the district recommends the second option which includes hiring a 0.20 FTE EL teacher to support Recently Arrived English Learner (RAEL) students at the School of St. Dominic and a seven-hour-per-day educational assistant to support the middle school EL program.

Superintendent's Recommendation: Motion to approve hiring a seven (7) hour per day English Learner (EL) Educational Assistant for the remainder of the 2023-24 school year for Northfield Middle School and a .20 EL teacher to serve the RAEL students at the School of St. Dominic for the remained of the 2023-24 school year to eliminate transportation costs and maintain our student-teacher ratio at the middle school at an estimated total cost of \$76,701.

- b. Grant Writing Contract With Healthy Community Initiative (HCI). The board is asked to approve the contract with HCI for the equivalent of 0.50 FTE grant writing services, beginning on November 13, 2023, and ending on June 30, 2025. The Independent Contractor agrees to perform the services as requested by NPS, including the following: Grant seeking, writing, and reporting (as agreed upon in the job description) that supports Northfield Public Schools birth-grade 12 student programming. This includes applicable state and federal grant opportunities for which NPS is eligible. This contract is for 1730 hours for 20-months dedicated to working with school district staff with total maximum contract fees up to \$75,000 through June 30, 2025.

Superintendent's Recommendation: Motion to approve the contract with HCI for the equivalent of 0.50 FTE grant writing services as presented.

8. Items for Information

- a. Enrollment Options and History Report. Student Information Systems Specialist Christine Neset and Director Mertesdorf have provided the 2023-24 Enrollment Options and History Report. Director Mertesdorf will review this report with the board.
- b. Enrollment Report. Director Mertesdorf will review the November 2023 enrollment report.
- c. American Education Week. American Education Week—November 13-17, 2023—will present all Americans with a wonderful opportunity to celebrate public education and honor individuals who are making a difference in ensuring that every child receives a quality education. Northfield Public Schools recognizes and appreciates the team of people who work each day to prepare every student for lifelong success by developing critical thinkers who are curious and ready to engage in our society during this weeklong celebration of public education.
- d. Board Work Sessions. Board work sessions are scheduled 5:30 p.m. - 7:30 p.m. in the Northfield High School Media Center on Thursday, Nov. 16, Monday, Dec. 4, and Tuesday, Feb. 20.

9. Future Meetings

- a. Thursday, November 16, 2023, 5:30 p.m., Work Session, NHS Media Center
- b. Monday, November 27, 2023, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
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10. Adjournment

Northfield Schools - World's Best Workforce Report (WBWF)
 Narrative Presentation to the School Board
 November 13, 2023

Slide	Notes
1	I am pleased to present the 2023 World's Best Workforce Report tonight. I want to thank the members of Northfield Forward who met in October and provided feedback on this report.
2	All of our work is grounded in advancing the district vision and mission. Our district benchmarks align with WBWF and Northfield Promise benchmarks.
3	As we look ahead to the metrics in this report, please consider the context of these 2023 results. The theme for last year was <i>Reset</i> , which included our instruction, adult and student expectation, district processes and PLC work. This year, we look to elevate our results.
4	Goal One: All children are ready for school.
5	Our goal for this fall: 70% of incoming kindergarten students will meet the grade level benchmark on the Fall 2023 Star Early Literacy Test. Fall 2023 Result: 64% of kindergarten students met the grade level benchmark.
6	All K-8 students completed the fall Star test. 217 kindergarten students completed the Star assessment at the end of September. The results indicate that 64% of our kindergarten students met the grade level benchmark this year, the same as our prior year cohort. We continue to see the gap that exists between student groups at the start of formal schooling, but all demographic groups showed generally stable results in the Fall of 2023. Acronym Definition: NFRP - Non Free and Reduced Lunch students, FRP - students qualifying for the federal free and reduced lunch program, SOC - Students of Color.

7	<p>Our action steps for the 23-24 school year include continuing what works.</p> <p>This includes our benchmark assessments in the winter and spring to measure student progress, additional LETRS training for NCEC staff (applied for LETRS training grant with focus on Early Childhood), expanding the community school model to all three elementary schools, using our Preschool Navigators to help support and connect our families to area preschools and other services, and maintaining our data sharing agreements with area preschools so that we can better understand our incoming kindergarten student preschool experience.</p> <p>We use the Heggerty curriculum in all PreK, kindergarten, first grade classrooms. This curriculum is designed to provide daily instruction in 8 phonological and phonemic awareness skills. Heggerty is an explicit and systematic approach in which students are practicing blending, segmenting, isolating and manipulating words, syllables, onset-rime and/or phonemes each day. The dyslexia specialists at MDE refer to Heggerty as universal inoculation against future reading difficulties. For 12 minutes of instruction each day, this program has a powerful impact.</p> <p>We are also benefiting from the support of MN Reading Corps services at the NCEC. This year, one tutor is providing whole class support to our youngest learners as they become secure in their early literacy skills.</p> <p>And finally, the district continues to use Talking Points, a two way text messaging platform that can translate incoming and outgoing messages into more than 100 languages. Since the start of the school year, our families have sent over 7,500 messages to school staff in 8 different languages.</p> <p>Acronym Definition: LETRS - Language Essentials for Teachers of Reading and Spelling</p>
8	<p>Our WBWF kindergarten readiness goal for the 23-24 school year: 70% of incoming kindergarten students will meet the grade level benchmark on the Fall 2024 MDE Screener.</p>
9	<p>Goal Two: All third graders can read at grade level.</p>

10	<p>The goal for the 22-23 school year: 65% of third graders will meet or exceed grade level standards on the 2023 MCA.</p> <p>2023 Result: 68% of Grade 3 students met grade level proficiency on the 2023 MCA Reading Test.</p> <p>Acronym definition: MCA - Minnesota Comprehensive Assessment</p>
11	<p>Our results show continued overall performance well above the state average, with an 11% increase in overall proficiency and gains in all student groups.</p>
12	<p>It is important to take a look at the state context for our proficiency rate of 68%. 94% of the 316 public operating elementary Independent Districts testing 10 or more students had proficiency rates lower than Northfield. The highest third grade proficiency rate for 01 districts was Caledonia, at 80.6%. Only 9 districts had proficiency rates greater than 70%.</p>
13	<p>The WBWF third grade reading goal for the 23-24 school year: 70% of third graders will meet or exceed grade level standards on the 2023 MCA.</p>
14	<p>Moving forward, our action steps include the following:</p> <p>Continued LETRS training for our staff in compliance with READ Act requirements, using interventions like SIPPS to accelerate the growth of students who are struggling to read at grade level and participating in programs like MN Reading Corps, which provides in-person tutoring opportunities to our K-3 students.</p> <p>Implementation of Bridge2Read and 95% Core Phonics - structured literacy programs which offer explicit and sequential instruction in phonics, encoding, morphology and comprehension.</p> <p>District focus on high impact core instructional practices in literacy utilizing the recommendations of the summer work team and as part of the PLC process.</p> <p>District MTSS process to systematically review and prioritize student needs and the allocation of reading resources at the building level.</p> <p>Acronym Definition: CCC - Center for Collaborative Classroom, SIPPS - Systematic Instruction in Phonological Awareness, Phonics, and Sight Words</p>

15	Goal Three: All racial and economic achievement gaps between students are closed.
16	<p>Achievement gap goal for 22-23: The attendance rates of FRP and Students of Color groups will meet or exceed the rate of NFRP and White peers in 22-23.</p> <p>22-23 Result: Consistent attendance rates for FRP (71%) and Students of Color (75%) were below the rate of NFRP (85%) and White student demographic groups (81%). We recognize the win that each of these student group consistent attendance rates have increased [11% (FRP) and 13% (SOC)] over last year. This is a testament to our schools and families working together to get kids in school each day.</p>
17	<p>Minnesota's North Star goal is a consistent attendance rate of 95% with no demographic group below 90%.</p> <p>If a student attends more than 90 percent of the time they are enrolled, they are considered consistently attending.</p> <p>Attendance data from MDE is similar to graduation data in that there is a one year delay in reporting. We continue to use current local attendance data for this goal.</p> <p>As you can see from our local data, the percentage of FRP and students of color missing more than 10% of school days in the 2022-2023 school year was higher than their peers.</p>
18	The WBWF achievement gap goal for the 23-24 school year: The attendance rates of FRP and Students of Color groups will meet or exceed the rate of NFRP and White peers in 23-24.
19	<p>We continue to lean into the work needed to improve the attendance rates of our FRP and Hispanic students. We are fortunate to have the support of the Healthy Community Initiative and their funding of two Family Engagement Navigators. Cindy and Heidi connect with families and help them overcome barriers that make consistent school attendance difficult. Additionally, we have two Cultural Liaisons - Sebastian Burset and Sybil Betsinger, who support the Hispanic and Native American populations in our schools.</p> <p>Under the guidance of Carrie Duba and with support of an MDE grant and cohort, district and building MTSS teams are focused in their efforts to identify and support families. This streamlined systems approach allows us to better utilize our resources to help support students and families.</p>

	<p>Other action steps include the reset of attendance follow-up at the high school and the implementation of our K-12 social emotional screener to identify individual student needs.</p> <p>Acronym Definition: SSIS SEL Survey=Social Skills Improvement System Social Emotional Learning Survey.</p>
20	Goal Four: All students are ready for career and college.
21/22	<p>Our WBWF plan includes two metrics for our career and college readiness goal: 8th grade MCA performance and ACT college readiness.</p> <p>2022-2023 College Readiness Goals:</p> <ul style="list-style-type: none"> • Increase percentage of proficient 8th graders to 65% on the 2023 MCA Reading and Math tests • Increase the percentage of students meeting the ACT college ready benchmarks in all 4 subtests to 40% for the Class of 2023 <p>2022-2023 College Readiness Goal Results:</p> <ul style="list-style-type: none"> • 8th Grade 2023 MCA Reading Proficiency: 56% • 8th Grade 2023 MCA Math Proficiency: 56% • Percentage of the Class of 2023 who met the ACT CRB in all 4 subtests: 39%
23/24	<p>We saw an increase in 8th grade MCA reading and math scores, with all demographic groups demonstrating increasing or stable proficiency rates. At 56%, we remain well above the state average in overall proficiency in both reading and math.</p>
25	<p>Within the state context, our 8th grade proficiency rates are higher than 86% of 01 districts in reading, 85% of districts in math and 94% in science.</p>
26	<p>As a district, our average ACT composite score improved, with Northfield High School's average score increasing by .7 for the class of 2023, while the state and national average scores continued to decline.</p>
27	<p>We did not reach our district goal of 40% of students reaching the college ready benchmark in all four subtests, but we were so close! We remain above the state and national averages for this metric.</p>

28	<p>The 2023-2024 WBWF Career and College Readiness goals are:</p> <ol style="list-style-type: none"> 1. Increase percentage of proficient 8th graders to 60% on the 2024 MCA Reading and Math tests 2. Increase the percentage of students meeting the ACT college ready benchmarks in all 4 subtests to 45% for the Classes of 2024.
29	<p>Our action steps for career and college readiness include the following:</p> <p>The middle school AVID (Advancement Via Individual Determination) program features a rigorous academic elective course with a sequential curriculum focused on writing, inquiry, and collaboration as methodologies to accelerate student progress. The AVID model is grounded in research indicating that all students can learn challenging material if the right types of support are provided.</p> <p>A continued focus on PLC teams and process to positively impact student achievement. The ongoing practice of administrative PLC visibility as recommended by the PLC work team continues this year. To date, there have been over 200 administrative PLC team visits across the district.</p> <p>Use of CCR and flex times at the high school to better target student needs.</p> <p>Promote use of the Naviance ACT test prep module at the high school.</p> <p>District and building MTSS teams to support students and families.</p> <p>Acronym Definition: CCR=Career and College Readiness</p>
30	<p>Goal Five: All students graduate from high school.</p>
31-34	<p>Our 22-23 graduation goal was a 95% 4-year district graduation rate for the class of 2022.</p> <p>Class of 2022 Results: The 2022 4-year graduation rate for Northfield Public Schools was 90% and 96% for Northfield High School</p>
35	<p>The 2023-2024 WBWF graduation goal:</p> <p>The Northfield School District will achieve a 4 year graduation rate of at least 95% for the Class of 2023.</p>

36	<p>Action steps related to the graduation goal include the following:</p> <ul style="list-style-type: none"> • Reestablishment of clarity around attendance expectations for students and families • Continuation of the successful peer helper program at NHS • District and building MTSS teams • PLC focus on high impact teaching strategies • Family engagement process • Credit recovery and robust student support
37	<p>Summary table of WBWF goals and results. This is our current reality and starting point for moving forward in the 23-24 school year.</p>
38	<p>Our 2023-2024 WBWF Goals</p>
39	<p>Our district is required to report progress on our 2022-2025 Achievement and Integration Program (A&I) Plan. The purpose of this program is to pursue racial and economic integration, increase student achievement, create equitable educational opportunities, and reduce academic disparities based on students' diverse racial, ethnic, and economic backgrounds in Minnesota public schools.</p> <p>Northfield qualifies because we physically adjoin a racially isolated district.</p> <p>We set three goals in our A&I plan:</p> <p>Goal 1: The percentage of 9th through 12th grade FRP students who are credit deficient and not on track for graduation within 4 years will decline from 27% in 2022 to 13% or less in 2025. (Baseline FY 2022 Data: 27% of FRP and 13% of NFRP students are credit deficient). 2023 Results: 26% of FRP and 8% of NFRP 9-12th grade students were credit deficient.</p> <p>Goal 2: The percentage of FRP students who are proficient on the 3rd grade Reading MCA will increase from a baseline of 28% in the spring of 2021 to 40% in 2025, an increase of 3% per year from 2022 to 2025. 2023 Results: 51% of FRP students were proficient on the 3rd grade Reading MCA.</p> <p>Goal 3: Reduce the percentage of FRP students receiving one or more Q2 Fs at Northfield Middle School from 31% in Q2 of FY 2022 to 9%, the FY 2022 NFRP student percentage, by Q2 FY 2025. 2023 Results: Q2 FY 2023: 30% of FRP students at NMS received at least one F.</p> <p>Goal 4: Increase student awareness and understanding of district data with student peers from the Cannon River Collaborative (CRC) so that 100% of annual data summit attendees report learning something new about the CRC districts and at least 90% of students agree that they generated potential</p>

	<p>solutions to reduce the achievement gaps between student demographic groups. 2023 Results: At the spring 2023 data summit, 91% of attendees reported learning something new and 94% reported potential solutions.</p> <p>We will hold a December 2023 Student Data Summit to carry on this important work.</p>
40	Questions

World's Best Workforce

Northfield Public Schools

SCHOOL BOARD PRESENTATION
November 13, 2023

District Mission

Our Vision

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

Our Strategic Plan

Reaching Out, Reaching Up:
THE 2027 STRATEGIC PLAN



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

STRATEGIC COMMITMENTS

**People**
We prioritize the engagement, satisfaction, and support of every student, staff member, and family.

**Learner Outcomes**
We prepare every student to be academically and socially ready to choose their preferred pathway after high school graduation.

**Equity**
We ensure that every child has a fair opportunity to reach their full potential.

**Communication**
We communicate effectively and transparently with all stakeholders.

**Stewardship**
We responsibly manage our personnel, finances, property, time and environmental impact.

**Partnerships**
We seek community partnerships that accelerate student achievement of district benchmarks.

BENCHMARKS

1 All children are ready for kindergarten.	2 All 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 .	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 eighth 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 undersigned fund balance to ensure financial stability .	11 Community education provides relevant and accessible learning opportunities for all residents.	<small>Note: The 100% benchmark for reading and mathematics is derived by Northfield Public Schools from a survey of 20 community organizations committed to raising achievement goals above those made in 2020.</small>

Elevate



PEOPLE



COMMUNICATION



LEARNER
OUTCOMES



STEWARDSHIP



EQUITY



PARTNERSHIPS



All children are ready for school.

