

INDEPENDENT SCHOOL DISTRICT NO. 659
REGULAR SCHOOL BOARD MEETING

Monday, December 11, 2023 ~ 6:00 p.m. ~ Regular Board Meeting
Northfield District Office Boardroom

[Zoom Link](#)

AGENDA

Board Member Amy Goerwitz will participate remotely from this location: Unrestricted location in Taiwan Taoyuan International Airport.

1. Call to Order
2. Agenda Approval/Table File
3. Public Comment
4. Announcements and Recognitions
5. Items for Discussion and Reports
 - a. Truth in Taxation Presentation for the Payable 2024 Property Tax Levy and Fiscal Year 2023-2024 General Fund Budget Revision Followed by Public Comment
 - b. Policy Committee Recommendations
 - c. Potential 2024 Northfield High School Bond Referendum Update
6. Consent Agenda
 - a. Minutes
 - b. Gift Agreements
 - c. Personnel Items
7. Items for Individual Action
 - a. Proposed 2024-2025 School Year Calendar
 - b. Policy Recommendation
 - c. Certify Final 2023 Payable 2024 Tax Levy
 - d. Fiscal Year 2023-2024 General Fund Budget Revision
 - e. Approval of Bid for District iPad Purchase
8. Items for Information
 - a. Enrollment Report
9. Future Meetings and Training
 - a. Wednesday & Thursday, December 20 & 21, 2023, 5:30 p.m., MSBA Phase III Training, Northfield DO Boardroom
 - b. Monday, January 8, 2024, 6:00 p.m., Organizational Board Meeting followed by the Regular Board Meeting, Northfield DO Boardroom
 - c. Monday, January 22, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
10. Adjournment

NORTHFIELD PUBLIC SCHOOLS

MEMORANDUM

Monday, December 11, 2023 ~ 6:00 p.m. ~ Regular Board Meeting
Northfield District Office Boardroom
[Zoom Link](#)

Board Member Amy Goerwitz will participate remotely from this location: Unrestricted location in Taiwan Taoyuan International Airport.

TO: Members of the Board of Education
FROM: Matthew Hillmann, Ed.D., Superintendent
RE: Explanation of Agenda Items for Monday, December 11, 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. Truth in Taxation Presentation for the Payable 2024 Property Tax Levy and Fiscal Year 2023-2024 General Fund Budget Revision Followed by Public Comment. The amount of the proposed levy for 2024 is \$21,946,253.35 and represents a 3.84% increase from the prior year. Director of Finance Val Mertesdorf will review the levy and recommend revisions to the 2023-24 general fund budget. The General Fund budget revision accounts for legislative impacts, final audited data, settled agreement with the Northfield Education Association and increased health premiums. The public is invited to speak following the truth in taxation presentation.
 - b. Policy Committee Recommendations. Dr. Hillmann will present the policy committee's recommended updates to policies 203, 441, 507, 902 and 903. This will be an item for individual action at the next board meeting.
 - c. Potential 2024 Northfield High School Bond Referendum Update. Superintendent Hillmann will review the progress made at the Dec. 4 work session and board members will have further discussion. The current decision-making process timeline will be reviewed.
6. Consent Agenda
Recommendation: Motion to approve the following items listed under the Consent Agenda.
 - a. Minutes. Minutes of the Regular School Board meeting held on November 27, 2023.
 - b. Gift Agreements. Gift agreements to be approved are attached.
 - c. Personnel Items
 - i. Appointments
 1. Samuel Dwyer, RRR-Production Coordinator at the High School, beginning 1/2/2024-3/16/2024. \$4,217 stipend.
 2. Kristen Johnson, 1.0 FTE Long Term Substitute Special Ed DCD Teacher at Greenvale Park, beginning 12/13/2023-4/1/2024. MA10, Step 10
 3. Nancy Johnson, RRR-Assistant Costumer at the High School, beginning 1/2/2024-3/16/2024. \$1,000 Stipend.
 4. Brent Kivell, RRR-Set Builder at the High School, beginning 1/2/2024-3/16/2024. \$3,000 Stipend.
 5. Tania Legvold, RRR-Lead Costumer at the High School, beginning 1/2/2024-3/16/2024. \$4,000 Stipend.
 6. Rebecca Lorang, .13 FTE English Learner Teacher at St. Dominic, beginning 1/2/2024. MA, Step 2
 7. Craig Wasner, RRR-Band Leader at the High School, beginning 1/2/2024-3/16/2024. \$4,217 stipend.
 - ii. Increase/Decrease/Change in Assignment
 1. Danielle Crase, 1.0 Assistant Girls Golf Coach at the High School, change to .7 Assistant Girls Golf Coach at the High School, effective 3/18/2024.

2. Doug Davis, .3 Head Boys Swimming/Assistant Boys Swimming Diving at the High School, change to .2 Head Boys Swimming/Assistant Boys Swimming Diving at the High School, effective 11/27/2023.
 3. Sean Finger, Assistant Boys Basketball Coach (paid by booster club) at the High School, change to 9th Grade Boys Basketball Coach at the High School, effective 11/20/2023.
 4. Seth Hansen, KV Site Assistant for 28.5 hours/week at Greenvale Park, change to KV Substitute, effective 12/1/2023.
 5. Heather Kuehl, English Teacher at the Middle School, add Homebound Instructor at the Middle School, effective 12/4/2023-6/6/2024.
 3. Mallory Nystuen, Special Ed EA PCA for 6.75 hours/day at Spring Creek, add Supervisory for .25 hours/day at Spring Creek, effective 11/27/2023.
 6. Deb Pack, Special Ed EA PCA and Bus Duty for 7.75 hours/day at the High School, change to Special Ed EA PCA and Bus Duty for 8.92 hours/day at the High School, effective 12/1/2023-6/9/2024.
 7. Brian Porter, .70 Assistant Boys Swimming Coach at the High School, change to .80 Assistant Boys Swimming Coach at the High School, effective 11/27/2023.
 8. Deborah Seitz, Special Ed Teacher at the Middle School, add Homebound Instructor for 5 hours/week with the District, effective 12/4/2023-6/9/2024.
 9. Ella Whitten, Special Ed EA for 6.75 hours/day and Bus Duty for 1.08 hours/day at Greenvale Park, change to Special Ed EA for 6.75 hours/day at Greenvale Park, effective 11/30/2023.
 10. Ella Whitten, Special Ed EA for 6.75 hours/day at Greenvale Park, add Supervision for .50 hours/day at Greenvale Park, effective 12/1/2023.
- iii. Leave of Absence
1. Katie Hanson, Special Ed Teacher at the Middle School, FMLA leave of absence beginning 12/4/2023 and continue on an intermittent basis for up to 60 work days.
- iv. Retirements/Resignations/Terminations
- 1.
- v. Seniority Lists
- The board is requested to approve the 2023-2024 Principal/Assistant Principals Seniority List and the 2023-2024 Teacher Seniority List.

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

7. Items for Individual Action

- a. Proposed 2024-2025 School Year Calendar. Superintendent Hillmann presented the proposed 2024-2025 school year calendar at the October 23, 2023 board meeting. This proposed calendar includes a modification to shift eight hours of time from the pre-service work week in August to be used for scheduled evening parent-teacher conferences during the 2024-25 school year.

Superintendent's Recommendation: Motion to approve the proposed 2024-2025 school year calendar with updates.

- b. Policy Recommendation. The board is requested to adopt policy 207 as presented.

Superintendent's Recommendation: Motion to adopt policy 207 as presented.

- c. Certify Final 2023 Payable 2024 Tax Levy. This action completes the school district's process that began in September with the preliminary levy certification to the Rice, Dakota and Goodhue Counties and the Minnesota Department of Education (MDE). We have reviewed and analyzed MDE's calculation, and the estimate of the school district's property tax base by Rice, Dakota and Goodhue counties. This levy, payable in 2024, will be a component of the 2024-25 fiscal budget.

Superintendent's Recommendation: Motion to certify to County Auditors the 2023 Payable 2024 Final Certified Levy Limitation and Certification Report in the amount of \$21,946,253.35 which represents a 3.84% increase from the prior year.

- d. Fiscal Year 2023-2024 General Fund Budget Revision. The board is asked to approve the revisions to the FY24 general fund budget as presented. The adopted general fund revenue and expenditure budget for FY24 was \$60,947,563 and \$59,739,622 respectively. The recommended revised budget for FY24 is revenues of \$62,956,616 and expenditures of \$62,170,588. The major factors contributing to these changes include the final audited data from FY23, enrollment data, finalized employment agreements, federal funding, and increased health insurance premiums.

Superintendent's Recommendation: Motion to approve the revised 2023-24 general fund budget of revenues of \$62,956,616 and expenditures of \$62,170,588.

- e. Approval of Bid for District iPad Purchase. The board is requested to approve the bid for the purchase of the district's iPads. All bids for the sale of approximately 3,800 6th generation iPads (32GB model) must be received at 201 Orchard Street South, Northfield, MN on or before Friday, December 8, 2023, by 3:00 p.m. Director of Technology Services Nate Knutson and Director of Finance Val Mertesdorf will open the bids on Friday, December 8, at 3:00 p.m. The sale of district-owned iPads will be awarded to the highest bidder, based on the minimum guaranteed payment to the district, less any fees to the district and/or reductions in purchase price identified in the bid. The final bid recommendation documentation will be included in the table file.