GOAL ONE

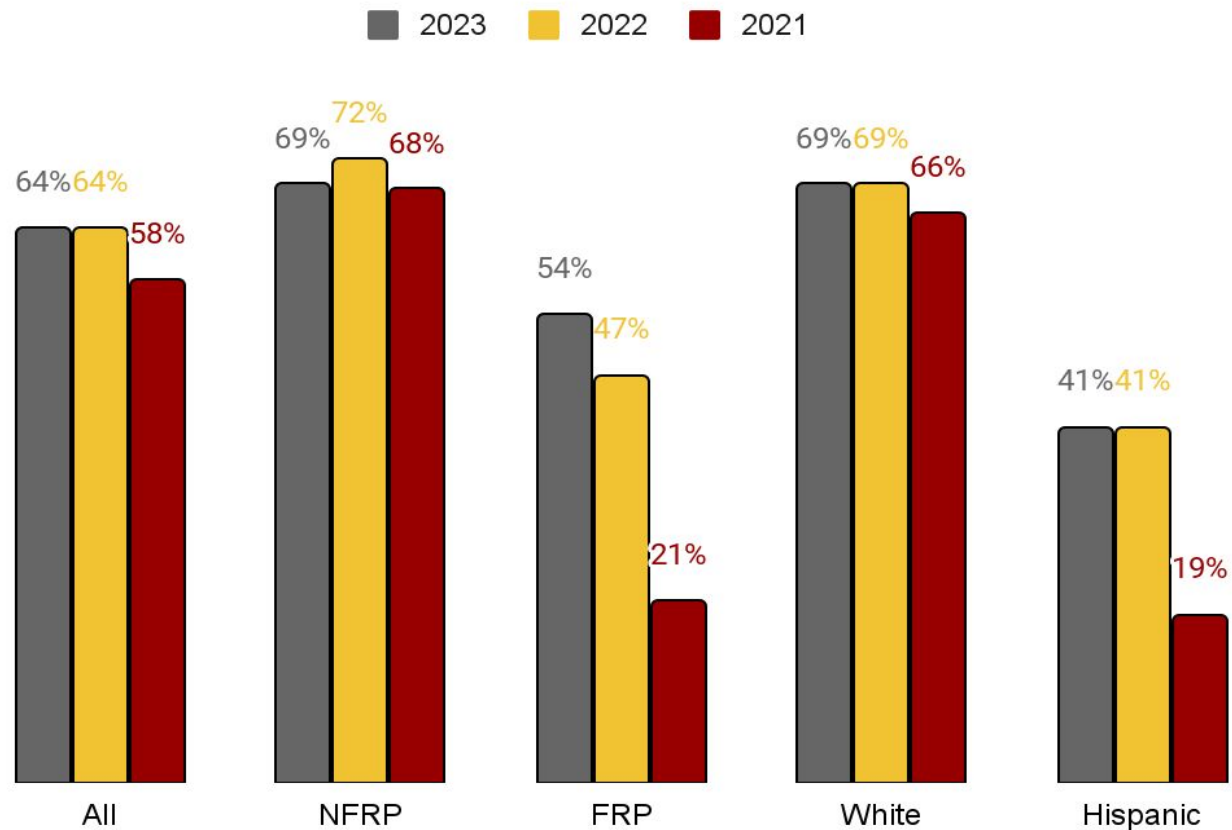
2022 – 2023 K Readiness Goals and Results

70% of incoming kindergarten students will meet the grade level benchmark on the Fall 2023 Star Early Literacy Test.

64% of kindergarten students met the grade level benchmark on the Fall 2023 Star Early Literacy Assessment.

Star Early Literacy Results

(% of kindergartners scoring at or above the fall benchmark)



Actions with Impact - Goal 1

- ❖ Birth to Three Programming
- ❖ Preschool and Family Engagement Navigators
- ❖ LETRS Training for NCEC staff - Early Childhood Focus
- ❖ PreK Heggerty curriculum for foundational skill development
- ❖ MN Reading Corps support at NCEC
- ❖ TalkingPoints to foster family connection
- ❖ Preschool data sharing

2023 – 2024 Readiness Goal

70% of incoming kindergarten students will meet the grade level benchmark on the Fall 2024 MDE Screener.

All third graders can read at grade level.

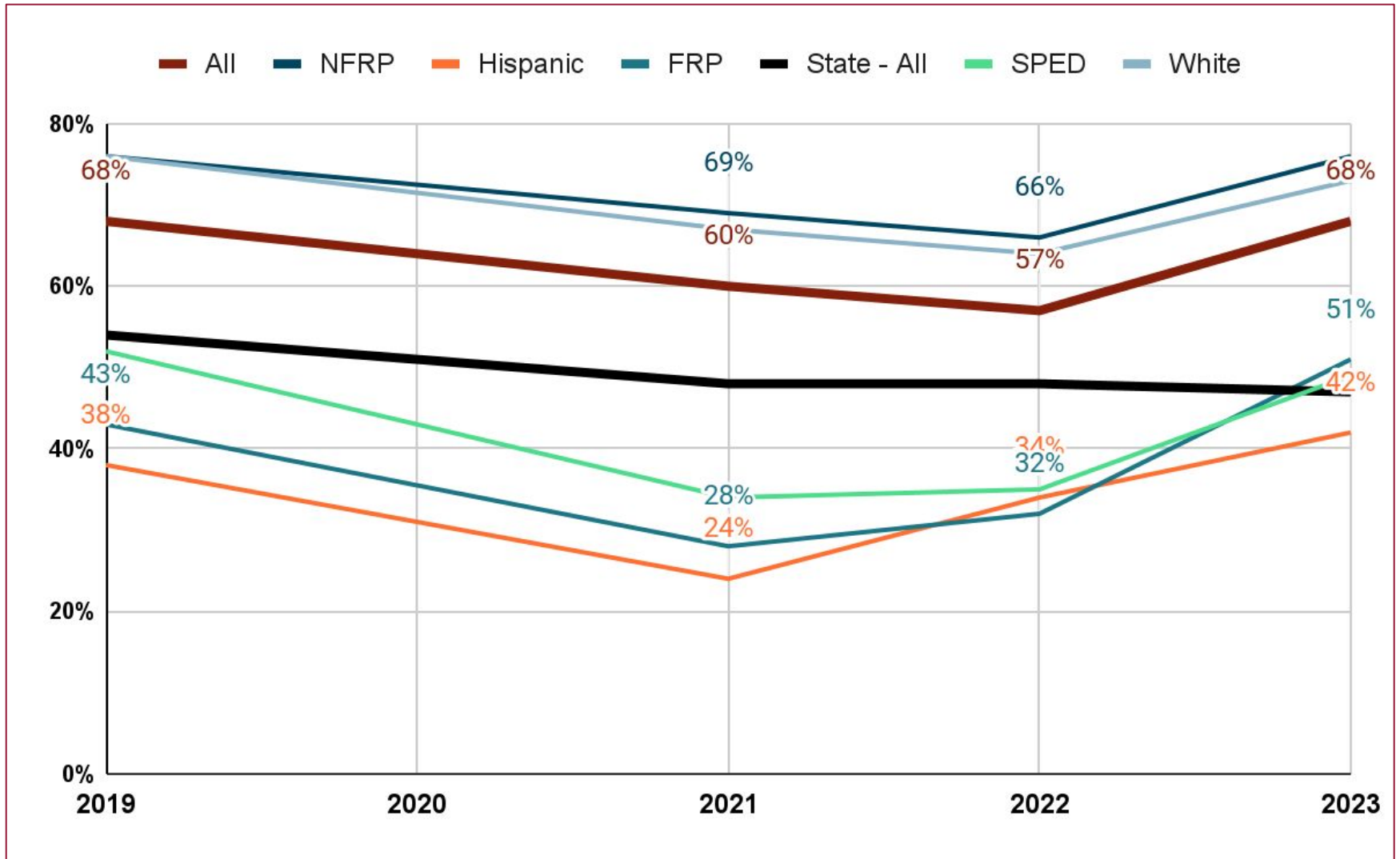
GOAL TWO

2022 – 23 Grade 3 Reading Goal and Results

65% of third graders will meet or exceed grade level standards on the 2023 MCA.

68% of Grade 3 students met grade level proficiency on the 2023 MCA Reading Test.

Third Grade MCA Reading Trends



2023 WBWF in Context

68% of Northfield 3rd graders were
proficient on the 2023 MCA Reading
Test

State Context

2023 – 24 Grade 3 Reading Goal

70% of third
graders will
meet or exceed
grade level
standards on
the 2024 MCA.

Actions with Impact

- ❖ District MTSS Process and Dashboard
- ❖ High Impact Instructional Practices
- ❖ Structured Literacy
- ❖ PLC Work
- ❖ SIPPS and Other Reading Interventions
- ❖ MN Reading Corps Support

All racial and economic achievement gaps between students are closed.

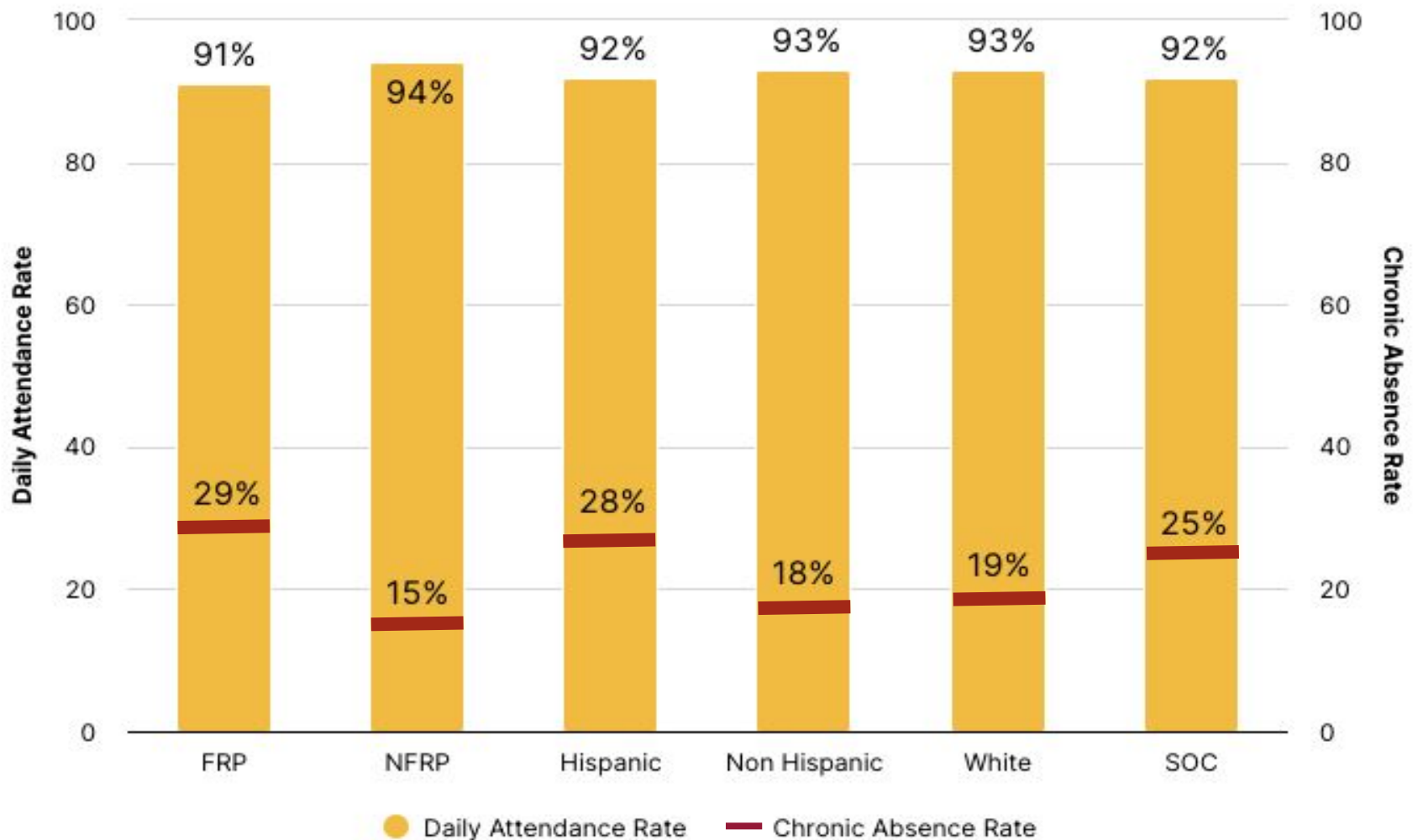
GOAL THREE

2022 – 2023 Achievement Gap Goal

The attendance rates of FRP and Students of Color groups will meet or exceed the rate of NFRP and White peers in 22-23.

Consistent attendance rates for FRP (71%) and Students of Color (75%) were below the rate of NFRP (85%) and White student demographic groups (81%)

2022 -2023 Local Attendance Data



2023 – 2024 Achievement Gap Goal

The attendance rates of FRP and Students of Color groups will meet or exceed the rate of NFRP and White peers in 23-24.

Actions with Impact

- ❖ Family Engagement Navigators
- ❖ Cultural Liaisons
- ❖ District MTSS Process and Dashboard
- ❖ HS Attendance Focus
- ❖ SSIS SEL Survey

All students are ready for career and college.

GOAL FOUR

2022 – 2023 Career and College Readiness Goals

Increase percentage
of proficient 8th
graders to 65% on
the 2023 MCA
Reading and Math
tests

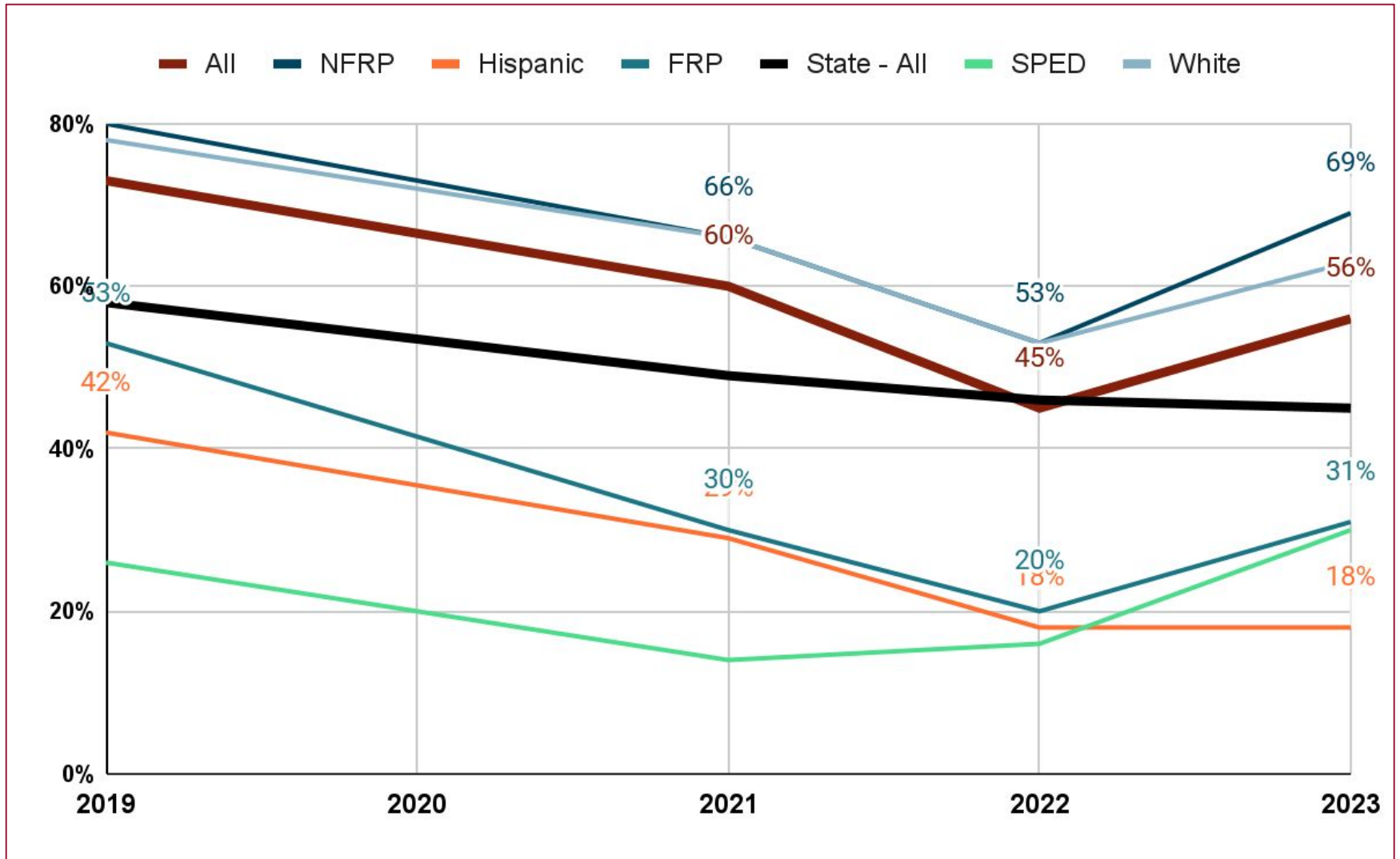


Increase the
percentage of
students meeting the
ACT college ready
benchmarks in all 4
subtests to 40% for
the Class of 2023

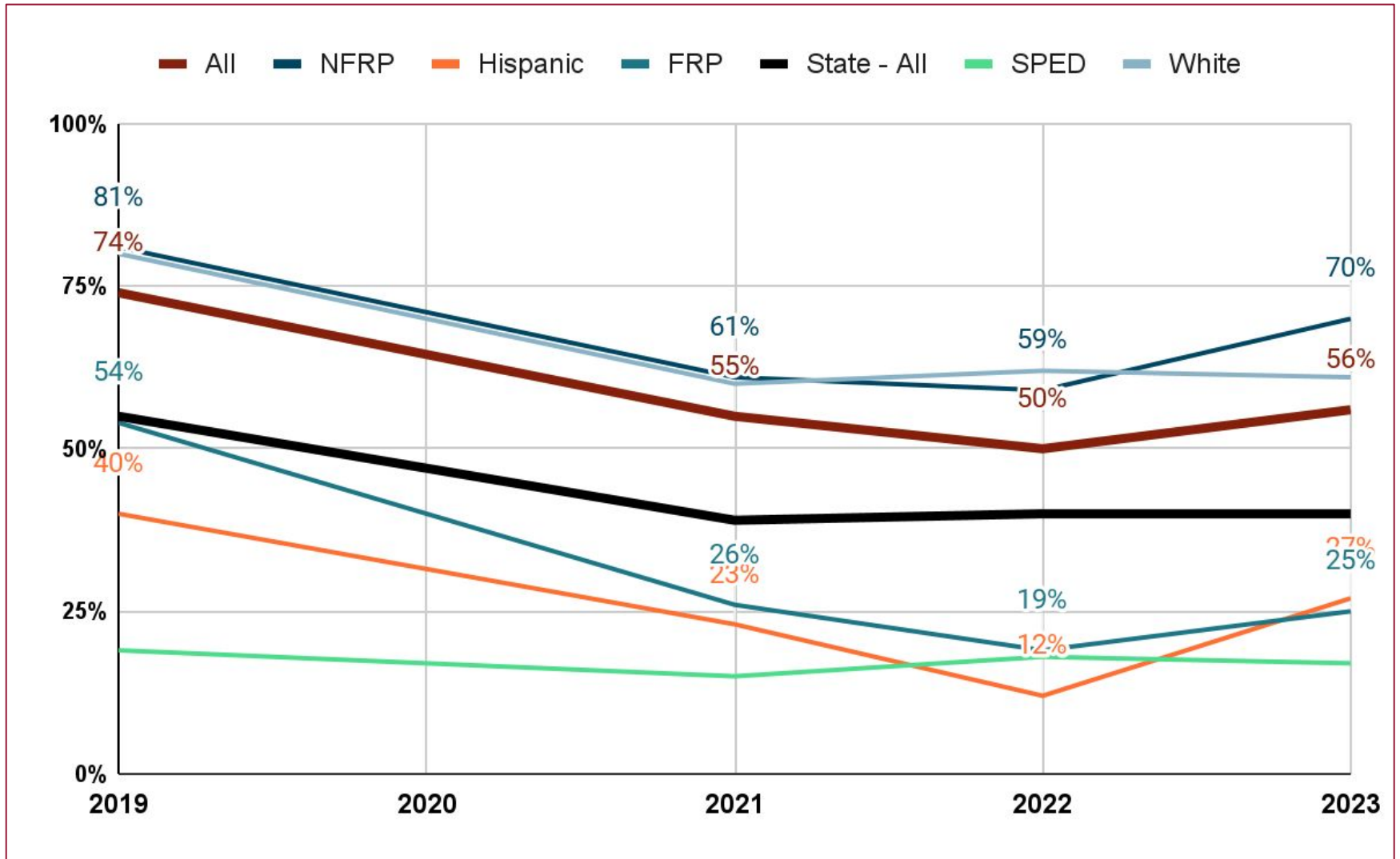
2023 WBWF Results

- ❖ 8th Grade MCA Reading Proficiency: **56%**
- ❖ 8th Grade MCA Math Proficiency: **56%**
- ❖ Percentage of the Class of 2023 who met the ACT CRB in all 4 subtests: **39%**

Eighth Grade MCA Reading Trends



Eighth Grade MCA Math Trends



2023 WBWF in Context

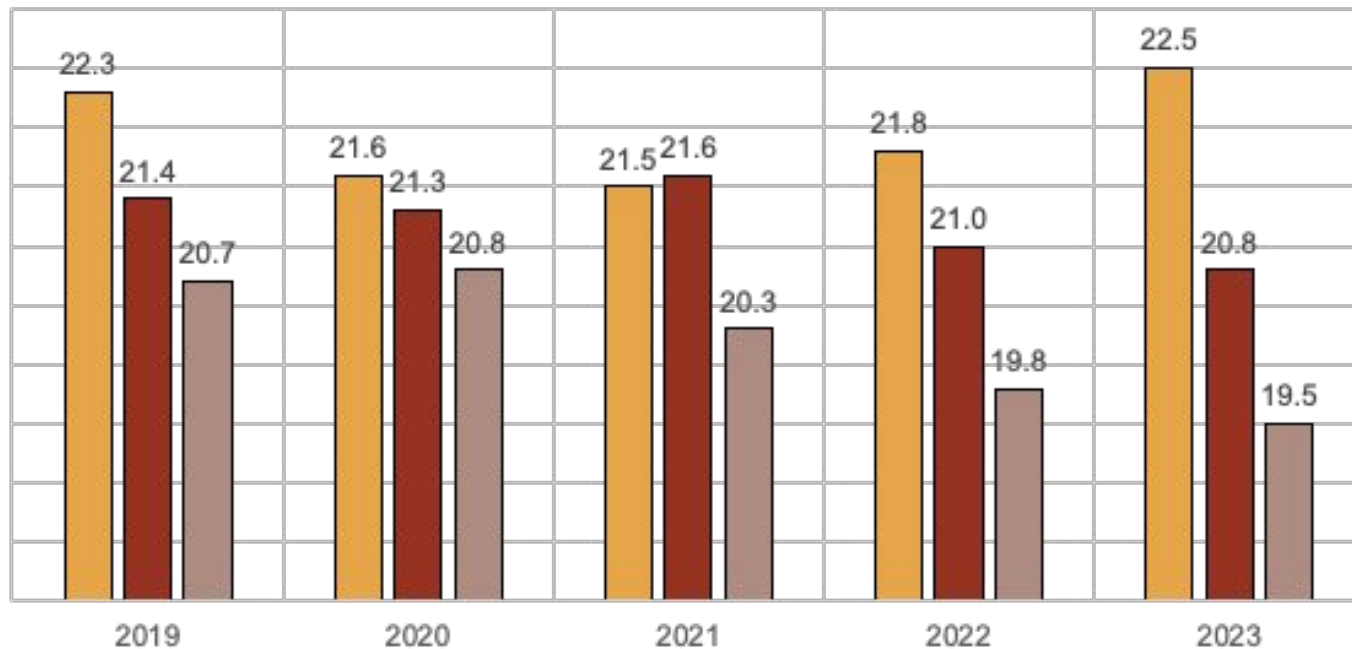
56% of Northfield 8th graders were proficient on the 2023 MCA Reading and Math tests.

State Context

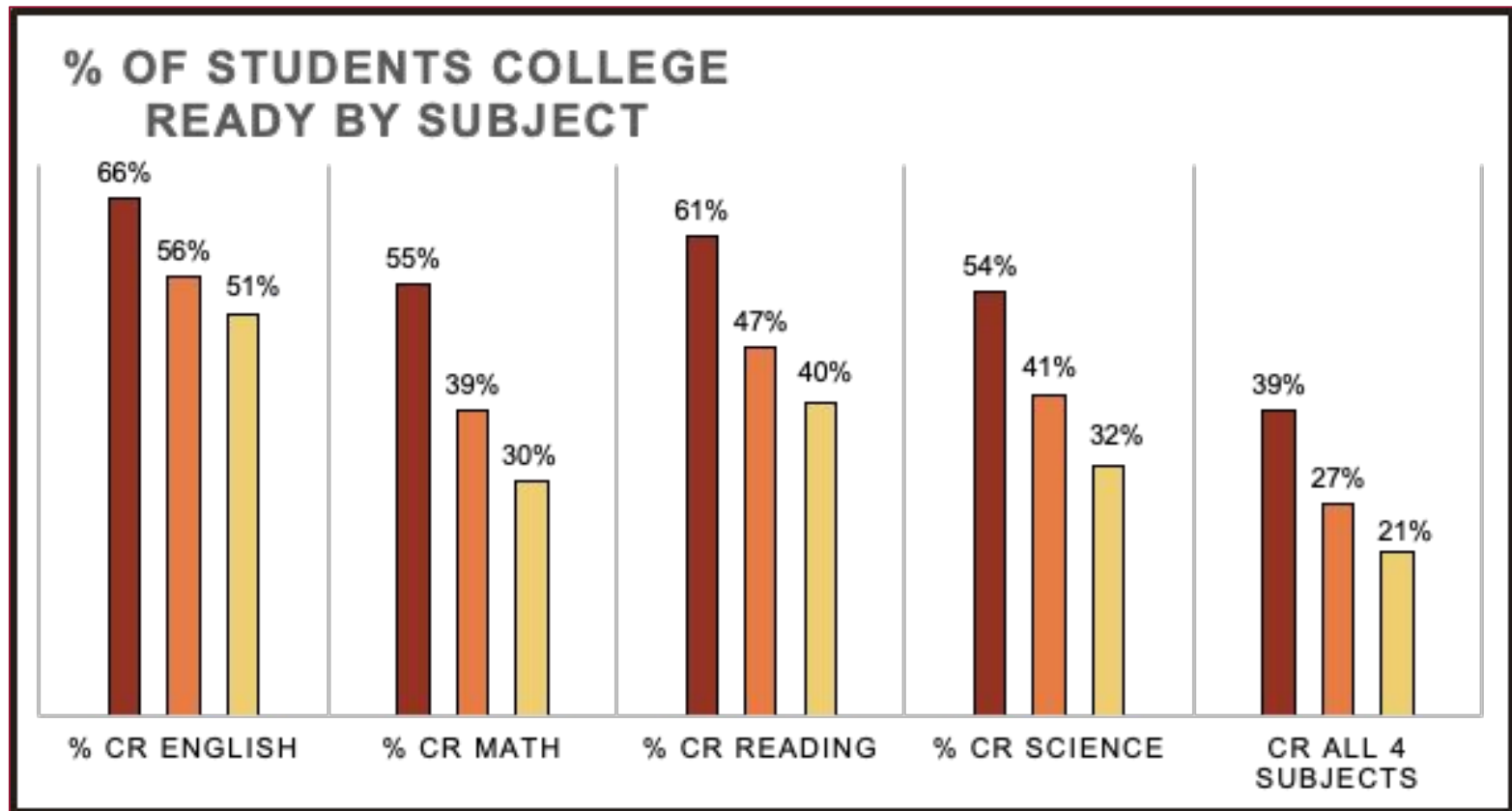
ACT College Readiness Report for the Class of 2023

Average ACT Score by Graduating Class Year

■ NPS ■ State ■ Nation



Class of 2023 ACT Results



2023 – 2024 Career and College Readiness Goals

Increase percentage
of proficient 8th
graders to 60% on
the 2024 MCA
Reading and Math
tests



Increase the
percentage of
students meeting the
ACT college ready
benchmarks in all 4
subtests to 45% for
the Class of 2024

Actions with Impact

- ❖ AVID Elective at the the middle school
- ❖ Use and monitoring of Edgenuity at NHS and the ALC
- ❖ ACT preparation as part of CCR time
- ❖ Expand use of Naviance test prep module

All students graduate from high school.

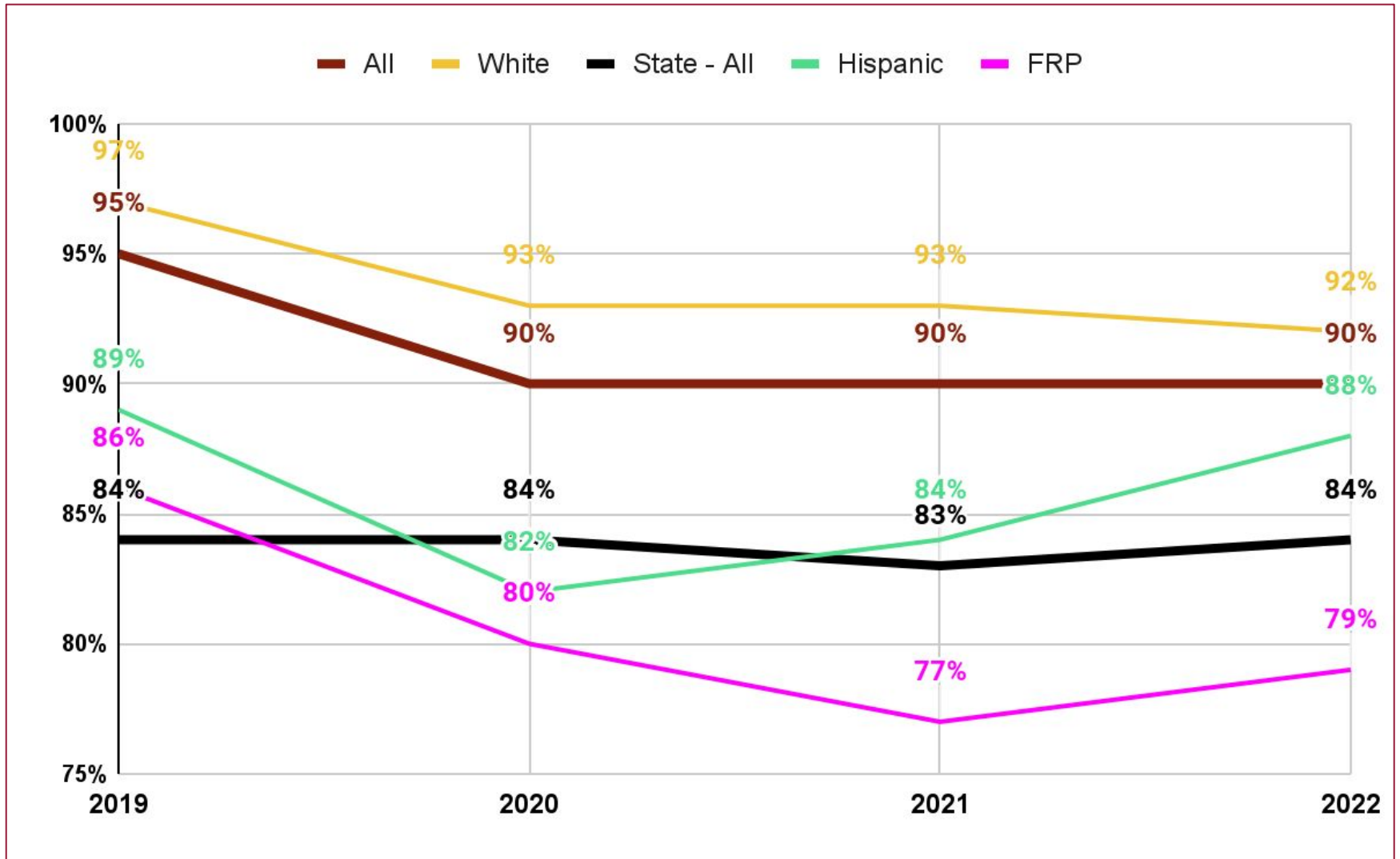
GOAL FIVE

Class of 2022 Graduation Goal

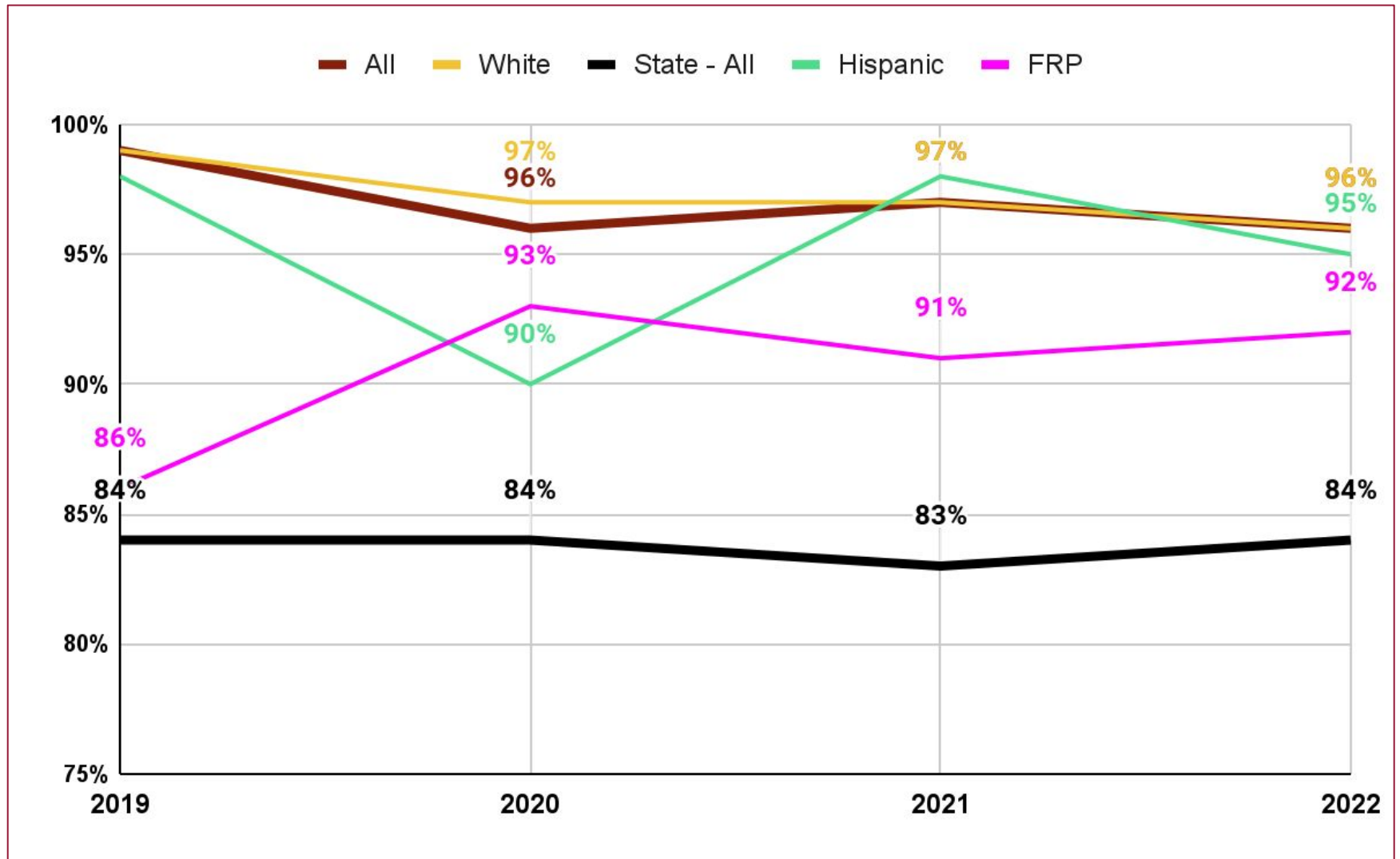
The Northfield School District will achieve a 4 year graduation rate of at least 95%.