Superintendent's Recommendation: Motion to approve the bid for the purchase of the district's iPads as recommended by Director Knutson and Director Mertesdorf.

8. Items for Information

- a. Enrollment Report. Superintendent Hillmann will review the December 2023 enrollment report.

9. Future Meetings

- a. Wednesday & Thursday, December 20 & 21, 2023, 5:30 p.m., MSBA Phase III Training, Northfield DO Boardroom
- b. Monday, January 8, 2024, 6:00 p.m., Organizational Board Meeting followed by the Regular Board Meeting, Northfield DO Boardroom
- c. Monday, January 22, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom

10. Adjournment

Truth in Taxation | 2023 Pay 2024 Levy Certification | December 11, 2023

Val Mertesdorf, Director of Finance

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

Levy Cycle

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

The tax capacity for Northfield Public Schools had increased each year. The increase in tax capacity includes increased property values as well as additional taxable parcels. The increase for 2022 was 15.6% which is significant. This is a reflection of the increasing property values we've seen across the district.

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

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

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

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

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

2023 Pay 2024 Property Tax Levy Summary

Our certified levy authority increased \$810,713.11 or 3.84% compared to the prior year. The Pay 2024 levy totals \$21,946,253.35 to be certified. The increase is primarily a result of the voter approved increase to our capital projects levy of \$1,156,488. The district paid off the debt for the Middle School which helped offset some of the increase.

Levy Authority vs. Certification

Our Pay 2024 property tax levy seeks to use the maximum authority provided by the Minnesota Department of Education. By seeking maximum authority, the district will levy \$810,713.11 more than it did last year. We are grateful to the community for their continued support.

2023 Property Tax Levy Breakdown

The district's property tax levy of \$21,946,253.35 supports the following:

- Debt Service 15.2%
- General Fund: Referendum 43.2%
- General Fund: Other 31.1%
 - Includes Location Equity Revenue, Operating Capital, LTFM, Building Lease, and OPEB

- Capital Levy: 8.7%
- Community Services: 1.8%

Subtotal Comparisons

The District's Pay 2024 levy includes a 38.74% decrease in debt service which is a result of paying the remaining debt on the construction of the Middle School. The general fund increase is 19.58% which is primarily due to the voter approved capital projects levy increase. Community Education will decrease 12.55% this is related to formula changes in the last legislative session that resulted in revenue transition to state funded from local levy funding.

The district's Pay 2024 levy includes a 1.29% decrease in the amount authorized by the voters. This decrease is a result of the Middle School debt being paid off and the increase in the voter approved capital projects levy.

As a testament to this community's generous support of education you can see that 62% of our total levy is voter approved.

Levy History

I think it is important to note that over the last five years our average increase has been 1.88%. We are incredibly fortunate to live in a community that supports education whole heartedly. The burden on tax payers is significant, especially during an economically tumultuous period. Unfortunately, property taxes and funding for education is not equitable across the state due to many legislative rules. We will continue to be responsible stewards and advocate for our community at the legislature.

2023-24 General Fund Budget Revision | December 11, 2023

Val Mertesdorf, Director of Finance

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

We have final data from the prior fiscal year, our October 1st enrollment is no longer a projection, and we have settled our employment agreements, hired staff and we have our allocations for federal funding from MDE. We take all this information and compare to the adopted budget presented in June and see which areas of the budget need to be adjusted. We input the October 1st enrollment and the final 2022-23 enrollment into our projection model and use historical averages and the cohort survival method to predict future enrollment. In the spring we projected that we would have roughly 4,216.6 weighted pupil units. With our October 1st enrollment, the projection was very similar. Our enrollment trends continue to align with our demographic study.

The General Fund budget amendment will include increasing revenues by \$2,009,053. You will see that State sources increased, this reflects the increase in the special education cross subsidy revenue, the new student support revenue and school library aid. Federal sources are the same. Local revenues increased slightly to account for the sale of iPads.

The General Fund budget amendment will include increasing expenditures by \$2,430,966. There are a few factors creating this increase. In August, we settled with the Northfield Education Association (NEA) to provide a salary and benefit increase that recognized the impact inflation has had on the cost of living. Our health insurance premium is increasing again to keep pace with the high claims we are experiencing. Five percent of this increase will be contributed by the district. In addition, we added expenditures for the new student support and school library aid. The new GASB standard on Subscription Based Information Technology Arrangements (SBITA) changed the way we intended to account for multi-year subscriptions. This resulted in an increased expenditure this year. The voter approved capital projects levy will help with this in the future.

The 2023-24 adopted budget was based on several estimates and the unassigned fund balance is one of them. We had projected to end FY2022-23 with approximately 13.9% unassigned fund balance. We actually ended with 12.9%. The SBITA standard required some additional expenditures that were anticipated to be expensed over multiple years.

We were projected to end 2023-24 with 15.17% unassigned fund balance as a percentage of our total general fund expenditures. However, with our audited fund balance and revised budget projection we expect to end 2023-24 with 14.14%. We are working on an updated financial forecast for January.

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



TRUTH IN TAXATION
2023 Pay 2024 Levy Certification

12/11/2023

Levy Cycle

1. Assessors determine a property's estimated market value and assign a property class to each parcel.
2. The County Auditor calculates the net tax capacity for each parcel in the county, as well as the total net tax capacity for each taxing jurisdiction.
 - a) A property's net tax capacity is determined by multiplying the property's market value by the relevant class rate.
 - i. Class rates are set by statute, vary by property type, and are uniform statewide.
3. The local tax rate of a taxing jurisdiction is determined by dividing the jurisdiction's total levy by the jurisdiction's taxable net tax capacity.
 - a) Each jurisdiction sets its own levy and follows specific limits set by state law.

Levy Cycle

4. The County Auditor divides the final levy by the District's net tax capacity (or referendum market value) to establish rates.
5. The County Auditor applies those rates to each parcel and prepares the final statements for mailing.
6. Minnesota Department of Education (MDE) sets the maximum levy limit for each school district, based on current legislation and formulas.
7. The School Board adopts a proposed levy in September, holds a public meeting, then finalizes the levy amount in December.

Legislative Impact

- School funding is highly regulated by the state
- **State sets** formulas which determine revenue; most revenue is based on specified amounts per pupil
- **State sets** tax policy for local schools
- **State sets** maximum authorized property tax levy (districts can levy less but not more than amount authorized by state, unless approved by the voters)
- **State authorizes** school board to levy up to \$724 per pupil unit (\$300 board approved and \$424 in local optional revenue)
- **State authorizes** school board to submit referendums for operating and capital needs to voters for approval

Property Tax Changes

Many factors may cause the individual property tax statement to increase or decrease from year to year:

- Voter approved referendums
- Changes in enrollment
- Levy adjustments to prior years
- Legislative changes
- Changes in market values
- Changes in class rates/history
- Levies by other taxing jurisdictions

Market Value

2022	3,901,347,572	15.6%
2021	3,374,481,976	6.3%
2020	3,175,023,876	5.2%
2019	3,017,922,391	5.7%
2018	2,854,311,092	6.3%
2017	2,685,879,947	

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

- Provides 25% of our general fund budget
- Provides the revenue to pay our debt service obligations
- Includes voter approved levies as well as state-authorized levies
- Fills in the gaps of chronic under-funding from the State
- Allows the District to provide a world-class learning environment