The 2022 4-year graduation rate for the Northfield Public School District was 90% and 96% for Northfield High School

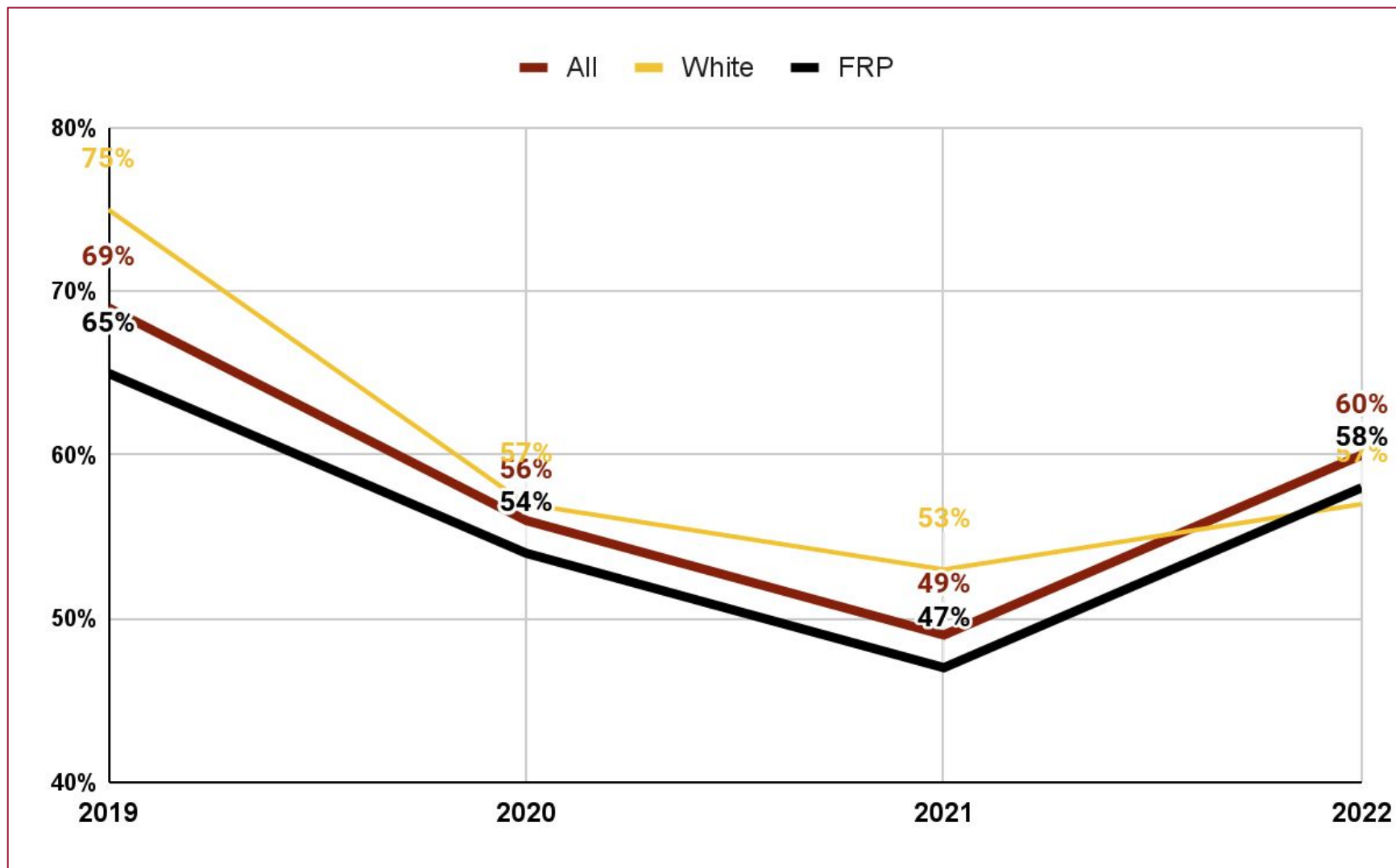
Northfield District 4 Year Graduation Rate Trends



Northfield High School 4 Year Graduation Rate Trends



Northfield ALC 4 Year Graduation Rate Trends



Graduation Goal - Class of 2023

The Northfield
School District
will achieve a 4
year graduation
rate of at least
95%.

Actions with Impact

- ❖ AVID, ADSIS and NHS Success Center
- ❖ MTSS teams and data review process
- ❖ PLC and HITS
- ❖ Edgenuity for credit recovery
- ❖ Family engagement process

WBWF Goal	2022- 2023 Northfield Goal	Result
All children are ready for school	70% of incoming kindergarten students will meet the grade level benchmark on the Fall Kindergarten benchmark test.	Not Met
All third graders can read at grade level	65% of third graders will meet or exceed grade level standards on the 2022 MCA.	Met
All racial and economic achievement gaps between students are closed	The attendance rates of FRP and Students of Color groups will meet or exceed the rate of NFRP and White peers in 2021-2022.	Not Met
All students are ready for career and college	Increase percentage of proficient 8th graders to 65% on the 2022 MCA Reading and Math Tests.	Not Met
	Increase the percentage of students meeting the ACT college ready benchmarks in all 4 subtests to 40% for the Class of 2022.	Not Met
All students graduate from high school	The Northfield School District will achieve a 4 year graduation rate of 95%	Not Met

Our 2023-2024 WBWF Goals

Northfield Schools 2023-2024 World's Best Workforce Goals

Ready



Goal 1

70% of incoming kindergarten students will meet the grade level benchmark on the Fall 2024 Literacy Screener.

Reading



Goal 2

70% of third graders will meet or exceed grade level standards on the 2024 MCA.

Gaps Closed



Goal 3

The attendance rates of FRP and Students of Color groups will meet or exceed the rate of NFRP and White peers in the 2023-2024 school year

Choice Ready



Goal 4

Increase percentage of proficient 8th graders to 60% on the 2024 MCA Reading and Math tests.

Graduate




Goal 5

The Northfield School District will achieve a 4 year graduation rate of at least 95%.


Increase the percentage of students meeting the ACT college ready benchmarks in all 4 subtests to 45% for the Class of 2024.

2022 - 2025 Achievement and Integration Plan


Baseline and Goals




Goal 1: The percentage of 9th through 12th grade FRP students who are credit deficient and not on track for graduation within 4 years will decline from 27% in 2022 to 13% or less in 2025. **EOY 2023: 26% of FRP and 8% of NFRP 9-12th grade students were credit deficient.**



Goal 2: The percentage of FRP students who are proficient on the 3rd grade Reading MCA will increase from a baseline of 28% in the spring of 2021 to 40% in 2025. **FY 2023 51% of FRP students were proficient on the 3rd grade Reading MCA.**



Goal 3: Reduce the percentage of FRP students receiving one or more Q2 Fs at Northfield Middle School from 31% in Q2 of FY 2022 to 9% by Q2 FY 2025. **Q2 FY 2023: 30% of FRP students at NMS received at least one F.**



Goal 4: Increase student awareness and understanding of district data with student peers from the Cannon River Collaborative so that 100% of attendees report learning something new about their districts and at least 90% of students report they generated potential solutions to reduce the achievement gaps. **At the spring 2023 data summit, 91% of attendees reported learning something new and 94% reported potential solutions.**



Questions?

State of the Northfield Community Education Center

Number of Students

- Adult Basic Education - 75 students
 - New students continue to enroll in the program.
- Early Childhood Family Education (ECFE) - 170 students (fall session)
 - Registration opens for the winter session of ECFE classes on December 1, 2023.
 - ECFE saw the most decline in participation during the COVID-19 pandemic and has rebounded to participation numbers that are greater than pre-pandemic.
- Early Ventures - 77 students (no spots available, waitlist available)
 - The earliest we can guarantee an opening at Early Ventures for new child(ren) will be September 2024.
 - Registration for next school year opens in March 2024.
- Hand in Hand Preschool - 163 students (limited slots available)
 - Hand in Hand Preschool is still taking enrollment for this year.
 - Registration for next school year opens in March 2024.

NCEC Building Updates

- New gym trikes and scooters were purchased with funds raised at the NCEC Carnival.
- The remodeling process was started for two rooms that were not included in the original bond project.
- The cafeteria and gym were painted in late August. We are in the process of getting sound panels on the walls.
- The Grove, former media center space, is 90% completed. We are seeking grant funding for some additional items and replacement pieces, when they are needed.

Successes

- 100% of Early Ventures and Hand in Hand Preschool students/families received an individualized, positive contact prior to October 15 (SIP Goal).
 - In addition, Hand in Hand Preschool held in-person conferences on November 6, 10 and 17. Early Ventures is also in the middle of conferences, which are offered via Zoom.
- An additional T/Th morning Hand in Hand Preschool section was added this year. This section has 17 students enrolled.
 - This additional section of Hand in Hand Preschool is being offered in one of the classrooms that was remodeled this summer.
- Adult Basic Education (ABE) student contact hours have increased significantly over last year.
 - As of November 1, 2023, ABE student contact hours equaled 1497.5 hours. The total student contact hours as of November 1, 2022 equaled 1005. This is important as ABE funding is driven by student contact hours.
- NCEC Nurse
 - In my recent rounding conversations with NCEC staff, this position was highlighted as a great relief and support for building staff.

Challenges

- Free breakfast and lunch program does not apply to Early Ventures, as we originally thought.
 - Guidance regarding this program changed from May to late August.
- Great Start Compensation Support Transition Grants (the former Child Care Stabilization Grants)
 - The Great Start Compensation Support Payment Program was signed into law in May 2023, providing

Minnesota with additional funds designed to support the child care industry and child care workers. Building off the Child Care Stabilization Grant Program, which ended in June 2023, this permanent program will issue monthly payments to eligible child care providers to fund increases in compensation and benefits for early educators.

- The main difference between these grants each month and what we have been receiving is that 100% of these funds need to go to employees and it must go to employees within 6 months of receipt of the money. There is no more 70-30 split (70% to employees and 30% to the organization). These grants should start with the November 15th application.
- For context, Early Ventures lost \$204,435.64 in fiscal year 2023. This is with Early Ventures receiving approximately \$45,000 in stabilization funds that went to the program.

- Continued loss of childcare slots in the community

- In a six-week period this summer, five in-home childcare providers closed. Typically, this leaves families with a month to find alternative childcare.

- Transportation needs with continued growth of Hand in Hand Preschool
- Supporting the changing needs of families/students

Northfield Community Education Center

Early Learning and Adult Basic Education Program Updates
November 13, 2023

State of the Northfield Community Education Center

- Number of Students
 - Adult Basic Education - 75 students
 - Early Childhood Family Education - 170 students (fall session)
 - Early Ventures - 77 students (no spots available, waitlist available)
 - Hand in Hand Preschool - 163 students (limited slots available)
- 83 Staff Members (all positions currently filled)
- Additional programs onsite: Community Action Center food shelf and Healthy Community Initiative Staff, including Early Childhood Navigators
- Ongoing projects - Minnesota Children's Museum design of the former media center, sound panels in the gym



Summer Updates.....



Highlights so far this year.....

- The Grove (former media center designed by the MN Children's Museum)
- Cafeteria and gym painted
- Building logo

NCEC

Critters



The Grove



Successes

- 100% of Early Ventures and Hand in Hand Preschool students/families received an individualized, positive contact prior to October 15 (SIP Goal).
- An additional T/Th morning Hand in Hand Preschool section was added this year. This section has 17 students enrolled.
- Adult Basic Education (ABE) student contact hours have increased significantly over last year.
- NCEC Nurse



Adult Basic Education - Student Contact Hours

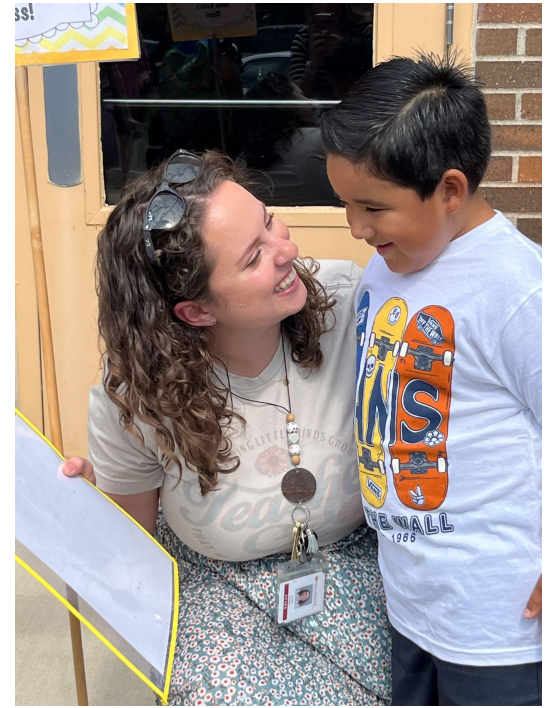
Subsite Name	Class Name, Day/Time	2023				Total Hrs	Undupl Count of Students
		Jul	Aug	Sep	Oct		
Farmington	ABE/GED [68095] TR 5:30 - 8:00 P			59.5	26.5	86	5
	English - Evening [68100] TR 5:30 - 8:00 P			136.75	132.75	269.5	14
		0	0	196.25	159.25	355.5	19
Northfield	Conversation Class [65854] W 10:00 - 12:00 P	22.25	21.5	24.75	31.5	100	10
	English - Evening [68099] TR 5:30 - 8:00 P			372.5	318	690.5	48
	English - Morning [68098] TR 9:30 - 12:00 P			168.25	163.75	332	19
	Read Theory [51264] MTWRFSU 6:00 - 10:30 P			19.5		19.5	1
		22.25	21.5	585	513.25	1142	66
Total		22.25	21.5	781.25	672.5	1497.5	

Subsite Name	Class Name, Day/Time	2022				Total Hrs	Undupl Count of Students
		Jul	Sep	Oct	Nov		
Farmington	TLLC - Multi - Level ESL [63545] TR 5:30 - 7:30 P		65.75	56.75	8.25	130.75	13
			65.75	56.75	8.25	130.75	13
Northfield	Conversation Class [65854] R 10:00 - 12:00 P		14.25	14.75		29	4
	NCEC - Multi-level ESL [63634] TW 9:30 - 12:00 P		152.25	150.75	15.75	318.75	17
	NCEC - Multi-level ESL [63635] TWR 5:30 - 8:00 P		239.75	257	23.75	520.5	29
	Read Theory [51264] MTWRFSU 6:00 - 10:30 P			3.25		3.25	2
	USA Learns [45059] MTWRFSU 6:00 - 10:30 P		0.75	2		2.75	4
			407	427.75	39.5	874.25	47
			472.75	484.5	47.75	1005	
Total			472.75	484.5	47.75	1005	

Challenges

- Free breakfast and lunch program does not apply to Early Ventures, as we originally thought.
- Great Start Compensation Support Transition Grants (the former Child Care Stabilization Grants)
 - Changes have an impact on funding for Early Ventures
 - Early Ventures continues to operate at a loss
- Continued loss of childcare slots in the community
- Transportation needs with continued growth of Hand in Hand Preschool
- Supporting the changing needs of families/students

Thank You and Questions



NORTHFIELD PUBLIC SCHOOLS

School Board Minutes

October 23, 2023
District Office Boardroom

1. Call to Order
School Board Chair Claudia Gonzalez-George called the Regular meeting of the Northfield Board of Education of Independent School District No. 659 to order at 6:01 p.m. Present: Butler, Goerwitz, Gonzalez-George, Miller, Nelson, Quinnell, and Stratmoen. Absent: None. This meeting was open to the public, live-streamed and recorded, and access to the recording was posted to the school district website.
2. Agenda Approval/Table File
On a motion by Quinnell, seconded by Goerwitz, the board unanimously approved the agenda.
3. Public Comment
There was no public comment.
4. Announcements and Recognitions
 - Athletics Update:
 - ❖ Boys Soccer is heading to the state tournament! They will play Orono in Eden Prairie on Tuesday night.
 - ❖ Girls Swim & Dive will compete in True Team Swimming and Diving this weekend at the University of Minnesota.
 - ❖ Girls Cross Country swept the Big 9 meet and enter the section meet next week primed for a spot in the state tournament.
 - ❖ Boys Cross Country took second place at the Big 9 meet and also will enter the section meet next week ready to compete for a spot at the state tournament.
 - ❖ Volleyball will hold their first section meet on Friday night.
 - Growing Up Healthy's Early Childhood Navigator team received the 2023 Commissioner's Circle of Excellence Award from Minnesota Department of Human Services (DHS) Commissioner Jodi Harpstead.
 - Northfield's ACT scores continue to improve and we had the best scores we've had since 2018-19. Our average ACT score for the class of 2023 was 22.5 and beat the state average of 20.8 and the national average of 19.5.
 - Agriculture education continues its return to Northfield High School. The response has been outstanding and this is for grades 7 through 12. The FFA program has also been reinstated at NHS.
5. Items for Discussion and Reports
 - a. Proposed 2024-2025 School Year Calendar. Superintendent Hillmann presented a proposed 2024-2025 school year calendar that was developed in consultation with the Meet and Confer committee. The calendar will be an item for individual action at the Nov. 27 board meeting.
 - b. Request to Hire Additional English Learner Instructional Support at Northfield Middle School. Director of Instructional Services Hope Langston presented a proposal to hire additional English Learner instructional support. We are considering two service options for required middle school EL services.