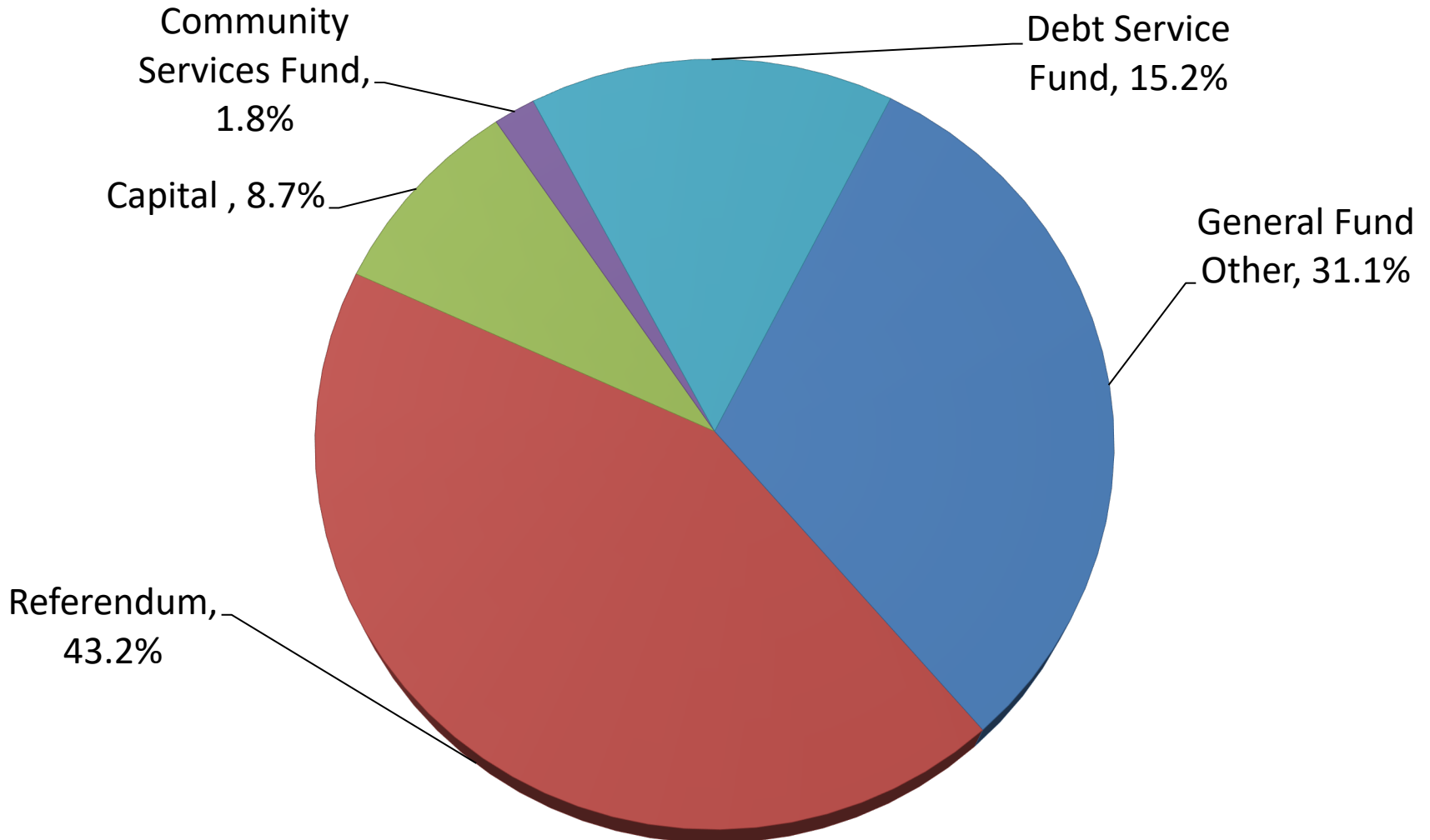
Summary

2024 Property Tax Levy

- Overall levy authority up \$810,713.11 or 3.84%
- Preliminary levy of \$21,593,365.08
- Final Certified levy of \$21,946,253.35

2024 Property Tax Levy

\$21,946,253.35



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

Pay 24 Levy Analysis

	Pay 2024	Pay 2023	Increase	Percent
	Certified Levy	Certified Levy	(Decrease)	Change
General Fund	\$18,214,797.54	\$15,232,888.17	\$ 2,981,909.37	19.58%
Community	\$ 385,060.12	\$ 440,332.22	\$ (55,272.10)	-12.55%
Debt Service	\$ 3,346,395.69	\$ 5,462,319.85	\$(2,115,924.16)	-38.74%
Total	\$21,946,253.35	\$21,135,540.24	\$ 810,713.11	3.84%

Subtotals by Truth

in Taxation	Pay 2024	Pay 2023	Increase	Percent
Category	Certified Levy	Certified Levy	(Decrease)	Change
Voter Approved	\$13,610,536.32	\$13,788,185.16	\$ (177,648.84)	-1.29%
Other	\$ 8,335,717.04	\$ 7,347,355.08	\$ 988,361.96	13.45%
Total	\$21,946,253.36	\$21,135,540.24	\$ 810,713.12	3.84%

Subtotals by Tax	Pay 2024	Pay 2023	Increase	Percent
Base	Certified Levy	Certified Levy	(Decrease)	Change
Referendum Market				
Value*	\$12,744,471.74	\$11,474,841.05	\$ 1,269,630.69	11.06%
Net Tax Capacity	\$ 9,201,781.62	\$ 9,660,699.19	\$ (458,917.57)	-4.75%
Total	\$21,946,253.36	\$21,135,540.24	\$ 810,713.12	3.84%

*Includes Operating Referendum and Equity Revenue

Funds	Certified Pay24	Certified Pay23	Difference
General Fund			
Referendum	\$ 8,776,542	\$ 8,233,304	\$ 543,238
Local Optional Revenue	\$ 2,865,591	\$ 2,638,547	\$ 227,043
Equity	\$ 283,152	\$ 294,210	\$ (11,059)
Capital Projects Levy	\$ 1,906,488	\$ 750,000	\$ 1,156,488
Operating Capital	\$ 451,839	\$ 379,762	\$ 72,077
Achievement & Integration	\$ 113,489	\$ 100,657	\$ 12,832
Annual OPEB	\$ 903,607	\$ 830,000	\$ 73,607
Reemployment Insurance	\$ 2,000	\$ 5,000	\$ (3,000)
Safe Schools	\$ 148,810	\$ 145,714	\$ 3,096
Career Technical	\$ 80,471	\$ 64,750	\$ 15,721
LTFM	\$ 1,303,735	\$ 1,243,391	\$ 60,344
Lease Levy	\$ 411,969	\$ 407,722	\$ 4,247
Abatements	\$ 27,222	\$ 53,735	\$ (26,513)
Adjustments (up to 3 yrs)	\$ 939,883	\$ 86,095	\$ 853,788
Total General Fund	\$ 18,214,797	\$ 15,232,888	\$ 2,981,910
Community Education	\$ 385,060	\$ 440,332	\$ (55,272)
Debt Service	\$ 3,346,396	\$ 5,462,320	\$ (2,115,924)
Total Levy	\$ 21,946,253	\$ 21,135,540	\$ 810,714
Percent Change			3.84%

LEVY TRENDS

	Pay 24 Certified Levy	Pay 23 Certified Levy	Pay 22 Certified Levy	Pay 21 Certified Levy	Pay 20 Certified Levy
General Fund	\$ 18,214,797.54	\$ 15,232,888.17	\$ 14,255,967.15	\$14,528,579.31	\$14,132,123.97
Community Education	\$ 385,060.12	\$ 440,332.22	\$ 428,563.42	\$ 440,332.22	\$ 417,154.44
Debt Service	\$ 3,346,395.69	\$ 5,462,319.85	\$ 5,324,716.91	\$ 5,364,977.00	\$ 5,436,717.52
Total	\$ 21,946,253.35	\$ 21,135,540.24	\$ 20,009,247.48	\$20,333,888.53	\$19,985,995.93
Difference	\$ 810,713.11	\$ 1,126,292.76	\$ (324,641.05)	\$ 347,892.60	\$ (39,849.79)
Percent Change	3.84%	5.63%	-1.60%	1.74%	-0.20%





2023-24 General Fund Budget Revision

12/11/2023

2023-24 General Fund Budget Revision

- Key factors for adjusting budget from adopted to revised:
 - Audited information for previous fiscal year finalized
 - October 1 enrollment data no longer a projection
 - Employment Agreements are finalized
 - Federal funding
 - Health Insurance

Enrollment Projection

Average Daily Membership							
	Pre-K	KG	1-3	4-6	7-12	Total	Weighted
2022-23 Adopted	46.0	257.7	752.1	804.6	1,913.4	3,773.8	4,156.5
2022-23 Revised	47.8	240.0	743.7	808.4	1,965.6	3,805.4	4,198.5
2022-23 Actual	52.8	237.6	737.0	802.3	1,967.7	3,797.4	4,190.9
2023-24 Adopted	50.2	252	734.1	825.6	1,962.2	3,824.1	4,216.6
2023-24 Revised	50.2	252	734.1	825.6	1,962.2	3,824.1	4,216.6

Revenue Revision

	2020-21 AUDIT RESULTS	2021-22 AUDIT RESULTS	2022-23 AUDIT RESULTS	2023-24 ADOPTED BUDGET	2023-24 REVISED BUDGET
PROPERTY TAXES (LEVY)	\$ 14,217,639	\$ 14,971,029	\$ 14,428,100	\$ 15,232,888	\$ 15,232,888
STATE SOURCES	\$ 40,135,486	\$ 39,514,217	\$ 40,469,578	\$ 42,334,181	\$ 44,193,234
FEDERAL SOURCES	\$ 2,593,072	\$ 3,485,637	\$ 4,274,807	\$ 1,724,951	\$ 1,724,951
LOCAL SOURCES	\$ 1,660,275	\$ 1,837,959	\$ 2,095,339	\$ 1,655,543	\$ 1,805,543
TOTAL	\$ 58,606,472	\$ 59,808,842	\$ 61,267,824	\$ 60,947,563	\$ 62,956,616

Expenditure Revision by Program

	2020-21 AUDIT RESULTS	2021-22 AUDIT RESULTS	2022-23 AUDIT RESULTS	2023-24 ADOPTED BUDGET	2023-24 REVISED BUDGET
ADMINISTRATION	\$ 2,175,422	\$ 2,331,514	\$ 2,257,679	\$ 2,333,749	\$ 2,363,283
DISTRICT SUPPORT SERVICES	\$ 1,397,128	\$ 1,647,683	\$ 1,393,996	\$ 1,567,198	\$ 1,588,632
REGULAR INSTRUCTION	\$ 27,488,963	\$ 30,224,965	\$ 29,691,044	\$ 27,833,048	\$ 29,332,347
VOCATIONAL INSTRUCTION	\$ 253,268	\$ 389,708	\$ 194,979	\$ 487,271	\$ 509,665
SPECIAL EDUCATION	\$ 11,221,239	\$ 11,852,677	\$ 12,574,538	\$ 12,450,786	\$ 12,928,221
INSTRUCTIONAL SUPPORT	\$ 2,828,800	\$ 2,907,749	\$ 2,825,507	\$ 2,502,220	\$ 2,632,379
PUPIL SUPPORT	\$ 4,106,477	\$ 5,247,395	\$ 5,202,669	\$ 4,792,421	\$ 5,000,386
SITE & BUILDINGS	\$ 4,761,988	\$ 5,382,992	\$ 4,813,863	\$ 5,041,016	\$ 5,083,762
FISCAL & OTHER FIXED COSTS	\$ 315,265	\$ 260,360	\$ 272,456	\$ 276,700	\$ 276,700
CAPITAL OUTLAY	\$ 4,461,643	\$ 2,524,621	\$ 3,967,763	\$ 2,455,213	\$ 2,455,213
TOTAL	\$ 59,010,193	\$ 62,769,664	\$ 63,194,494	\$ 59,739,622	\$ 62,170,588