Option 1: Hire a seven (7) hour per day English Learner (EL) Educational Assistant for the remainder of the 2023-24 school year Northfield Middle School to support core instructional needs for Level 1 and RAEL students. This additional support will allow us to provide the appropriate service minutes for our middle school EL students. This option, with the addition of the St Dominic students, will result in a larger Hour 7 newcomer class and a mismatch between the middle school core content support being offered on opposite days at that time. The needs of the St Dominic students are different because they do not have the same content courses as our middle school students. The estimated maximum cost of salary and benefits for a 7.0 hour/day Educational Assistant is \$54,701. This projection assumes a start date of November 20 and family health and dental. The transportation cost for the St Dominic students will be \$10,620 for a total Option 1 cost of \$65,321.

Option 2: Hire a seven (7) hour per day English Learner (EL) Educational Assistant for the remainder of the 2023-24 school year for Northfield Middle School and a .2 EL teacher to serve the RAEL students at St Dominics to eliminate transportation costs and maintain our student teacher ratio at the middle school. The

estimated cost of salary and benefits is \$54,701 for a 7.0 hour/day Educational Assistant and \$22,000 for a .2 teacher FTE, for a total cost of \$76,701. This projection assumes a start date of November 20 and family health and dental. The board will be an item for individual action at the next board meeting.

- c. Northfield High School Facility Bond Referendum Decision Timeline. Dr. Hillmann proposed a Northfield High School facility improvement bond referendum timeline for the board's consideration. The timeline includes a potential bond referendum election in November 2024.
- d. Grant Writing Contract With Healthy Community Initiative (HCI). Superintendent Hillmann reviewed the contract with HCI for the equivalent of 0.50 FTE grant writing services. The board will be asked to approve this contract at the next board meeting.

6. Committee Reports

There were no committee reports.

7. Consent Agenda

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

- a. Minutes. Minutes of the Regular School Board meeting held on October 9, 2023.
- b. Gift Agreements. Gift agreements included in the board packet.
- c. Overnight Field Trip. Cheryl Mathison and Eric McDonald requested board approval to take seven Alternative Learning Center students on the ALC's overnight trip to the Boundary Waters Canoe Area, June 10 -14, 2024.
- d. Personnel Items
 - i. Appointments
 - 1. Karen Anderson, Lifeguard with Community Education Recreation, beginning 10/14/2023-5/31/2024. Step 6-\$15.25/hr.
 - 2. Ruby Modory, Site Supervisor with Community Education Recreation, beginning 10/23/2023-5/31/2024. Step 1-\$15.00/hr.
 - 3. David Deml, 1.0 FTE Journeyman Electrician with Building and Grounds, beginning 11/6/2023. Journeyman Electrician \$36.50/hr.
 - 4. Molly Gleason, Assistant Girls Cross Country Coach at the High School, beginning 10/23/2023-11/4/2023. 50 % stipend.
 - 5. Jennifer Klaers, .08 FTE Title I Elementary Teacher (3 hours/week) at St. Dominics, beginning 10/23/2023. MA, Step 5.
 - 6. Kristin Knutson, Building Supervisor with Community Education, beginning 11/1/2023. \$18.39/hr.
 - 7. Mallory Nystuen, Special Ed EA PCA for 6.75 hours/day at Bridgewater, beginning 10/23/2023. \$18.05/hr + \$2.00/hr longevity + prorated PCA Stipend.
 - 8. Jordan Pechacek, .5 Assistant Dance Team Coach at the High School, beginning 10/23/2023. \$2,285 stipend.
 - 9. Diana Perez Guzman, Community School Club Leader for 10 hours/week at Greenvale Park, beginning 10/23/2023-5/18/2024. \$24.30/hr.
 - ii. Increase/Decrease/Change in Assignment
 - 1. N/A, Delivery Driver/Auxiliary Custodian Position with the District, change to Delivery Driver/Assistant Grounds Keeper with the District, effective 10/23/2023.
 - 2. Tracy Closson, Buildings and Grounds Coordinator with the District, add Summit Ski Instructor, \$100/participant and Ski Club Chaperone, \$250 stipend, with Community Education Recreation, effective 10/11/2023-5/31/2024.
 - 3. Mary Czech, Payroll Specialist at the District Office \$24.21/hr., change to Payroll Lead at the District Office \$32.69/hr. (full salary \$68,000/yr.), effective 10/10/2023.
 - 4. Emily Grote, HR Generalist at the District Office \$24.21/hr., change to Benefits Lead at the District Office \$32.69/hr. (full salary \$68,000/yr.), effective 10/23/2023.
 - 5. Jon Paulson, Event Worker with the District, add Ski and Snowboard Club Chaperone, \$500 stipend, with Community Education Recreation, effective 10/10/2023-5/31/2024.
 - 6. Melissa Reed, School Psychologist 1.0/Spring Creek, change to School Psychologist .8/Spring Creek and .2/ALC, effective 9/5/2023.
 - 7. Kristen Cade, Kindergarten Teacher at Bridgewater, add Community School Teacher for up to 10 hours/week at Bridgewater, effective 10/23/2023-5/17/2024. \$40/hour.
 - 8. Carrie Duba, Instructional Coach with the District, add a 1/5th overload for Data Integration with the District, effective 9/5/2023-6/30/2024.

9. Emma Hoelscher, Site Assistant with Community School, add Community School Club Leader for up to 10 hours/week (total hours between 2 positions) at Bridgewater, effective 10/10/2023-5/18/2024. \$24.30/hr.
 10. William Skemp, Instructor Lead with Community Ed Recreation, add Official with Community Ed Recreation, effective 11/5/2023-5/31/2023. \$30/game.
 11. Karrie Vogel, EA at Spring Creek, add Building Supervisor with Community Education, effective 10/27/2023. \$18.39/hr.
 - iii. Leave of Absence
 1. Teresa Hasse, Special Education EA/PCA at Spring Creek, medical leave of absence beginning 10/2/2023 through 11/6/2023.
 2. Marianne Moser, Enrichment Coordinator with Community Services, FMLA Leave of Absence beginning 1/9/2024-approximately 2/9/2024.
 - iv. Retirements/Resignations/Terminations
 1. Samantha Becker, JV Softball Coach at the High School, resignation effective 10/16/2023.
 2. Chad Claybaugh, Cross Country Coach at the High School, resignation effective 10/9/2023.
 3. Mackenzie Closson, Assistant Alpine Coach at the High School, resignation effective 10/6/2023.
 4. Stacey Longwich, Assistant Softball Coach at the High School, resignation effective 10/6/2023.
 5. Bob Pagel, Full-Time Substitute with the District, resignation effective 10/15/2023.
 6. Ellen Trotman, Track Coach at the Middle School, resignation effective 10/12/2023.
8. Items for Individual Action
- a. Northfield High School Facility Community Survey. On a motion by Miller, seconded by Stratmoen, the board approved by roll call, the proposal for the Northfield High School Facility Community Survey from Morris Leatherman. The survey would be conducted in January 2024 and use a random stratified sampling method. It will provide the board with data about the public's perception of various approaches to address Northfield High School's facility needs and the associated increased property taxes. The cost to administer the survey is \$23,500. Voting "yes" was Butler, Goerwitz, Gonzalez-George, Miller and Stratmoen. Voting "no" was Nelson and Quinnell.
 - b. Policy Committee Recommendations. On a motion by Nelson, seconded by Miller, the board approved the policy committee's recommended updates to policies 206, 208 and 209 as presented at the last board meeting.
9. Items for Information
- a. World's Best Workforce Presentation and Public Hearing. Hope Langston, Director of Instructional Services, will summarize the 2023-2024 World's Best Workforce Plan at the public hearing scheduled at 5:15 p.m. on Monday, Nov. 13. This public hearing will precede the regular school board meeting scheduled on Monday, Nov. 13 at 6:00 p.m.
10. Future Meetings
- a. Monday, November 13, 2023, 5:15 p.m., World's Best Workforce, Northfield DO Boardroom
 - b. Monday, November 13, 2023, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
 - c. Monday, November 27, 2023, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
 - d. Monday, December 11, 2023, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
11. Adjournment
- On a motion by Goerwitz, seconded by Nelson, the board unanimously approved to adjourn at 7:23 p.m.

Amy Goerwitz
School Board Clerk

RESOLUTION ACCEPTING DONATIONS

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

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

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

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

THEREFORE, BE IT RESOLVED, that the School Board of Northfield Public Schools, ISD 659, gratefully accepts the following donations as identified on the attached document.

The vote on adoption of the Resolution was as follows:

Aye:

Nay:

Absent:

Whereupon, said Resolution was declared duly adopted.

By: Claudia Gonzalez-George, Chair

By: Amy Goerwitz, Clerk

Date of the bequest, donation, or gift:	Non-monetary item(s) received:	Amount:	Who the bequest, donation, or gift is from:	What is the bequest, donation, or gift for?
10/27/23		\$500.00	Central Farm Service Foundation	Backpack food program donation
10/27/23		\$500.00	Land O Lakes	Backpack food program donation
9/29/23		\$100.00	Smile Doctors LLC	Lace for the Cure donation
10/3/23		\$29.00	Various Greenvale Park Kindergarten families	Bridgewater Produce Farm Kindergarten field trip scholarships
10/18/23		\$1,000.00	NHS Class of 1988	Student Support donation from the NHS Class of 1988
10/24/23		\$80.00	Lisa Krueger Robb	Yearbook scholarship
11/3/23		\$500.00	Matthew Hillmann	Bridgewater elementary parent breakfasts
10/26/23		\$2,097.13	Bridgewater Booster Club	1st Grade Boosterthon Incentive
10/11/23		\$1,000.00	Brian Lundquist	money to be used towards girls basketball activity account, practice shirts, other needs
10/24/23		\$1,100.00	Minnesota Ag Group, Inc. / Larsen Implement, Inc.	Donation for FFA
10/13/23	30 pc Squishy Toys		N/A	Classroom Supplies
10/18/23		\$559.72	Greenvale Park Elementary PTO	Playground Balls reimbursement
	Change to Chill Kit: fidgets, stress balls, print materials, curriculum centered on stress management and mental health training for			
10/31/23	Student Support Office	\$250.00	Allina Health	For the NMS Student Support Team
10/31/23	gift bags, stampers, trinkets, prizes	\$310.00	Quality Flow	Hand in Hand Preschool, snack sponsorship and supplies for family harvest party
11/6/23		\$1,100.00	Community Resource Bank	FFA Sponsor
11/6/23		\$500.00	Central Farm Service Foundation Inc.	FFA Donation
9/5/23	1 copy of String Basics Book 2 for cello		N/A	orchestra supplies
11/8/23		\$1,500.00	Northfield Fine Arts Booster Club	Donation for composition of music piece for band (Javan)
10/19/23-10/31/23		\$130.00	Various Spring Creek 3rd Grade families	Spring Creek 3rd Grade Halloween Bowling field trip scholarships
10/26/23-11/8/23		\$104.00	Various Spring Creek Kindergarten families	Spring Creek Kindergarten Children's Museum field trip scholarships
10/24/23-11/8/23		\$60.00	Various Northfield Middle School families	NMS 7th & 8th Grade Choir Peter Pan @ The Ordway field trip scholarships
11/2/23		\$500.00	Matthew Hillmann	Robotics Sponsorship donation

DISTRICT OFFICE
201 Orchard Street South
Northfield, MN 55057
PH 507.663.0600 • Fax 507.663.0611
www.northfieldschools.org

TO: Dr. Matt Hillmann, Superintendent

FROM: Val Mertesdorf, Director of Finance *VM*

DATE: November 13, 2023

RE: Board Approval of Financial Reports – July 2023

We request that the Board of Education approve paid bills, payroll, bond payments, electronic funds transfers, investments and financial reports for the month of July 2023.

Bills totaling \$3,585,989.73 were paid in July 2023.

Payroll checks totaling \$3,013,734.53 were issued in July 2023.

Bond payments totaling \$887,754.38 were paid in July 2023.

At the end of July 2023 Total Cash and Investments amounted to \$21,521,504.59.
Wire transfers initiated by the district during July 2023:

\$200,000.00 From Frandsen General to Frandsen Sweep

\$1,222,718.33 From Frandsen Sweep to Frandsen General

The following financial reports for July 2023 are included to show the current cash and investment balances, details of disbursements and electronic funds transfers.

1. Treasurer's Report
2. Disbursement Report

July 2023 Treasurer's Report

FUNDS	BALANCE BEGINNING OF MONTH	RECEIPTS	DISBURSEMENTS	JOURNAL ENTRIES	BALANCE END OF MONTH
GENERAL FUND	5,418,769.58	416,461.56	4,420,881.39	(640,427.74)	773,922.01 *
FOOD SERVICE	992,687.90	43,724.91	57,223.54	997.00	980,186.27
COMMUNITY ED	937,233.13	258,810.63	370,863.48	(2,906.23)	822,274.05
CONSTRUCTION ACCOUNT	-	-	-	-	-
DEBT SERVICE	3,887,658.48	176,113.28	889,729.38	-	3,174,042.38
SELF INSURANCE	4,184,829.91	36,785.18	861,026.47	643,946.50	4,004,535.12
TOTALS	15,421,179.00	931,895.56	6,599,724.26	1,609.53	9,754,959.83
GENERAL FUND INVESTMENT	11,766,544.76	-	-	-	11,766,544.76 *
CONSTRUCTION INVESTMENT	-	-	-	-	-
	11,766,544.76	-	-	-	11,766,544.76
GRAND TOTALS	27,187,723.76	931,895.56	6,599,724.26	1,609.53	21,521,504.59

*General Fund includes Certificate of Deposit amount

Disbursement Report

ISD 659 - Northfield

July 2023

Disbursements:

Bills Paid:

General Fund	\$ 796,173.10	
Food Service Fund	35,665.43	
Community Services Fund	115,640.97	
Construction Fund	-	
Trust & Agency Fund	889,729.38	
Self Insurance Fund	<u>861,026.47</u>	
Total Bills Paid		2,698,235.35

Payroll:

General Fund	2,736,953.91	
Food Service Fund	21,558.11	
Community Services Fund	255,222.51	
Trust Fund	-	
Self Insurance Fund	<u>-</u>	
Total Payroll		3,013,734.53

Bond Payments:

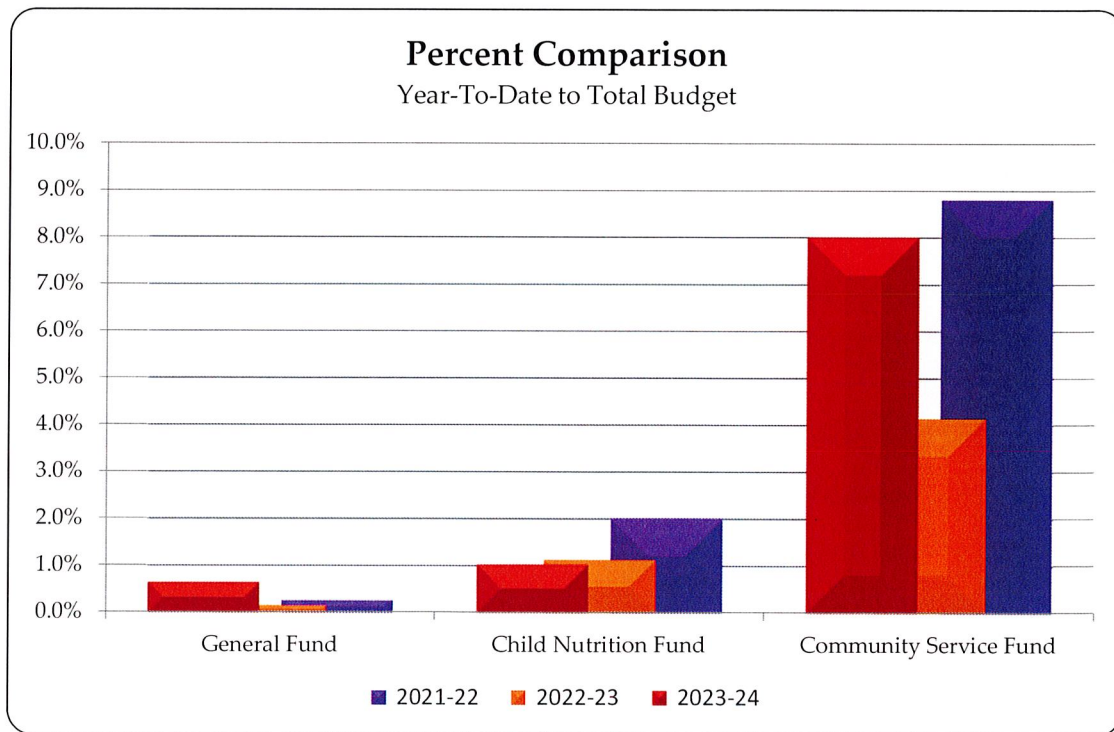
Debt Redemption Fund	<u>887,754.38</u>	
Total Bond Payments		<u>887,754.38</u>
Total Disbursements		<u><u>\$6,599,724.26</u></u>



STATEMENT OF REVENUES

For the month ended July 31, 2023

Fund	Year-To-Date	Budget	YTD as % of Budget		
			2023-24	2022-23	2021-22
General Fund					
Property Taxes	\$ 76,658	\$ 15,232,888	0.5%	0.2%	0.4%
State Sources	-	42,334,181	0.0%	0.0%	0.0%
Federal Sources	132,662	1,724,951	7.7%	0.0%	0.0%
Local Sources	180,899	1,655,543	10.9%	5.2%	6.8%
Total	\$ 390,219	\$ 60,947,563	0.6%	0.2%	0.3%
Child Nutrition Fund	\$ 24,787	\$ 2,407,584	1.0%	1.1%	2.0%
Community Service Fund	266,993	3,333,364	8.0%	4.1%	8.8%
Debt Service Fund	176,113	6,301,210	2.8%	3.4%	2.5%
Internal Service Fund	679,771	11,396,574	6.0%	6.2%	0.4%
Total All Funds	\$ 1,537,883	\$ 84,386,295	1.8%	1.4%	0.8%

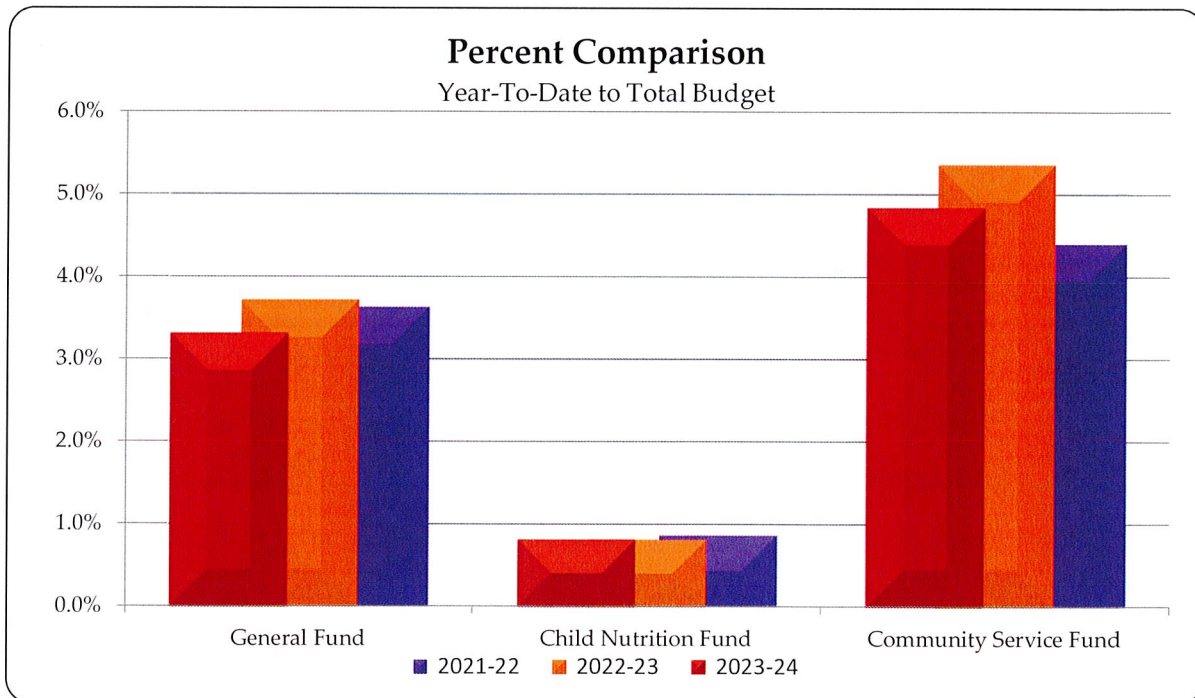




STATEMENT OF EXPENDITURES

For the month ended July 31, 2023

Fund	Year-To-Date	Budget	YTD as % of Budget		
			2023-24	2022-23	2021-22
General Fund					
Salaries	\$ 517,163	\$ 34,468,989	1.5%	1.6%	1.7%
Benefits	325,240	13,404,752	2.4%	2.2%	2.4%
Purchased Services	132,483	6,612,912	2.0%	2.5%	5.0%
Supplies & Materials	389,542	2,301,890	16.9%	23.8%	13.9%
Capital Expenditures	551,394	2,455,213	22.5%	21.1%	32.1%
Other Expenses	62,566	495,866	12.6%	13.1%	8.7%
Total General Fund	\$ 1,978,388	\$ 59,739,622	3.3%	3.7%	3.6%
Child Nutrition Fund	\$ 21,623	\$ 2,645,006	0.8%	0.8%	0.9%
Community Service Fund	167,612	3,463,457	4.8%	5.4%	4.4%
Debt Service Fund	889,729	5,912,409	15.0%	16.6%	19.7%
Internal Service Fund	861,026	11,094,171	7.8%	6.6%	10.4%
Total All Funds	\$ 3,918,378	\$ 82,854,665	4.7%	5.0%	5.5%



DISTRICT OFFICE
201 Orchard Street South
Northfield, MN 55057
PH 507.663.0600 • Fax 507.663.0611
www.northfieldschools.org

TO: Dr. Matt Hillmann, Superintendent

FROM: Val Mertesdorf, Director of Finance *VM*

DATE: November 13, 2023

RE: Board Approval of Financial Reports – August 2023

We request that the Board of Education approve paid bills, payroll, bond payments, electronic funds transfers, investments and financial reports for the month of August 2023.

Bills totaling \$2,248,654.98 were paid in August 2023.

Payroll checks totaling \$3,194,650.08 were issued in August 2023.

No bond payments were paid in August 2023.

At the end of August 2023 Total Cash and Investments amounted to \$22,863,805.80.
Wire transfers initiated by the district during August 2023:

\$100,000.00	From Frandsen General to Frandsen Sweep
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\$100,554.03	From Frandsen Sweep to Frandsen General
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The following financial reports for August 2023 are included to show the current cash and investment balances, details of disbursements and electronic funds transfers.

1. Treasurer's Report
2. Disbursement Report

August 2023 Treasurer's Report

FUNDS	BALANCE BEGINNING OF MONTH	RECEIPTS	DISBURSEMENTS	JOURNAL ENTRIES	BALANCE END OF MONTH
GENERAL FUND	773,922.01	6,086,962.01	3,882,258.15	(730,686.19)	2,247,939.68 *
FOOD SERVICE	980,186.27	57,076.70	55,731.87	2,984.30	984,515.40
COMMUNITY ED	822,274.05	296,103.97	431,839.29	82,832.04	769,370.77
CONSTRUCTION ACCOUNT	-	-	-	-	-
DEBT SERVICE	3,174,042.38	192,592.66	-	-	3,366,635.04
SELF INSURANCE	4,004,535.12	149,551.54	1,073,475.75	648,189.24	3,728,800.15
TOTALS	9,754,959.83	6,782,286.88	5,443,305.06	3,319.39	11,097,261.04
GENERAL FUND INVESTMENT	11,766,544.76	-	-	-	11,766,544.76 *
CONSTRUCTION INVESTMENT	-	-	-	-	-
	11,766,544.76	-	-	-	11,766,544.76
GRAND TOTALS	21,521,504.59	6,782,286.88	5,443,305.06	3,319.39	22,863,805.80

*General Fund includes Certificate of Deposit amount

Disbursement Report

ISD 659 - Northfield

August 2023

Disbursements:

Bills Paid:

General Fund	\$ 1,016,563.49	
Food Service Fund	30,254.28	
Community Services Fund	128,361.46	
Construction Fund	-	
Trust & Agency Fund	-	
Self Insurance Fund	<u>1,073,475.75</u>	
Total Bills Paid		2,248,654.98

Payroll:

General Fund	2,865,694.66	
Food Service Fund	25,477.59	
Community Services Fund	303,477.83	
Trust Fund	-	
Self Insurance Fund	<u>-</u>	
Total Payroll		3,194,650.08

Bond Payments:

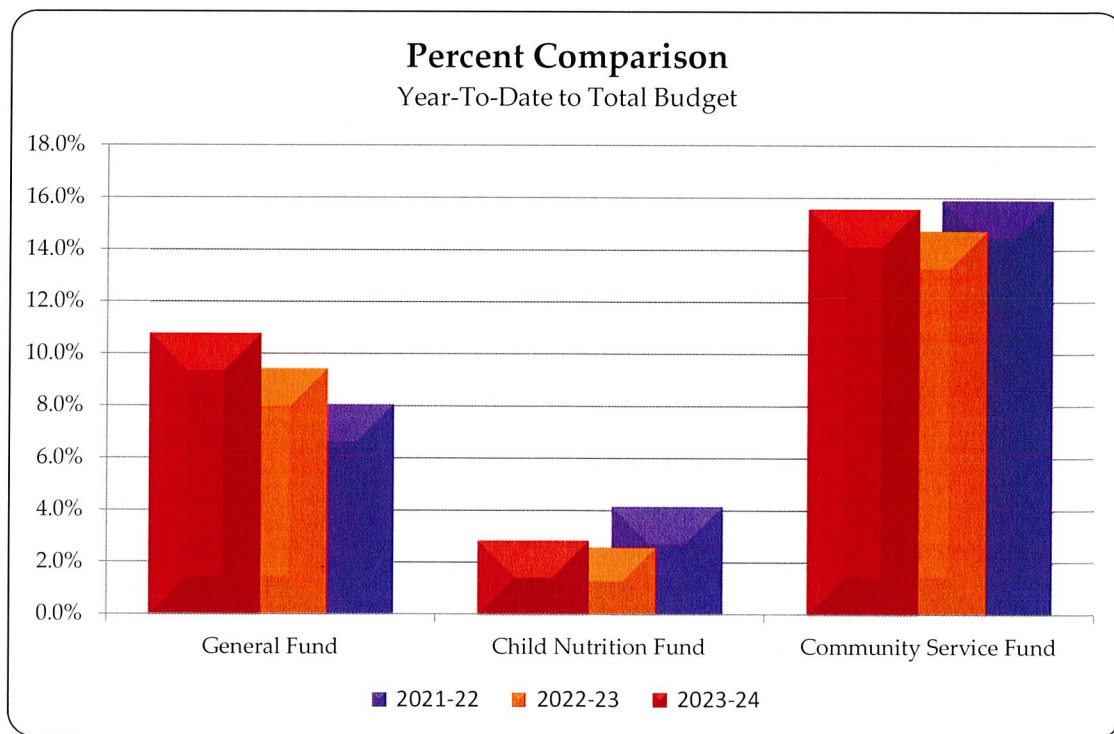
Debt Redemption Fund	<u> </u>	
Total Bond Payments		<u> </u>
Total Disbursements		<u><u>\$5,443,305.06</u></u>



STATEMENT OF REVENUES

For the month ended August 31, 2023

Fund	Year-To-Date	Budget	YTD as % of Budget		
			2023-24	2022-23	2021-22
General Fund					
Property Taxes	\$ 91,068	\$ 15,232,888	0.6%	0.2%	0.5%
State Sources	5,884,276	42,334,181	13.9%	11.9%	11.1%
Federal Sources	138,156	1,724,951	8.0%	14.7%	1.3%
Local Sources	455,937	1,655,543	27.5%	17.9%	14.2%
Total	\$ 6,569,437	\$ 60,947,563	10.8%	9.4%	8.1%
Child Nutrition Fund	\$ 68,585	\$ 2,407,584	2.8%	2.6%	4.1%
Community Service Fund	519,050	3,333,364	15.6%	14.7%	15.9%
Debt Service Fund	368,706	6,301,210	5.9%	6.2%	5.5%
Internal Service Fund	1,364,380	11,396,574	12.0%	12.3%	14.5%
Total All Funds	\$ 8,890,158	\$ 84,386,295	10.5%	9.6%	8.7%

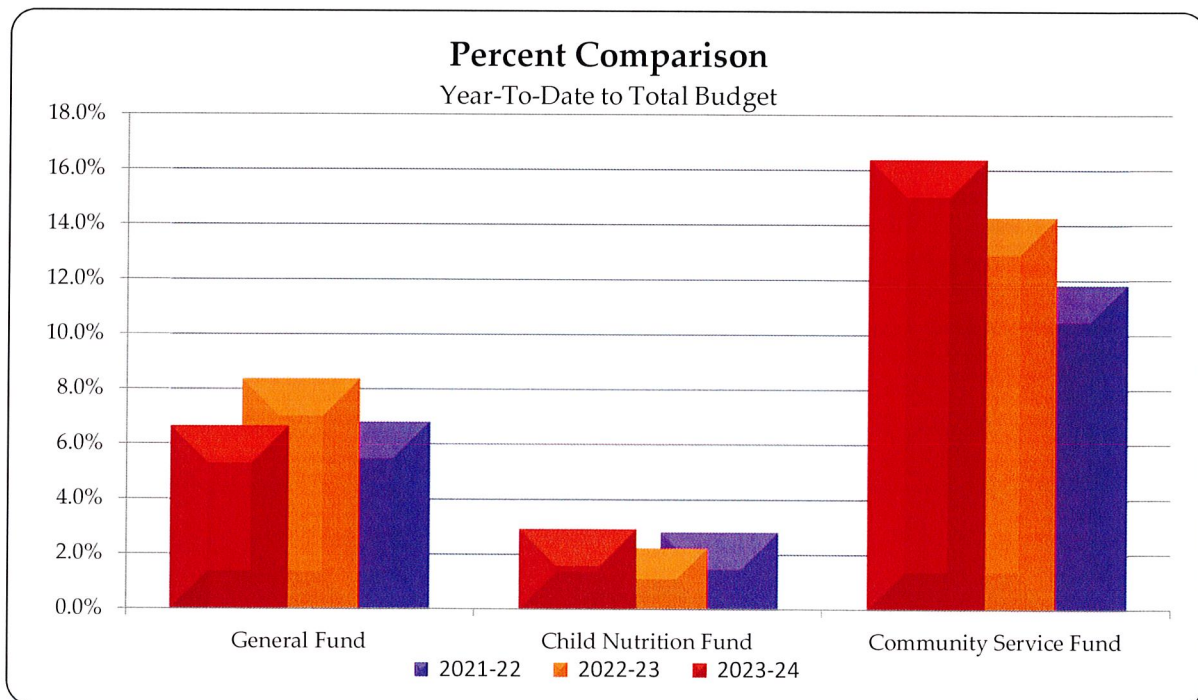




STATEMENT OF EXPENDITURES

For the month ended August 31, 2023

Fund	Year-	Budget	YTD as % of Budget			
	To-Date		2023-24	2022-23	2021-22	
General Fund						
Salaries	\$ 1,282,643	\$ 34,468,989	3.7%	4.0%	4.1%	
Benefits	613,948	13,404,752	4.6%	4.5%	4.3%	
Purchased Services	390,161	6,612,912	5.9%	8.8%	9.5%	
Supplies & Materials	722,679	2,301,890	31.4%	34.4%	29.7%	
Capital Expenditures	683,255	2,455,213	27.8%	53.0%	38.2%	
Other Expenses	278,455	495,866	56.2%	22.7%	12.7%	
Total General Fund	\$ 3,971,140	\$ 59,739,622	6.6%	8.4%	6.8%	
Child Nutrition Fund	\$ 77,126	\$ 2,645,006	2.9%	2.2%	2.8%	
Community Service Fund	567,379	3,463,457	16.4%	14.3%	11.8%	
Debt Service Fund	889,729	5,912,409	15.0%	16.6%	19.7%	
Internal Service Fund	1,934,502	11,094,171	17.4%	14.9%	20.4%	
Total All Funds	\$ 7,439,876	\$ 82,854,665	9.0%	10.7%	9.3%	