Expenditure Revision by Object

	2020-21 AUDIT RESULTS	2021-22 AUDIT RESULTS	2022-23 AUDIT RESULTS	2023-24 ADOPTED BUDGET	2023-24 REVISED BUDGET
SALARIES	\$ 33,309,150	\$ 35,858,968	\$ 35,631,954	\$ 34,468,989	\$ 35,792,422
BENEFITS	\$ 12,177,652	\$ 13,520,265	\$ 13,949,786	\$ 13,404,752	\$ 14,149,912
PURCHASED SERVICES	\$ 6,065,175	\$ 7,435,989	\$ 6,739,378	\$ 6,612,912	\$ 6,695,334
SUPPLIES	\$ 2,484,146	\$ 2,921,439	\$ 2,289,606	\$ 2,301,890	\$ 2,581,841
DUES & MEMBERSHIPS	\$ 512,427	\$ 508,382	\$ 687,080	\$ 495,866	\$ 495,866
CAPITAL OUTLAY	\$ 4,461,643	\$ 2,524,621	\$ 3,896,690	\$ 2,455,213	\$ 2,455,213
TOTAL	\$ 59,010,193	\$ 62,769,664	\$ 63,194,494	\$ 59,739,622	\$ 62,170,588

Fund Balance Projection

	2020-21 AUDIT RESULTS	2021-22 AUDIT RESULTS	2022-23 AUDIT RESULTS	2023-24 ADOPTED BUDGET	2023-24 REVISED BUDGET
REVENUE	\$ 58,606,472	\$ 59,808,842	\$ 61,267,824	\$ 60,947,563	\$ 62,956,616
EXPENDITURES	\$ 59,010,193	\$ 62,769,664	\$ 63,194,494	\$ 59,739,622	\$ 62,170,588
DIFFERENCE	\$ (403,721)	\$ (2,960,822)	\$ (1,926,670)	\$ 1,207,941	\$ 786,028
BEGINNING FUND BALANCE	\$ 18,557,760	\$ 18,154,039	\$ 15,193,217	\$ 13,266,547	\$ 13,266,547
ENDING FUND BALANCE	\$ 18,154,039	\$ 15,193,217	\$ 13,266,547	\$ 14,474,488	\$ 14,052,575
RESTRICTED/ASSIGNED FUND BALANCE	\$ 7,179,371	\$ 6,288,044	\$ 5,678,978	\$ 5,907,841	\$ 5,717,030
UNASSIGNED FUND BALANCE	\$ 10,974,668	\$ 8,905,173	\$ 7,587,569	\$ 8,566,647	\$ 8,335,545
UNASSIGNED FUND BALANCE %	18.60%	14.19%	12.90%	15.17%	14.14%

THANK YOU!

COMMENTS & QUESTIONS?

Policy 203 OPERATION OF THE SCHOOL BOARD OF EDUCATION - BYLAWS

I. NAME

The name of this body is the Independent School District 659 Board of Education.
“School board” or “board” means the governing body of Northfield Public Schools.

II. LEGAL BASIS

The school board is the governing body of the school district. As such, the school board has responsibility for the care, management, and control over public schools in the school district. The basis for the establishment and operation of the school board lies in the State of Minnesota Constitution, Minnesota Statutes, court interpretations of these laws, and the powers implied under them.

III. RESPONSIBILITIES OF THE SCHOOL BOARD

The board will create policy, delegate responsibility for, and/or take action to:

- A. Hire the superintendent, delegate operational responsibilities, and evaluate them as outlined in Policy 302.
- B. Review the district vision statement and strategic plan annually at least every five years.
- C. Review progress as presented in the superintendent’s annual “state of the district” presentation and the state-required World’s Best Workforce report presentation.
- D. Provide for the evaluation and improvement of instructional programs and the services that support them.
- E. Establish a learning environment for education by providing necessary buildings and equipment, materials, and staffing to support the instructional process and to provide for the comfort, health, and safety of students, staff, and visitors when they are in attendance at school or engaged in school-sponsored activities.
- F. Provide for the recruitment, assignment, supervision, evaluation, professional growth, compensation, and termination of all permanent, temporary, and part-time employees.
- G. Designate district staff to enroll students for instruction,~~and~~ Excuse, exclude, suspend, or expel students from instruction for sufficient cause in accordance with Minnesota Statutes and current board policy.
- H. Provide transportation for students to and from school, in accordance with Minnesota Statutes and other applicable laws.
- I. Set standards for student conduct and clear guidelines for employee responses in the case of unacceptable student behavior. Inform students and their parents/guardians/caregivers of their rights and their responsibilities.
- J. Maintain and preserve essential student and other governmental records according to federal law and Minnesota Statutes.
- K. Establish graduation requirements and provide reports to students and parents on educational progress.
- L. Disseminate district information to residents of the district in accordance with Minnesota Statutes.

- M. Pursuant to law, provide for levying of taxes as necessary for the operation of schools, and for the payment of indebtedness and all proper expenses of the district. These levies are to be certified to the county auditor by the date established by statute unless otherwise provided for by special directive.
- N. Approve the budget for all funds of the district before July 1 of each year.
- O. Authorize an annual financial audit.
- P. Approve a school calendar for each academic year ~~at the discretion of the board.~~
- Q. Finance the district through the receipt of state and federal aid, the adoption of local tax levies, the sale of bonds, the borrowing of money, and the receipt of gifts, grants, fees, and other revenues.
- R. Designate depositories for school funds.
- S. Maintain a financial accounting and reporting system.
- T. Approve payment of all bills and disbursements.
- U. Coordinate services of the district with those of other governmental agencies and districts.
- V. Provide for the use of school facilities by the general public.
- W. Participate in local, state, regional, and national board organizations, as deemed appropriate by the board.
- X. Perform such other duties and carry out such other responsibilities as may be authorized or required by law.
- Y. Advocate for the district within the community and state.

The board freely subscribes to tenets of the School Board Member Code of Ethics of the Minnesota School Boards Association and will strive to uphold those principles in carrying out its responsibilities.

IV. MEMBERSHIP

- A. The board will consist of seven elected members and the superintendent as a non-voting ex-officio member.
- B. Newly elected members will be sworn in at the first regular organizational meeting in January following the election, ~~or at some other time prior to January 15.~~
- C. The term of office for members will be four years and until a successor qualifies.
- D. The board will fill a vacancy in accordance with Minnesota statutes with guidance from the Minnesota School Boards Association.
- E. The board may remove for proper cause any member or officer of the board and fill the vacancy in accordance with Minnesota statutes.

V. COMPENSATION

Members of the board will receive compensation as fixed by the board at the annual organizational meeting.

VI. OFFICERS

- A. At the first meeting in January, the board will select a chairperson, vice-chairperson, clerk, and treasurer, ~~who will hold their offices for one year and~~

~~until their successors are selected.~~ for a term of one year. If elected, board members may serve multiple consecutive terms.

B. Duties:

1. The chairperson will:
 - a. Preside at all meetings of the board when present.
 - b. Countersign all orders for claims approved by the board.
 - c. Sign contracts or agreements approved by the board when the signature of the chairperson is required. If a deadline must be met and the chairperson is unavailable, the vice-chairperson is authorized to sign the document as acting chairperson.
 - d. Represent the district in all appropriate actions consistent with board directives and policies.
 - e. Appoint all special committees and standing committees, serve as an ex-officio member on all such committees, and attend committee meetings at their discretion. Such appointments will be made at the organizational meeting in January but no later than the second meeting in January.
 - f. Appoint a parliamentarian.
 - g. Confer with the superintendent, as may be necessary and desirable regarding school matters, including the preparation of regular and special meeting agendas as needed.
 - h. Lead evaluation of the superintendent.
 - i. Perform such other duties as required by law, and perform all duties usually incumbent on such an officer.
 - j. Provide leadership in carrying out the powers and duties of the board and act as spokesperson for the board unless this responsibility has been delegated to others. The chair shall have completed MSBA Phase I, II, III, and IV training prior to serving as chair to ensure governance norms and protocols. If the board determines there is not a member who qualifies, this policy may be waived upon majority vote, and the appointed chair will commit to completing phases within one year.
2. The vice-chairperson will:
 - a. Perform the duties of the chairperson ~~in the event that~~ if they are unable to preside. Should both the chairperson and vice-chairperson be unable to preside, the remaining members will select a member to serve in that capacity until such time that the chairperson or vice-chairperson can return to their duties. The vice-chair is encouraged to complete MSBA Phase III and IV training during their terms as vice-chairperson.
 - b. Perform such other duties as required by law and perform all duties usually incumbent on such an officer.
3. The clerk, either directly or through the administrative staff of the district, will:
 - a. Keep a record of all meetings of the board.
 - b. In a timely manner, file with the board a report of the revenues, expenditures, and balances in each fund for the preceding fiscal year.
 - c. Make and transmit reports pursuant to the Uniform Financial Accounting and Reporting System for Minnesota Schools as required by state law.

- d. Sign all orders from the treasurer for claims approved by the board.
 - e. With the chairperson, sign contracts or agreements approved by the board, when the signature of the clerk is required. If a deadline must be met and the clerk is unavailable, the treasurer is authorized to sign the document as acting clerk.
 - f. Perform such duties as required by state election laws relative to district elections.
 - g. Perform such other duties as required by law and perform all duties usually incumbent on such an officer.
 - h. The clerk is encouraged to complete MSBA Phase III training during their terms as clerk.
4. The treasurer, either directly or through the administrative staff of the district, will:
- a. Keep detailed records of all orders processed by the board, according to law.
 - b. Have custody of all monies belonging to the district. Upon receipt of district funds, the treasurer will cause such funds to be promptly deposited in the legal depositories designated and approved by the board.
 - c. Sign all orders for claims approved by the board.
 - d. Perform such other duties as required by law and perform all duties usually incumbent on such an officer.
 - e. In the event there are insufficient funds on hand to pay valid orders presented to the treasurer, the treasurer shall receive, endorse and process the orders in accordance with Minnesota statutes section 123B.12.
 - f. The treasurer is encouraged to complete MSBA Phase III training during their terms as treasurer.

VII. MEETINGS OF THE BOARD

“Meeting” means a gathering of at least a quorum of school board members or quorum of a committee or subcommittee of school board members, at which members discuss, decide, or receive information as a group on issues relating to the official business of the school board. The term does not include a chance or social gathering or the use of social media by members of a public body so long as the social media use is limited to exchanges with all members of the general public. For purposes of the Open Meeting Law, social media does not include e-mail.

A. Open Meetings

- 1. Except as otherwise expressly provided by statute, all meetings of the board, including executive sessions, shall ~~will~~ be open to the public for attendance except as otherwise provided by law.
- 2. Meeting times, dates, and locations or any changes thereof will be posted at the district office, on the district website, and given to the official newspaper of the district.

B. Types of Meetings

1. Organizational meeting

a. The board will meet annually on the first Monday meeting in January, or as soon thereafter as practicable, and organize by selecting a chair, a clerk, a treasurer, and such other officers as determined by the board.

b. The agenda will include the following topics:

1. Administration of the oath of office to all ~~new or reelected~~ members.
2. Election of officers.
3. Compensation for board members.
4. Approval of a mileage reimbursement rate for the use of private automobiles on district business.
5. Designation of an official newspaper.
6. Designation of official depositories for district funds.
7. Designation of official depositories for district investments.
8. Authorization of procedures for the investment of excess funds in accordance with Minnesota Statutes.
9. Authorization of payments for goods and services in advance of board approval.
10. Authorization of use of facsimile signatures and surety bonds pursuant to Minnesota Statutes.
11. Approval of board membership in local, state, and national organizations.
12. Appointment of board representatives to other groups and committees.
13. Other items deemed appropriate by members for the proper organization of the board.

To align with fiscal and planning calendars, certain of these topics may be included in the agenda of a meeting held the prior July.

c. Adjournment:

The meeting will be adjourned following the organization of the board. Other business may be introduced at regular or special meetings following the organizational meeting.

2. Regular meeting

a. Regular meetings of the board will be held at 6:00 p.m. on the second and fourth Mondays of each month in the District Office Boardroom. Meetings of the board shall be adjourned at or before 9:00 p.m. whenever possible. Meetings may be extended later than 9:00 p.m. by a majority vote of the board. The board may change the time, date, or location of regular meetings by majority action, and must notify the official newspaper accordingly.

b. Order of business: Business topics at regular meetings will normally be treated in the following order:

1. Call to order
2. Approval of the agenda
3. Public comment

4. Announcements and recognitions
5. Items for discussion and reports
6. Committee reports
7. Consent agenda
8. Items for individual action
9. Items for information
10. Future meetings
11. Adjournment

Items that usually do not require discussion or explanation prior to board action, are non-controversial and/or routine items of business, or are items that have already been discussed and/or explained and do not require further discussion or explanation will be included as part of the consent agenda and passed as one motion. At the request of any board member, an item will be removed from the consent agenda for separate discussion and action.

3. Special meeting

- a. Special meetings of the board may be called by the chairperson, clerk or by any four members of the board who file such a request with the clerk.
- b. Unless specifically provided to the contrary, special meetings will be held in the District Office Boardroom. The clerk or designee will notify members of special meetings in writing by mail or electronic transmission received at least three days prior to the date set for the meeting.
- c. Closed meetings will be held as allowed by law.
- d. Work sessions may be called by the chairperson as needed.
- e. The Minnesota Department of Education has issued an opinion that a government entity is limited to acting only on those matters specifically included in the notice of a special meeting.

4. Emergency meeting

- a. An emergency meeting may be called by the chairperson, clerk or any four members of the board or their designee, when, and only when, the immediate action of the board is required. While the statute leaves the question to the board of whether the circumstances require immediate consideration at an emergency meeting, the advisory opinions of the Minnesota Department of Education would limit such meetings to responding to natural disasters, ~~or~~ health epidemics, or a crisis caused by an event such as an accident or terrorist attack.
- b. All such meetings will, if possible, be held in the District Office Boardroom.
- c. No business may be transacted at an emergency meeting except as noted in the request for the meeting.

5. Recessed or Continued meeting

If a meeting is a recessed or continued session of a previous meeting, and the time and place of the meeting was established during the previous meeting and recorded in the minutes of that meeting, then no further published or mailed notice is necessary.

6. Closed meeting
Meetings shall be closed only when expressly authorized by law. The notice requirements of the Minnesota Open Meeting Law apply to closed meetings.
7. Meeting during Pandemics or Chapter 12 Emergency
In the event of a health pandemic or an emergency declared under Minn. Stat. Ch. 12, a meeting may be conducted by telephone or interactive technology in compliance with Minnesota Statute 13D.021.
8. Meeting by Interactive Technology
A meeting may be conducted by interactive technology, internet conference calling Zoom, Skype, or other similar electronic means in compliance with Minnesota Statute [13D.02](#).

C. Quorum

A majority of the voting members of the board constitute a quorum. A quorum will be four voting members of the board. Generally, any action taken in the absence of a quorum is null and void. The only official legal actions that the board may take in the absence of a quorum are to fix the time at which to adjourn, adjourn, recess, or take measures to obtain a quorum.

D. Agenda Preparation and Dissemination

1. The superintendent will prepare the agenda for all meetings of the board and they will consult with the board chairperson, other board members as needed, and members of the administrative staff when appropriate.
2. Items of business may be suggested by any board member, staff member, student, business or property owner, resident, or parent/guardian/caregiver of the district. Items suggested may be included at the discretion of the superintendent and the chairperson of the board. Individuals may address the board under the rules of the public comment as listed on the board agenda.
3. The agenda will be distributed to board members on the Thursday before each board meeting. Supporting materials will normally be distributed to board members with the agenda on the Thursday before each board meeting but may be distributed as late as Friday in special circumstances as agreed upon by the superintendent and the board chair.
4. The agenda will also be made available to the press, representatives of the community, staff, and student organizations, and to others upon request.
5. Late items will be distributed to board members at the board via the table file meeting.
6. The board may not, unless required by urgent circumstances, revise current or adopt new board policies unless such action has been scheduled.

E. Voting

Each elected member of the board will have one vote. A roll call vote will be taken when required by law or when requested by one or more board members.

F. Minutes

The vote of each member, including abstentions, shall be recorded in the minutes. If the vote is unanimous, it may be reflected as unanimous in the minutes if the minutes also reflect the members present. The district will maintain its records so that they will be available for inspection by members of the general public and to provide for the publication of its official proceedings in compliance with Minnesota Statutes.

G. Rule of Order and Parliamentary Authority. Rules of order for school board meetings shall be as follows:

1. Minnesota statutes where specified.
2. Specific rules of order as provided by the school board consistent with Minnesota statutes.
3. Robert's Rules of Order Newly Revised will govern the parliamentary procedure of the board in its deliberations.
4. A motion will be adopted or carried if it receives the affirmative votes of a majority of those voting on the matter. Abstentions are considered to be acquiescence to the vote of the majority. It should be noted that some motions by statute or Robert's Rule of Order require larger numbers of affirmative votes.
5. The chair shall decide the order in which board members will be recognized to address an issue. A member shall only speak to an issue after the member is recognized by the chair.

VIII. SCHOOL BOARD COMMITTEES AND REPRESENTATIVES

- A. School board standing or special committees may be created by the board when it is determined that a committee process facilitates the mission of the board.
- B. The board has determined that certain permanent standing committees, as described in this policy, do facilitate the operation of the board and the district.
- C. A board committee or subcommittee will be formed by board resolution which shall outline the duties and purpose of the committee or subcommittee.
- D. A committee or subcommittee is advisory in nature and has only such authority as specified by the board.
- E. The board will receive reports or recommendations from a committee or subcommittee for consideration. The board, however, retains the right and has the duty to make all final decisions related to such reports or recommendations.
- F. The board also may establish such ad hoc committees for specific purposes as it deems appropriate.
- G. The board reserves the right to limit, create, or abolish any standing or ad hoc committee as it deems appropriate.
- H. A committee of the board shall not appoint a subcommittee of that committee without the approval of the board.