Source of Matching Funds	NA
---------------------------------	----

Required Documents Attached: **Completed Application** **Rough Draft** **Summary of Application**


Project Initiator Signature


Building Principal or District Administrator Signature

School Board Approval: **Yes** **No**

Date _____

Northfield School Board Grant Application Approval Form

Date: 11/3/2023

Any proposal submitted to an external funding source that involves any entity within the Northfield Public Schools must be approved by the School Board before the proposal is submitted. This form will accompany all requests to the School Board and will be filed along with a copy of the completed grant proposal. All proposals must:

- **Support the District's mission and goals.**
- **Be financially feasible and supported by all affected District departments or buildings.**
- **Demonstrate collaboration and commitment from the District, if required.**

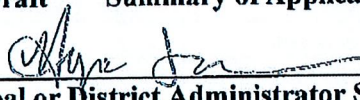
Grant Proposal Information	
Project Title	AP/IB STEM Grant - State Funds FY24 through FY26 - Round 2
Project Period	From: FY24 To: FY25
Funding Source	MDE
Application Deadline	11/3/2023
List all Grant Applicants	Northfield Public Schools/Northfield High School
School/Department	Northfield High School
Contact Person	Shane Baier
Project Information	
Brief Proposal Description	<p>Apply grant funding to extend the staffing of our Success Center and TORCH suite in order to expand and enhance particularly those assets that are currently uniquely positioned to provide the targeted support for our historically underrepresented, average-performing yet high potential students to support them in the most rigorous coursework that is appropriate for them.</p> <p>Increase our AP course participation by preparing and supporting, in particular, identified 9th graders who are demographically matched to our need group and who have previously had substantial support in the middle school AVID programming.</p> <p>Apply grant funding to create pre-school-year, late summer preparatory activities with these students where we will match them with our existing student leaders who are part of our LINK program, and also trained as our Academic Tutors and Peer Helpers, and orient them to our broad system of support that would facilitate their successful participation in preAP/AP coursework.</p> <p>Increase counseling contacts for key demographics.</p> <p>Facilitate STEM, AVID and/or AP trained teachers with time to provide tutoring in the NHS Success Center+TORCH suite during study halls, during our FLEX period, or before/after school.</p> <p>Engage families and elevate student voice through some existing groups and participation pathways as partners in identifying barriers and uncovering opportunities.</p>

Project Goal (in one Sentence)	The Northfield Public Schools has honored its commitment to a rigorous curriculum experience in support of all students. The AP/IB Grant funding will facilitate our vision to expand our capacity to support underrepresented students in advanced coursework and help us explore the addition of an AP computer science course.
List All Personnel Involved in Application	Shane Baier, Carrie Duba, Hope Langston
Budget Information	
Amount Requested	\$75,000
Matching Funds	<input type="checkbox"/> Are Required <input checked="" type="checkbox"/> Not Required
Source of Matching Funds	NA

Required Documents Attached: ☒ Completed Application ☐ Rough Draft ☐ Summary of Application



 Project Initiator Signature



 Building Principal or District Administrator Signature

School Board Approval: Yes No

Date _____

AGREEMENT

This Agreement is entered into this day ~~28th~~27th of November 2022~~3~~ by and between the Northfield Public Schools (hereinafter the School) and the Northfield Swim Club (hereinafter the NSC). It is understood between the parties hereto that the NSC wishes to utilize certain facilities belonging to the School for swim practice purposes. It is further understood that the School wishes to accommodate the NSC pursuant to the School's Policy Regarding Community Use of School Facilities.

This Agreement is a legal contract and each party understands that it may be enforced in the District Court of the County of Rice, State of Minnesota against the School or the NSC if either one of them does not comply with the terms of this Agreement.

I. Description of Premises – The premises covered by this Agreement are the Northfield Middle School swimming pool, and the adjacent girls and boys locker rooms.

II. Use of Premises – Under this Agreement, the NSC is allowed to use the premises for swim practices and the monthly NSC board meeting. No other use of the premises is authorized under this Agreement. It is expressly agreed and understood between the parties that the NSC shall use the premises for swim practices based on a schedule provided by the facilities scheduling designee or a member of the NSC Board of Directors and approved by the School's Facilities Scheduler. Any other use, such as swim meets, will require a separate application.

- The School requires that NSC take inventory of any lockers being used by participants in the boys or girls locker rooms. Please provide a Google Document with the name, grade and locker number to the Community Education Department
- Monthly NSC board meetings will be scheduled through Community Education. There will be no charge for these meetings which occur during practices.

III. Term of Agreement – This agreement shall commence on November ~~28~~27, 2022~~3~~ and shall continue until November ~~27~~26, 2023~~4~~ unless terminated prior to that date as provided herein. Early termination of this agreement by either party requires a thirty-day written notice. This Agreement may be extended for an additional term, should the parties choose to do so; however, nothing contained herein shall be construed to require the School to extend the Agreement.

IV. Expenses – The NSC hereby agrees to pay to the School the following expenses related to its use of the Premises:

- Facilities – Effective November ~~28th~~27th 2022~~3~~, the NSC will pay a facility fee of \$22.50 per hour for use of the swimming pool and the girls and boys locker rooms, with a two (2) hour maximum charge per date of use. These fees represent a negotiated 10% reduction from established community use fees. The NSC will pay an energy fee of \$12.00 per hour for every hour of use of the Pool and Locker Rooms. When the NSC shares space with the Community Education Department and SCUBA classes, the NSC will pay one-half of the agreed upon rental fee.
- Fee Reduction - The fee reduction is applied for facility rental costs for regular swim practices only, and not for meets or special events.
- Custodial – The NSC will pay ~~\$55.24~~58.52 per hour to the School for custodial services related to the NSC's use of the Premises should the use fall outside the

normal hours of building operation. The NSC understands and agrees that the custodial services shall include any clean up necessary from any other event located on or about the premises which might occur during the day or evening prior to the NSC's practices. The NSC understands and agrees that custodial service is required in the building prior to, and after, the NSC's use of the premises. In addition, any use during non-school months in June, July and August, as the schedule allows, up to two hours per day of regular custodial time may be charged.

V. Payment of Expenses – The School will bill the NSC monthly for any of the aforementioned expenses. The NSC will make payment within 30 days of its receipt of any such invoice. Invoices will be sent electronically to the NSC Treasurer, email to be provided by the NSC.

VI. Limitations on NSC Use of Premises

- School and Non-school Related Activities and Events – The NSC understands that, according to the school district facility policy, school district activities and events and other school and non-school related activities may take precedence over permit usage. In the event the NSC's use of the premises is precluded by any such activity, the School will attempt to provide two weeks' notice to the NSC that it will not be allowed to use the premises. In addition, the NSC understands there may be School or non-school activities which may require that certain pieces of equipment be left in the pool area or in locker rooms located on the premises. The NSC agrees that in such an event it will take every precaution not to disturb such equipment. Activities scheduled in school facilities can be viewed at <https://northfieldschools.ce.eleyo.com/admin/dashboard/>. Northfield High School Swim and Dive Team meet schedules can be viewed at http://www.big9.org/g5-bin/client.cgi?G5genie=4&school_id=2493
- Weather Closing – The NSC understands and agrees that if the School announces that schools will close early or are canceled due to inclement weather, NSC practices for those days are also canceled.
- Calamitous Event – The NSC understands and agrees that, in the event of any event which may substantially impair the safety or viability of the premises, the School will exercise its discretion in deciding whether to cancel any scheduled use of the premises by the NSC. The School hereby agrees to make every effort to provide the NSC with as much advance notice of any such cancellation as possible.

VII. Keys – The NSC understands and agrees that this Agreement shall entitle the NSC to possess two sets of keys to access the swimming pool, pool office, pool equipment room and locker rooms on the premises. The NSC has determined that these keys are to be issued to the ~~current President and the current Head Coach~~ and Lead Assistant Coach of the NSC. The assigned key holders will each sign for and be issued a key from the Facilities Scheduler at the beginning of the contract period and shall return the key at the end of the contract period, or when there is a change in key holder. In the event these keys are lost, the NSC will be charged actual costs for re-keying/re-coring as necessary.

VIII. Storage – The NSC understands and agrees that it shall be allowed to store items of a swim practice nature only on the premises with the knowledge and permission of the School's

Facilities Scheduler, Activities Director and Director of Buildings and Grounds. All stored items, plus any School items used, must be returned to their assigned location at the end of each day.

IX. Northfield Public School Access Policy – The NSC understands and agrees that the Northfield Public Schools Policy regarding Community Use of School Facilities (the Policy), including any amendments thereto, and the permit delineating dates of use and expectations of use are hereby incorporated into this Agreement. Adequate and responsible adult supervision must be present in all areas where participants in NSC activities are located. In the event any provision of this Agreement contradicts any provision of the Policy, this Agreement shall control.

X. Assignment and Delegation – The NSC hereby agrees that none of its rights contained in this Agreement may be assigned, nor may any of its duties be delegated, without the express written permission of the School. The NSC further agrees that any such permission will be at the sole discretion of the School.

XI. Default – The NSC understands that in the event the NSC violates any provision of this agreement, or any provision of the Policy, the School may, at its sole discretion, declare this Agreement void and discontinue the NSC's use of the premises.

XII. No Oral Representations – The parties hereto understand that this Agreement constitutes the complete understanding of the parties, and that neither party is relying on any oral representations made by the other party.

XIII. Insurance – During the term of this agreement, the NSC shall obtain and maintain at its expense, the following types and amounts of insurance:

Insurance against bodily injury and property damage which is to be in the amount of at least One Million Dollars (\$1,000,000) per occurrence and naming the School as an additional insured with copies thereof to be provided by the NSC. Furthermore, insurance covering all property owned by the NSC and stored on the premises shall be the sole responsibility of the NSC.

XIV. Waiver of Subrogation – The NSC hereby waives all claims for recovery from the School for any loss or damage to any of its property regardless of the nature of how said loss or damage occurred.

Northfield Swim Club

Northfield Public Schools

NSC President

Date

~~Noel Stratmoen, Clerk~~

Date

Val Mertesdorf, Deputy Clerk-Treasurer

NSC Treasurer

Date

DISTRICT OFFICE

201 Orchard Street South

Northfield, MN 55057

PH 507.663.0600 • Fax 507.663.0611

www.northfieldschools.org

To: School Board Members
Dr. Hillmann, Superintendent

From: Hope Langston

Date: October 17, 2023

RE: Request to hire additional English Learner Instructional Support at Northfield Middle School for the remainder of the 2023-24 school year

As part of the 2022 district budget prioritization process, the EL Department experienced a 3.4 FTE reduction due to declining enrollment numbers in EL programming. In addition, our EL teacher student ratio was adjusted to bring Northfield in line with other districts in the Big 9 and across the state. There is no current state or federal guidance on best practices for EL service minutes or student teacher ratios. At the time of the reduction, the district expressed a commitment to maintaining a student/teacher ratio of 28-30 EL students per 1.0 teacher FTE.

The district is experiencing an influx of recently arriving students (RAELs) that require more support than was budgeted for this school year.

Our total EL enrollment as of 10/17/23 is 220 students. (21 students higher than last year at this time). In addition, we have two new to country students who are enrolling at St Dominic who are not yet included in the 220 total EL students. They are middle school students for which the district must provide EL instruction. We will be screening these students after their arrival.

Because we do not yet know the English language proficiency level of these two students, we are considering two service options for required middle school EL services.

Option 1: Hire a seven (7) hour per day English Learner (EL) Educational Assistant for the remainder of the 2023-24 school year Northfield Middle School to support core instructional needs for Level 1 and RAEL students. This additional support will allow us to provide the appropriate service minutes for our middle school EL students. This option, with the addition of the St Dominic students, will result in a larger

Hour 7 newcomer class and a mismatch between the middle school core content support being offered on opposite days at that time. The needs of the St Dominic students are different because they do not have the same content courses as our middle school students.

The estimated maximum cost of salary and benefits for a 7.0 hour/day Educational Assistant is \$54,701. This projection assumes a start date of November 20th and family health and dental. The transportation cost for the St Dominic students will be \$10,620 for a total Option 1 cost of \$65,321.

Option 2: Hire a seven (7) hour per day English Learner (EL) Educational Assistant for the remainder of the 2023-24 school year for Northfield Middle School **and** a .2 EL teacher to serve the RAEL students at St Dominics to eliminate transportation costs and maintain our student teacher ratio at the middle school.

The estimated cost of salary and benefits is \$54,701 for a 7.0 hour/day Educational Assistant and \$22,000 for a .2 teacher FTE, for a total cost of \$76,701. This projection assumes a start date of November 20th and family health and dental.

Our current student/teacher ratios by building are:

Bridgewater: 27:1 FTE

Greenvale Park: 63:2 FTE or 32:1 FTE

Spring Creek: 26:1.5 FTE or 18:1 FTE

Northfield Middle School: 34:1 FTE (with 7 hour EA) | 36:1 FTE with incoming St Doms students

Northfield High School: 60:1 FTE or 30:1 FTE (with 6.25 hour EA)

ALC: 10:0.5 FTE

The percentage of Level 1 and RAEL students at each of our schools is:

Bridgewater: 26% - includes 3 newly enrolled students who are new to country.

Greenvale Park: 20% - includes 4 newly enrolled students who are new to country.

Spring Creek: 46% - includes 4 newly enrolled students who are new to country.

Northfield Middle School: 32% - includes 2 newly enrolled students who are new to country. 36% with incoming St Doms students who are new to country.

Northfield High School: 14% - includes 1 newly enrolled student who is new to country.

ALC: 10%

**Professional Services Agreement
Between
Northfield Public Schools
and
Northfield Healthy Community Initiative**

This document constitutes an agreement between the Northfield Public Schools, 201 Orchard Street South, Northfield, MN 55057 (hereinafter called NPS) and Northfield Healthy Community Initiative, 1651 Jefferson Parkway – Suite HS128, Northfield, MN 55057 (hereinafter called the Independent Contractor). This is a 20-month contract, beginning on November 13, 2023, and ending on June 30, 2025. Either party with written 10 days' notice may terminate or request to renegotiate this contract. The parties to this agreement intend that the relationship between them created by this agreement is that of agency-contractor. The Independent Contractor has authority to control and direct the preparation and performance of the details of the work, NPS being interested in the results obtained. However, the work contemplated herein must meet the approval of NPS and shall be subject to NPS's right of inspection and supervision to ensure satisfactory completion of the work.

In consideration of the mutual promises set forth in this Agreement, NPS and the Independent Contractor agree to the following:

1. SERVICES:

Independent Contractor agrees to perform the services as requested by NPS, including the following:

Grant seeking, writing, and reporting (as agreed upon in the job description) that supports Northfield Public Schools birth-grade 12 student programming. This includes applicable state and federal grant opportunities for which NPS is eligible.

1730 hours for 20-months dedicated to working with school district staff.

In turn, NPS will:

- ☐ Maintain financial records and reimburse the Independent Contractor on a timely basis

2. METHOD OF PAYMENT AND AMOUNT:

See Appendix A for an outline of the agreed upon reimbursement rate. The Independent Contractor will submit reimbursement requests for expenses monthly. Requests should be submitted by the 5th of the month.

Funds need to be spent in the approved budget categories. Any modifications must be requested in writing.

NPS will typically reimburse the Independent Contractor within 30 days of receipt of the reimbursement request.

Any tools or equipment (such as a phone, computer or car) necessary for the Independent Contractor to fulfill the contract will be supplied by the Independent Contractor.