IX. APPOINTMENT OF COMMITTEES

- A. The board hereby appoints the following standing committees:
 - 1. Meet and confer
 - 2. Negotiations
 - 3. Policy
- B. The board will establish, by resolution, for each standing or ad hoc committee the number of members, the term, and the charge or mission of each such committee.

X. PROCEDURES FOR SCHOOL BOARD ADVISORY COMMITTEES

- A. Advisory committees will be representative of the community in relation to the tasks delegated to them. Based on the recommendation of the superintendent, the board may approve the members of a committee and/or the method of their selection.
- B. Advisory committees will serve in an advisory capacity only, proposing recommendations based on analysis of a problem, and will exist only as long as necessary for the study and the report to the board on particular projects assigned to them. The board will give careful consideration to all recommendations from advisory committees, although final action and responsibility will remain with the board. The board may dissolve advisory committees as needed.
- C. The superintendent or their designee will be an ex-officio member of all advisory committees.
- D. All meetings of committees or subcommittees shall be open to the public in compliance with the Open Meeting Law, and notice shall be given as prescribed by law.

XI. AMENDMENTS TO BYLAWS

A quorum of the board may temporarily suspend these bylaws at any regular or special board meeting by a unanimous vote of the board members present.

XII. APPLICATION OF LAWS

These bylaws or any portion thereof will be superseded by subsequent changes in the applicable laws.

Policy 203 Operation of the School Board - Bylaws

Adopted: 12.13.2004; Revised: 05.13.2013, 07.01.2019, 12.02.2019, 12.13.2021; Non-Substantive Update: 02.08.2022; Updated: 08.22.2022, 04.10.2023, INSERT DATE HERE

Board of Education

INDEPENDENT SCHOOL DISTRICT NO. 659

Northfield, Minnesota

Legal References: Minn. Stat. § 13D (Open Meeting Law)
Minn. Stat. § 123B.09, Subd. 10 (Publishing Proceedings)
Minn. Stat. § 123B.09, Subd. 7 (School Board Powers)
Minn. Stat. § 123B.14, Subd. 7 (Record of Meetings)
Minn. Stat. § 331A.01 (Definition)

Minn. Stat. § 331A.05, Subd. 8 (Notice Regarding Published Summaries)
 Minn. Stat. § 331A.08, Subd. 3 (Publication of Proceedings)
 Op. Atty. Gen. 161-a-20, December 17, 1970
Ketterer v. Independent School District No. 1, 248 Minn. 212, 79 N.W.2d 428 (1956)
 Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)
 Minn. Stat. Ch. 13D (Open Meeting Law)
 Minn. Stat. § 121A.47, Subd. 5 (Exclusion and Expulsion Procedures)
 Minn. Stat. § 122A.33, Subd. 3 (Coaches; Opportunity to Respond)
 Minn. Stat. § 122A.40, Subd. 14 (Teacher Discharge Hearing)
 Minn. Stat. § 179A.14, Subd. 3 (Labor Negotiations)
 Minn. Rules Part 5510.2810 (Bureau of Mediation Services)
Brown v. Cannon Falls Township, 723 N.W.2d 31 (Minn. App. 2006)
Brainerd Daily Dispatch v. Dehen, 693 N.W.2d 435 (Minn. App. 2005)
The Free Press v. County of Blue Earth, 677 N.W.2d 471 (Minn. App. 2004)
Prior Lake American v. Mader, 642 N.W.2d 729 (Minn. 2002)
Star Tribune v. Board of Education, Special School District No. 1, 507 N.W.2d 869 (Minn. App. 1993)
Minnesota Daily v. University of Minnesota, 432 N.W.2d 189 (Minn. App. 1988)
Moberg v. Independent School District No. 281, 336 N.W.2d 510 (Minn. 1983)
Sovereign v. Dunn, 498 N.W.2d 62 (Minn. App. 1993), *rev. denied*. (Minn. 1993)
 Dept. of Admin. Advisory Op. No. 10-013 (April 29, 2010)
 Dept. of Admin. Advisory Op. No. 19-006 (April 9, 2019)
 Dept. of Admin. Advisory Op. No. 21-003 (April 19, 2021)
 Dept. of Admin. Advisory Op. No. 21-002 (January 13, 2021)
 Dept. of Admin. Advisory Op. No. 19-012 (October 24, 2019)
 Dept. of Admin. Advisory Op. No. 19-008 (May 22, 2019)
 Dept. of Admin. Advisory Op. No. 18-019 (December 28, 2018)
 Dept. of Admin. Advisory Op. No. 17-005 (June 22, 2017)
 Dept. of Admin. Advisory Op. No. 13-009 (March 19, 2013)
 Dept. of Admin. Advisory Op. No. 13-015 (December 23, 2013)
 Dept. of Admin. Advisory Op. No. 12-004 (March 8, 2012)
 Dept. of Admin. Advisory Op. No. 11-004 (April 18, 2011)
 Dept. of Admin. Advisory Op. No. 10-020 (September 23, 2010)
 Dept. of Admin. Advisory Op. No. 09-020 (September 8, 2009)
 Dept. of Admin. Advisory Op. No. 08-015 (July 9, 2008)
 Dept. of Admin. Advisory Op. No. 06-027 (September 28, 2006)
 Dept. of Admin. Advisory Op. No. 04-004 (February 3, 2004)

M.S., Sec. 127.26, et. seq.	M.S. 123.33, Subd. 1	M.S. 123.34, Subd. 3,4,5,7
M.S. 123.76, et seq.	M.S. 123.33, Subd. 2,3,4	M.S. 471.705
M.S. 13.01, et. seq.	M.S. 123.33, Subd. 8	M.S. 118.005, 118.01, 124.05
M.S. 123.35, Subd. 4; M.S. 275.07	M.S. 123.34, Subd. 1	M.S. 123.335 and 471.38
M.S. 121.908, Subd. 3a.	M.S. 123.34, Subd. 2	M.S. 47.41, M.S. 47.42
M.S. 124.05	M.S. 123.34, Subd. 8	M.S. 123.33, Subd. 5
M.S. 125.12	M.S. 121.908	M.S. 123.38, Subd 11
M.S. 127.26, et. seq.	M.S. 124.19	M.S. 123.33, Sub. 6

Cross References: MSBA/MASA Model Policy 201 (Legal Status of the School Board)
MSBA/MASA Model Policy 202 (School Board Officers)
 MSBA/MASA Model Policy 203 (Operation of the School Board – Governing Rules)
MSBA/MASA Model Policy 203.1 (School Board Procedures; Rules of Order)
 MSBA/MASA Model Policy 203.2 (Order of the Regular School Board Meeting)
MSBA/MASA Model Policy 203.5 (School Board Meeting Agenda)
 MSBA/MASA Model Policy 203.6 (Consent Agendas)
 MSBA/MASA Model Policy 204 (School Board Meeting Minutes)
 MSBA/MASA Model Policy 205 (Open Meetings and Closed Meetings)
 MSBA/MASA Model Policy 206 (Public Participation in School Board Meetings/Complaints about
 Persons at School Board Meetings and Data Privacy Considerations)
 MSBA/MASA Model Policy 207 (Public Hearings)
MSBA/MASA Model Policy 208 (Development Adoption and Implementation of Policies)
MSBA/MASA Model Policy 209 (Code of Ethics)
MSBA/MASA Model Policy 201 (Conflict of Interest - School Board Members)
MSBA/MASA Model Policy 211 (Criminal or Civil Action Against School District, School Board
 Member, Employee, or Student)
MSBA/MASA Model Policy 212 (School Board Member Development)

MSBA/MASA Model Policy 213 (School Board Committees)

MSBA/MASA Model Policy 214 (School Board Member Out-of-State Travel)

MSBA/MASA Model Policy 406 (Public and Private Personnel Data)

MSBA/MASA Model Policy 515 (Protection and Privacy of Pupil Records)

MSBA Service Manual, Chapter 1, School District Governance, Powers and Duties

MSBA Service Manual, Chapter 13, School Law Bulletin "C" (Minnesota's Open Meeting Law)

MSBA Law Bulletin "C" (Minnesota's Open Meeting Law)

Policy 441 USE OF TECHNOLOGY AND TELECOMMUNICATIONS SYSTEMS BY EMPLOYEES

I. PURPOSE

The Northfield School District provides technology and telecommunications resources for district employees to support the educational and operational mission of the district. Access to and use of technology resources for students and employees is a fundamental part of the school day. This policy covers district employee use of all technology and telecommunications resources in the district. The purpose of this policy is to govern and guide the appropriate use of these resources.

II. GENERAL STATEMENT OF POLICY

The district provides technology and devices to employees in order to support quality education, information and communication systems. It is the expectation that staff will use these technologies for meaningful educational activities that support the curriculum and district operations needs, as well as provide strong guidance and supervision toward appropriate student use.

III. EMPLOYEE EXPECTATIONS FOR TECHNOLOGY USE

1. Each employee shall act responsibly when utilizing technology resources.
 - a. The use of the district ~~network/internet/email system~~ technology services and devices is a privilege, not a right. Employees may occasionally access district ~~networks/internet/email/devices~~ technology services and devices for personal use as long as it does not interfere with the employee's job duties and performance. Employees will use electronic information resources in compliance with all existing school board policies.
 - b. Devices issued to a district employee will be used by the employee only. If an employee is using a shared device, they must use their own unique credentials and user profiles. The Director of Technology Services or their designee may make exceptions.
 - c. Employees will not:
 - Use district technology resources to access student, guardian, or staff data that is not needed to carry out their role for the district.
 - Use the district technology resources to access, display, store, upload, download, distribute or print pornographic, obscene or sexually explicit materials.
 - Use the district technology resources to access, display, store, upload, download, distribute or print materials that advocate violence, harassment or discrimination or are disruptive in any way.
 - Send abusive, intimidating, harassing, or unwanted material, such as advertising, causing the work of others to be disrupted.
 - Use the district technology resources to vandalize, damage or disable the property of another person, will not make deliberate attempts to degrade, vandalize or disrupt equipment, software, or system performance, will not violate the network's security in any way, and will not use the district technology and devices in any way so as to disrupt the use of the system by other users.
 - Use the district technology resources to gain unauthorized access to resources, passwords, accounts, information or files without direct permission from a network authority.

- Use district technology resources to violate copyright laws, download or pirate software or plagiarize information.
 - Mishandle devices in a way that will cause damage to the device. Multiple occurrences may result in the employee's financial responsibility for repair or replacement.
 - Send or forward unnecessary or frivolous emails or messages in any quantity to other users of the district email system. Transmission of chain letters and pyramid schemes is strictly prohibited.
 - Use district technology resources for commercial purposes, political lobbying or solicitation of any kind.
 - Use non-district equipment to access the district wired, password-protected wireless networks, or district accounts without explicit permission of the director of technology services, ~~network manager~~, or their designee. This does not apply to district systems for which users have their own username and password.
 - Use district technology resources to communicate under a false name or designation or a name or designation they are not authorized to use, including instances in conjunction with representing that they are somehow acting on behalf of or under the auspices of the district.
 - Use the name "Northfield Public Schools" in any form or use any symbol or logo or graphic used by the district without the district's prior consent.
2. Each employee shall respect ~~private passwords~~, copyright and other intellectual property rights.
- a. Copying of data and files ~~or using passwords~~ belonging to others will be considered a violation of district policies, a violation of law, and may constitute fraud, plagiarism or theft.
 - b. Software licensed by the district must only be used in accordance with applicable license specifications and agreements. Illegal copying and/or installing of software on district or personal computers is strictly prohibited.
 - c. Modifying or damaging information without authorization including but not limited to altering data, introducing viruses or damaging files or data is unethical and a violation of district policies.
3. Each employee shall abide by security restrictions on all systems and information.
- ~~a. Distributing or making your password or another person's password or access code available to others or otherwise attempting to evade, disable or "crack" passwords, desktop security systems, or other security precautions, or assisting others in doing so threatens work, privacy and the integrity of district information, and is a serious violation of district policy.~~
 - ~~b. Attempts to "bypass" virus protection software on workstations or servers are violations of district security procedures.~~
 - ~~c. Software or applications are generally authorized for installation by district technology services staff. In most cases, users are able to install their own software via district software installation portals.~~
 - a. The district establishes data security classifications, implements procedural and electronic security controls, and maintains records regarding assigned security authorization. Data security measures apply to all users of technology services and devices.
 - b. Access to technology services and devices is controlled by the use of unique credentials (usernames and passwords). Unique credentials are assigned to specific

- users and each user is accountable for all actions occurring under their access credentials.
- c. Users shall not allow anyone else to use their credentials to access technology services and devices. District technology staff and administrators in line with their duties and responsibilities can request access to credentials at any time
 - d. Users shall not leave their user accounts logged in on unattended district technology services and devices.
 - e. Users shall not store credentials where others may access them. Users who suspect their account has been compromised must report it to the technology services and change their password as soon as possible.
 - f. Attempting to evade or disable desktop security systems, or other security precautions, or assisting others in doing so threatens work, privacy, and the integrity of district information, and is a serious violation of district policy.
 - g. Users must immediately report to Technology Services (i.e. within 24 hours if possible) when they believe that a digital technology under their control has been lost, stolen, compromised, or significantly damaged.
 - h. All acquisitions whether by purchase or otherwise of digital technologies or digital resources must be approved in advance by the Director of Technology Services or their designee to ensure functionality with district technology and devices. In most cases, users are able to install their own software via district software installation portals.
 - i. User accounts will be disabled and users are required to return district-issued digital technology to the district upon unenrollment, unemployment, long long-term leave with the district. The Director of Technology Services or their designee may make exceptions.
4. Each employee shall recognize limitations to privacy and use of electronic communications. Employees and staff do not own district technology and telecommunications equipment or software. The district reserves the right to access user files at any time to protect the integrity of the systems and property of the district.
 - a. The district may examine or make copies of files that are suspected of misuse, or that have been corrupted or damaged. Files may be subject to search by law enforcement agencies if files contain information, which may be used as evidence in a court of law.
 - b. An individual investigation or search will be conducted if school authorities have a reasonable suspicion that the search will uncover a violation of law or district policy. The district will cooperate fully with local, state and federal authorities in any investigation concerning or related to any illegal activities and activities not in compliance with district policies.
 - c. District-owned laptops and mobile devices may be used outside of school except when employees are directed by technology or administrative staff to leave equipment on site.
 5. Each employee shall be aware that data and other materials in files maintained on district property may be subject to review, disclosure or discovery under state and federal legislation, including the Minnesota Government Data Practices Act.
 - a. The district can and will monitor the online activities of all employees and students, and employ “filtering” protection measures during any use by employees and/or students. The “filtering” measures are intended to block internet sites that contain violent, obscene, pornographic or sexually explicit materials. The district will

- comply with any and all state and federal requirements around internet filtering for student use. The use of this software does not guarantee that students or staff will not be able to obtain objectionable or pornographic materials over the internet, but the chances have been minimized.
- b. It is mandatory that staff monitor and supervise student use of the internet and all other technology resources at school to ensure appropriate, educational use.
6. Each employee shall be aware of limitations of district liability. Use of the district system is at the user's own risk. While the district will take precautions with the installation of hardware and software in the security of data and systems, there are no foolproof means for absolutely securing all data and systems.
- a. The district will not be responsible for any damage users may suffer, including, but not limited to, loss, damage or unavailability of data stored on district disks, tapes, hard drives, servers, vendor-provided systems, cloud-based services, and/or for delays or changes in or interruptions of service.
 - b. The district is not responsible for the accuracy or quality of any advice or information obtained through or stored on the district network/internet/email system. The district will not be responsible for financial obligations arising through unauthorized use of the district system or the Internet.
7. Each employee shall refrain from text messaging or using electronic mail while driving. In compliance with [Minnesota Statute 169.475](#) Use of Wireless Communications Device, it is the policy of the district to:
- a. Prohibit all text messaging, including electronic mail, by all district employees and encourage contractors to adopt policies that prohibit text messaging while driving. This prohibition includes the time waiting for a traffic signal to change.
 - (1) While driving district owned, leased or rented vehicles.
 - (2) While driving a personally owned vehicle when on official district business.
 - (3) While driving any vehicle, even during off-duty hours, and using electronic equipment supplied by the district.
 - b. Take appropriate disciplinary action for violation of this mandatory ban on texting, up to and including removal from employment.
 - c. Encourage district employees and contractors and their families to refrain from texting, or from engaging in any behavior that distracts attention from driving safely, at any time.

Policy 441 Use of Technology and Telecommunication Systems By Employees

Adopted: 04.13.1998; Updated: 07.19.2001, 05.10.2004, 06.10.2013, 11.24.2014, 07.12.2021, INSERT DATE HERE
Renumbered: 03.28.2005

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

Policy 507 CORPORAL PUNISHMENT AND PRONE RESTRAINT

I. PURPOSE

The purpose of this policy is to describe limitations on use of corporal punishment and prone restraint upon a student in the Northfield School District.

II. GENERAL STATEMENT OF POLICY

No employee or agent of the district or charter school shall inflict corporal punishment or use prone restraint upon a student except as provided below.

III. DEFINITIONS

1. "Corporal punishment" means conduct involving:
 - a. Hitting or spanking a person with or without an object.
 - b. Unreasonable physical force that causes bodily harm or substantial emotional harm.
2. "Prone restraint" means placing a child in a face-down position.

IV. PROHIBITIONS

1. An employee or agent of a district shall not inflict corporal punishment or cause corporal punishment to be inflicted upon a pupil to reform unacceptable conduct or as a penalty for unacceptable conduct.
2. An employee or agent of a district, including a school resource officer, security personnel, or police officer contracted with a district, shall not use prone or compressive restraint except that the restrictions on prone and compressive restraints do not apply under the circumstances enumerated in Minnesota Statutes, section 609.06, subdivision 1(1). All peace officers, including those who are school resource officers or otherwise agents of a school district, may use force as reasonably necessary to carry out official duties, including, but not limited to, making arrests and enforcing orders of the court.
3. An employee or agent of a district, including a school resource officer, security personnel, or police officer contracted with a district, shall not inflict any form of physical holding that restricts or impairs a pupil's ability to breathe; restricts or impairs a pupil's ability to communicate distress; places pressure or weight on a pupil's head, throat, neck, chest, lungs, sternum, diaphragm, back, or abdomen; or results in straddling a pupil's torso.
4. Conduct that violates this Article is not a crime under Minnesota Statutes, section 645.241, but may be a crime under Minnesota Statutes, chapter 609 if the conduct violates a provision of Minnesota Statutes, chapter 609. Conduct that violates IV.1 above is not per se corporal punishment under the statute. Nothing in this Minnesota Statutes, section 121A.58 or 125A.0941 precludes the use of reasonable force under Minnesota Statutes, section 121A.582.