Other anticipated expenses covered by NPS include: Office space at the District Office or Northfield Community Education Center (NCEC).

3. CONFLICT OF INTEREST:

The Independent Contractor agrees to comply with the "Conflict of Interest" standards outlined in Appendix B.

4. BACKGROUND CHECKS:

The Independent Contractor and all staff and volunteers of the Independent Contractor's project are required to complete a background check before services are rendered. The background check will be facilitated by HCI. In addition, the contractor will complete the NPS Volunteer Background Check process.

5. CONFIDENTIALITY:

If, in the course of performing the contracted services, the Independent Contractor has access to confidential information regarding NPS or its partner organizations, the Independent Contractor agrees not to use or disclose any confidential information to third parties.

6. REPRESENTATIONS:

Independent Contractor represents that all works produced by the Independent Contractor will be made in a professional and competent manner and suitable for the purpose intended.

7. GOVERNING LAW:

This Agreement shall be governed by and construed in accordance with the laws of the State of Minnesota.

8. LIABILITY, INSURANCE & INDEMNIFICATION:

Each Party (NPS and the Independent Contractor) acknowledges that it shall be responsible for any loss, cost, damage, claim, or other charge that arises out of or is caused by the actions of that Party or its employees or agents. No Party shall be liable for any loss, cost, damage, claim, or other charge that arises out of or is caused by the action of any other Party or its employees or agents. Joint and several liability will not attach to the Parties; no Party is responsible for the actions of the other.

Both Parties agree, on behalf of its officers, directors, employees, agents, contractors, subcontractors, and personnel (the "Indemnifying Party") that they shall indemnify and hold the other Party (the "Indemnified Party") harmless from and against any and all third party costs, liabilities, damages, penalties, fines and expenses (including, but not limited to, reasonable attorneys' fees) incurred as a result of settlements, claims, allegations, actions, or suits asserted against the Indemnified Party by any third party to the extent that the liability arose out of the gross negligence or willful misconduct of the Indemnifying Party in its performance under this Agreement.

The Independent Contractor agrees to obtain and maintain appropriate general liability and casualty insurance, or adequate levels of self-insurance, to insure against any liability caused by the Independent Contractor's obligations under this Agreement.

9. INDEPENDENT CONTRACTOR STATUS:

It is understood that the Independent Contractor is not an employee of NPS. Thus, the Independent Contractor is not expected to fulfill the conditions of employment of staff, nor is the Independent Contractor eligible for benefits. Payment of Social Security, workers' compensation, and state and federal income taxes is the responsibility of the Independent Contractor. If, for any reason, the Independent Contractor is not able to complete these contractual requirements, payment will be adjusted on the basis of work performed. Any work product generated through NPS remains with NPS.

10. CIVIL RIGHTS & NON-HARASSMENT POLICY:

With this project, there will be a zero tolerance for the harassment of any individual or group of individuals for any reason. All forms of discrimination based upon race, color, national origin, gender, age, religion, sexual orientation, disability, gender identity or expression, political affiliation, marital or parental status, or military service are prohibited. Harassment includes, but is not limited to: explicit or

implicit demands for sexual favors; pressure for dates; deliberate touching, leaning over, or cornering; offensive teasing, jokes, remarks, or questions; letters, phone calls or distribution or display of offensive materials; offensive looks or gestures; gender, racial, ethnic or religious baiting; physical assaults or other threatening behavior; or demeaning, debasing or abusive comments or actions that intimidate. This policy applies to all individuals employed under, volunteering for, or participating in an NPS-supported program. Violation of this policy may result in termination of this Agreement.

11. LOBBYING ACTIVITIES:

No funds from this agreement can be used to support any lobbying activities.

12. AFFILIATION WITH PROJECT FUNDERS:

It is understood that the Independent Contractor is not a subsidiary of NPS and that employees of the Independent Contractor are not employees of NPS. If, for any reason, the Independent Contractor is not able to complete these contractual requirements, payment will be adjusted on the basis of work performed.

13. DEBARMENT, SUSPENSION, & OTHER RESPONSIBILITY MATTERS:

The Independent Contractor certifies that it and its principals:

- a) Are not presently debarred, suspended, proposed for debarment, declared ineligible or voluntarily excluded from covered transactions by any federal, state, or local department or agency
- b) Have not within a three-year period preceding this agreement been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (federal, state or local) transaction or contract under a public transaction; violation of federal or state antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements or receiving stolen property;
- c) Are not presently indicted for or otherwise criminally or civilly charged by a governmental entity (federal, state or local); and
- d) 4. Have not within a three-year period preceding this application had one or more public transaction (federal, state or local) terminated for cause or default.

13. NOTICES:

Service of notice required or permitted under this Agreement shall be sufficient if given personally to the Independent Contractor or if sent certified mail, postage prepaid to either party at the respective address set forth above. Notice to NPS shall be sent to the attention of NPS Finance Director. Such notice shall be effective upon delivery or the date delivery is attempted and refused.

14. ENTIRE AGREEMENT:

This Agreement constitutes the entire understanding between the parties with respect to the subject matter of this Agreement. No other agreements, oral or written, regarding the subject matter of this Agreement shall be deemed to exist. This Agreement may be modified only by written agreement of the parties. This Agreement shall be binding upon and inure to the benefit of NPS and the Independent Contractor and their respective successors and assigns.

INDEPENDENT CONTRACTOR

Print Name Here: _____

Signature: _____

Date: _____

ON BEHALF OF NORTHFIELD PUBLIC SCHOOLS, Its Superintendent

Print Name Here: _____

Signature: _____

Date: _____

Appendix A

The purpose of this Appendix is to outline the agreed upon reimbursement rate to Northfield Healthy Community Initiative for grant seeking, writing, and reporting services from October 9, 2023 to June 30, 2025

Line Item and Amount

Grant seeking, writing, and reporting (as agreed upon in the job description) that supports Northfield Public Schools birth-grade 12 student programming. This includes applicable state and federal grant opportunities for which NPS is eligible.

1730 hours for 20-months dedicated to working with school district staff.

TOTAL MAXIMUM CONTRACT: up to \$75,000 through June 30, 2025

Appendix B

Conflict of Interest

No official or employee shall participate personally through decisions, approval, disapproval, recommendation, the rendering of advice, investigation, or otherwise in any proceeding, application, request for a ruling or other determination, contract, award cooperative agreement, claim, controversy, or other particular matter in which award funds are used, where to his or her knowledge, he/she or his/her immediate families, partners, organization other than a public agency in which he/she is serving as an officer, director, trustee, partner, or employee, or any person or organization with whom he/she is negotiating or has any arrangement concerning prospective employment has a financial interest of less than any arms length-transaction.

In the use of agency project funds, personnel and other officials shall avoid any action that might result in or create the appearance of:

- ☐ Using his or her official position for private gain
- ☐ Giving preferential treatment to any person
- ☐ Losing complete independence or impartiality
- ☐ Making an official decision outside of official channels, or
- ☐ Affecting adversely the confidence of the public in the integrity of the government or the program.

MEMO TO: Dr. Matt Hillmann
 Board of Education
 FROM: Chris Neset
 DATE: November 6, 2023
 RE: 2023-2024 Enrollment Options Report

Northfield Public Schools has 476 students attending our schools from other school districts this school year compared to 464 last year. 817 Northfield students are attending school elsewhere, including other public schools (287), charter schools (244), home schools (174) and non-public schools (112). Last year 839 students attended school elsewhere.

Northfield Students Going to Non-Public Schools:

	2022-23	2023-24
Abeka Academy		
Academy for the Deaf/Blind	3	3
Bethlehem Academy	14	10
Bloomington Lutheran	2	1
Breakaway Academy	1	2
Calvary Prep	2	1
Chesterton Academy	1	
Divine Mercy Catholic	4	4
Falcon View	2	
First Baptist-Rosemount	2	1
Glory Academy	1	1
Good Shephard	4	3
Guidepost Montessori	2	2
Hollandale Christian	2	2
Holy Cross Catholic	2	2
MN Autism Center		1
Montessori Christian	2	1
Montessori		1
Shattuck-St. Mary's	3	4
St. Croix Lutheran	4	4
St. Dominic's	82	63
St. Elizabeth Ann Seton Cath.	2	2
St. Paul's Lutheran	2	3
Unity Catholic	1	1
Total Non-Public	138	112

Northfield Students Going to Home School:

	2022-23	2023-24
Grade K	10	8
Grade 1	14	16
Grade 2	15	17
Grade 3	13	13
Grade 4	17	14
Grade 5	17	15
Grade 6	18	18
Grade 7	11	18
Grade 8	16	11
Grade 9	8	14
Grade 10	10	9
Grade 11	10	12
Grade 12	11	9
Total Home School	170	174
Total Families	79	74

Continued, Page 2

Public Schools	Northfield Students Out		Non-Resident Students In	
	2022-23	2023-24	2022-23	2023-24
Albert Lea			1	
Anoka-Hennepin			2	
Becker			1	
Benson	1			
Bloomington	2	2	1	
Buffalo	1			
Burnsville	2	1	1	2
Byron			2	1
Cannon Falls	9	9	18	18
Cannon Valley Spec Ed	19	20		
Dakota County Spec Ed		1		
Duluth		1		
Eden Prairie	5	2		
Faribault	1	3	302	313
Farmington	24	24	16	12
Fergus Falls		5		
Forest Lake			1	1
Hastings			2	
Houston	2	2		
Hutchinson	1			
Intermediate 287		2		
Jordan	1	2		
Kasson-Mantorville	3	2		
Kenyon-Wanamingo	4	6	31	35
Lakeville	26	20	14	13
Medford			3	3
Meeker/Wright Spec Ed.		1		
New Dominion	3	1		
New Prague	32	34	12	15
New York Mills	1	1		
Owatonna	3	3	5	4
Prior Lake	4	4		
Randolph	112	112	20	27
Red Rock Central			1	1
Rochester		1	5	2
Rosemount-Apple Valley-Eagan	2	5	2	2
Roseville	1	1		
Shakopee		2		

Continued, Page 3

South Washington			1	1
St. Paul	2	1		
Stillwater		1		
Tri City United	8	7	21	22
United South Central	1	1		
Wabasha-Kellogg		3		
Waterville-Elysian-Morristown	1	1	2	4
West St Paul-Mendota Heights		1		
Willmar		1		
Worthington		4		
Totals	271	287	464	476

Northfield Students Going to Charter Schools:

	2022-23	2023-24
Arcadia	93	81
Aspen Academy	1	1
Bluesky		1
Cannon River STEM	2	
Edvisions Off Campus		4
El Colegio		1
Fit Academy	1	1
Great Oaks Academy	2	3
Liberty Univ Online		2
Minnehaha Academy		1
MN Online HS	3	1
MTCS Connections	12	15
Nerstrand Charter	7	4
Parnassus Prep	4	
Penn Foster Online		1
Perpich Center		1
Prairie Creek	134	124
Spectrum Elk River		2
St. Paul Conservatory	1	1
Total Charter Schools	260	244

Northfield Public Schools - Enrollment Options History											
	2023-24	2022-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Northfield Students Out											
Cannon Falls	9	9	4	3	2	13	6	0	0	0	0
CVSEC	20	19	20	19	21	22	16	0	0	0	0
Faribault	3	1	4	6	8	5	6	5	5	9	9
Farmington	24	24	26	28	22	19	20	20	23	27	20
Lakeville	20	26	25	23	24	25	20	22	22	24	18
New Prague	34	32	35	37	34	30	27	21	23	22	22
Randolph	112	112	95	74	72	59	65	62	63	55	45
Tri-City United	7	8	8	6	7	6	5	5	10	10	9
Other	58	39	41	41	37	41	24	47	33	40	70
Total	287	270	258	237	227	220	189	182	179	187	193
Non-Resident In											
Cannon Falls	18	18	18	9	11	14	13	7	8	13	17
Faribault	313	302	309	326	293	266	252	202	167	171	167
Farmington	12	16	13	15	14	19	20	13	12	10	12
Kenyon-Wanamingo	35	31	28	28	24	17	17	15	17	15	14
Lakeville	13	14	14	10	6	11	13	10	8	5	2
New Prague	15	12	8	9	11	19	25	19	22	16	19
Randolph	27	20	21	24	22	19	28	17	14	18	24
Tri-City United	22	21	18	22	27	21	24	20	21	22	16
Other	21	30	25	12	11	17	19	10	12	12	26
Total	476	464	454	455	419	403	411	313	281	282	297
Northfield to Non-Public											
St. Dominic's	63	82	80	99	108	104	100	108	122	122	151
Other	49	56	48	54	45	41	40	38	36	41	34
Total	112	138	128	153	153	145	140	146	158	163	185
Northfield to Home School	174	170	180	207	150	137	130	113	120	121	109
Northfield to Charter											
Prairie Creek	124	134	137	148	150	152	153	159	152	156	153
Arcadia	81	93	107	90	86	95	99	94	90	107	104
Other	39	34	43	40	26	31	28	25	30	25	11
Total	244	261	287	278	262	278	280	278	272	288	268
Total Student In	476	464	454	455	419	403	411	313	281	282	297
Total Students Out	817	839	853	875	792	780	739	719	729	759	755
Net In/Out	-341	-375	-399	-420	-373	-377	-328	-406	-448	-477	-458
	-9.07%	-6.02%	-5.00%	12.60%	-1.06%	14.94%	-19.21%	-9.38%	-6.08%	4.15%	-16.12%

Greenvale Park

Grade	Teacher	
K	Flicek	20
K	Schroyer	20
K	Stowe	22
1	Borgerdin	20
1	Landry	19
1	Nivala	18
1	Swenson	18
1	Ziemann	26
2	Amundson	22
2	Bulfer	20
2	Ellerbusch	19
2	Feldmann	20
3	Dimick	19
3	Johnson	23
3	Peterson	19
3	Timerson	21
4	Garcia	21
4	Hetzel	21
4	McLaughli	21
4	Schroeder	22
5	Carlson	27
5	Sickler	26
5	Tacheny	20
TOTAL		484

Spring Creek

Grade	Teacher	
K	Berkvam	21
K	Heil, G	22
K	Matson	22
1	Born	22
1	Craft	25
1	Downs	24
2	Russell	20
2	Soderlund	26
2	Spitzack	27
3	Guggisber	24
3	Jandro	25
3	Sasse	16
4	Fox	24
4	Haar	25
4	Healy	24
4	McManus	18
5	Baragary	25
5	Malecha	24
5	Ostermann	22
5	Stulken	22
TOTAL		458

Bridgewater

Grade	Teacher	
K	Cade	19
K	Danielso	22
K	Haley	21
K	Rodgers	19
K	Tran	22
1	Bischoff	20
1	Charlton	21
1	Hall	21
1	Lanza	17
2	LaVoy	23
2	Lofquist	23
2	Schwaab	23
2	Swenson	22
3	Larson	23
3	Schuster	24
3	Sickler	24
3	Truman	26
4	Hehr	27
4	Rodrigu	18
4	Rud	26
4	Ryan	26
5	Blatti	24
5	Duchen	25
5	Holden	26
5	Rubin	22
TOTAL		564

Middle School

Total	High Total
Grade 6-2030 291	Grade 324
Grade 7-2029 280	Grade 318
Grade 8-2028 310	Grade 317
TOTAL 881	Grade 314
	TOT. 1273

ALC

F/T	**P/T	**I/S
Grade 9-2020 0	1	0
Grade 10-2019 37	1	17
Grade 11-2018 18	1	9
Grade 12-2017 41	1	44
TOTAL 96	4	70

Total

1
55
28
86
170

Regular	Big 9	Total
Early Childhood** 121		121
Kindergarten-2036 230	0	230
Grade 1-2035 251	2	253
Grade 2-2034 245	0	245
Grade 3-2033 244	1	245
Grade 4-2032 273	2	275
Grade 5-2031 263	2	265
Total K-5 1627	7	1634
Total Middle School 881	6	887
Total High School 1273	21	1294
GRAND TOTAL 3781	34	3815

ALC 9-12 170
GRAND TOTAL w/ALC and Big 9 3985

****Full Time only 3790**

Early Childhood**

Boda	1
Dorey	13
Gross	13
Hubbard	7
Kruse	1
Ludwig	9
McLeese	6
O'Connor	9
Roth	16
Sanders	13
Schnorr	15
Tharp	5
Townzen	11
Webster	2
TOTAL	121

Big 9 Online

Grade	Teacher	
Grade K- Kehler		0
Grade 1-2 Kehler		2
Grade 2-2 Kehler		0
Grade 3-2 Kehler		1
Grade 4-2 Kehler		2
Grade 5-2 Kehler		2
Grade 6-2 Kehler		1
Grade 7-2 Kehler		2
Grade 8-2 Kehler		3
Grade 9-2 Kehler		6
Grade 10- Kehler		6
Grade 11- Kehler		4
Grade 12- Kehler		5
TOTAL		34