V. — EXCEPTIONS SCHOOL STAFF AND USE OF REASONABLE FORCE

A teacher, ~~or~~ school principal, and other school staff may use reasonable force under the conditions set forth in Policy 506 (Student Discipline) and the Student Citizenship Handbook.

VI. VIOLATION

Employees who violate the provisions of this policy shall be subject to disciplinary action. Any such disciplinary action shall be made pursuant to and in accordance with applicable statutory authority, collective bargaining agreements and district policies. Violation of this policy may also result in civil or criminal liability for the employee.

Policy 507 Corporal Punishment and Prone Restraint

Adopted: 02.26.2007; Statutory Update: 10.28.2021, 07.10.2023; Updated: INSERT DATE HERE

Board of Education

INDEPENDENT SCHOOL DISTRICT NO. 659

Northfield, Minnesota

Legal References: Minn. Stat. § 121A.58 (Corporal Punishment)
Minn. Stat. § 121A.582 (Student Discipline; Reasonable Force)
Minn. Stat. § 123B.25 (Actions Against Districts and Teachers)
Minn. Stat. § 609.06, Subd. 1 (6)(7) (Authorized Use of Force)
Op. Atty. Gen. 169f (August 22, 2023) (School Pupils: Discipline)
Op. Atty. Gen. 169f Supp. (September 20, 2023) (School Pupils: Discipline)

Cross References: MSBA/MASA Model Policy 403 (Dismissal of Employees)
MSBA/MASA Model Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)
MSBA/MASA Model Policy 415 (Mandated Reporting of Maltreatment of Vulnerable Adults)
MSBA/MASA Model Policy 506 (Student Discipline)

Policy 902 USE OF SCHOOL DISTRICT FACILITIES AND EQUIPMENT

I. PURPOSE

~~The purpose of this policy is to provide guidance for community use of the Northfield School District facilities and equipment. encourages maximum use of school facilities and equipment for community purposes if, in its judgment, that use will not interfere with use for school purposes. The Board of Education expects members of the community who use facilities and equipment to do so with respect for district property and an understanding of proper use.~~

II. USE OF SCHOOL FACILITIES AND EQUIPMENT GENERAL STATEMENT POLICY

The Board of Education encourages maximum use of school facilities and equipment for community purposes if, in its judgment, that use will not interfere with use for school purposes. The board expects members of the community who use facilities and equipment to do so with respect for district property and an understanding of proper use.

III. USE AND SCHEDULING OF SCHOOL FACILITIES AND EQUIPMENT

- A. The board may authorize the use of school facilities and equipment by community groups, churches or individuals. It may impose reasonable regulations and conditions upon the use of school facilities and equipment as it deems appropriate.
- B. The Community Education Department shall be charged with the process of scheduling school facilities, equipment and special areas. Requests for use of school facilities and equipment by community groups, churches or individuals shall be made through the community education department. Administration will present recommended procedures for the processing and review of requests to the board. ~~Upon approval by the board, such procedures shall be an addendum to this policy.~~
- C. The board may require a rental fee for the use of school facilities and equipment. Such fee may include the cost of custodial and supervisory service and energy use if deemed necessary. Individuals and groups shall be responsible for damage to facilities and equipment. A certificate of insurance may be required by the district to ensure payment for damages and any liability for injuries. The board may also require a deposit or surety bond for the proper use and repair of damage to school facilities and equipment. A rental fee schedule, deposit or surety bond schedule and payment procedure shall be presented for review and approval by the board.
- D. If unforeseen circumstances arise that necessitate rescheduling the use of school facilities, the district may cancel the facility use agreement. If a facility use agreement is canceled, the district will refund the facility use rental fee, which was paid to the district. The district is not responsible for expenses incurred to any group or individual due to cancellation or scheduling change by the district due to unforeseen circumstances.

- E. If a new facility comes online mid-year, the Director of Community Education and the Superintendent of Schools will set rates for that facility in consultation with the school board chair.

Policy 902 Use of School District Facilities and Equipment

Adopted: 11.24.2008; Updated: 08.12.2019, 04.10.2023, INSERT DATE HERE

Board of Education

INDEPENDENT SCHOOL DISTRICT NO. 659

Northfield, Minnesota

Legal References: Minn. Stat. § 123B.51 (Schoolhouses and Sites; ~~Access for Noncurricular Purposes~~ Uses for School and Nonschool Purposes; Closings)

Cross References: MSBA/MASA Model Policy 801 (Equal Access to School Facilities)
MSBA/MASA Model Policy 901 (Community Education)

Policy 903 VISITORS TO SCHOOL DISTRICT BUILDINGS AND SITES

I. PURPOSE

The purpose of this policy is to inform the school community and the general public of the position of the Board of Education on visitors to Northfield School District buildings and property.

II. ~~STAFF / VISITOR IDENTIFICATION BADGES~~ GENERAL STATEMENT OF POLICY

The district is committed to maintaining a school environment that is safe for students and employees and free of activity that may be disruptive to the student learning process or employee working environment. The district welcomes visits to school buildings and school property by parents and community members provided the visits are consistent with the health, education and safety of students and employees and are conducted within the procedures and requirements established by the school district.

II. STAFF/VISITOR IDENTIFICATION BADGES

The district shall require staff, substitutes, visitors and volunteers to wear appropriate identification as described below. School badges are issued on the basis of need, and are to be safeguarded and remain solely in the possession of the person to whom they are issued. Under no circumstances, including copying and printing, should a badge be used by anyone other than the person for whom it is issued. All school employees are responsible to help monitor people in the school buildings and are expected to either escort visitors who do not have badges to the office to register and get a "Visitor" or "Volunteer" badge, or to alert office personnel that they have directed a visitor or volunteer to the office. Any suspicious persons in the building are to be reported to the office immediately.

A. Permanent School Employees:

Photo ID's will be provided by the district and must be worn at all times by permanent employees of Northfield Public Schools when they are in school buildings. Should a replacement badge be needed for any reason, it should be ordered from the Human Resources Office immediately. In the interim, employees should obtain a temporary badge from the school office. Badges must be returned to the district when leaving its employ.

B. Substitute Employees:

"Substitute" badges will be issued to individuals who are subbing within the buildings of the district. Such badges must be worn whenever the individual is in school buildings. Substitute badges will be temporary and do not need to be turned in at the end of the assignment.

C. Visitors/Volunteers:

Visitors and volunteers to school buildings are required to register and obtain a “Visitor” or “Volunteer” badge in the main office of the school building, and to return the badge and check out at the end of the visit.

D. Post-Secondary Enrollment Options Students:

A student enrolled in a post-secondary enrollment options course may remain at the school site during regular school hours and may be provided with reasonable access, during regular school hours, to a computer and other technology resources that the student needs to complete coursework for a post-secondary enrollment course in accordance with established procedures.

III. VISITOR LIMITATIONS

- A. An individual or group may be denied permission to visit a school or school property or such permission may be revoked if the visitor(s) does not comply with district procedures and regulations or if the visit is not in the best interest of students, employees or the district.
- B. Visitors are authorized to park vehicles on school property at times and in locations specified in the approved visitor procedures and requirements which are an addendum to this policy or as otherwise specifically authorized by school officials. When unauthorized vehicles of visitors are parked on school property, school officials may:
 - 1. ~~Move the vehicle or~~ Require the driver or other person in charge of the vehicle to move it off school district property.
 - 2. Provide for the removal of the vehicle, if unattended, at the expense of the owner or operator, to the nearest convenient garage or other place of safety off of school property.
- C. An individual or group who enters school property without complying with the procedures and requirements may be guilty of criminal trespass and thus subject to criminal penalties. Such persons may be detained by the school principal or a person designated by the school principal in a reasonable manner for a reasonable period of time pending the arrival of a police officer.

Policy 903 Visitors to School District Buildings and Sites

Adopted: 11.24.2008; Reviewed: 07.01.2019; Updated: INSERT DATE HERE

Board of Education

INDEPENDENT SCHOOL DISTRICT NO. 659

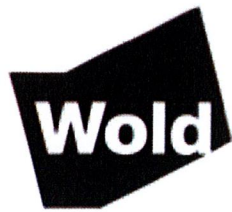
Northfield, Minnesota

Legal References: Minn. Stat. § 123B.02 (General Powers of Independent School Districts)

Minn. Stat. § 124D.09 (Postsecondary Enrollment Options Act)

Minn. Stat. § 128C.08 (Assaulting a Sports Official Prohibited)

Minn. Stat. § 609.605, Subd. 4 (Trespasses on School Property)



FACILITY CONDITIONS REPORT

NORTHFIELD HIGH SCHOOL

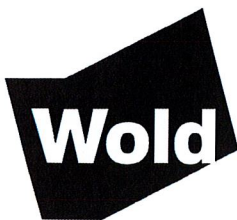
Prepared for:
Independent School District #659

Prepared by:
Wold Architects & Engineers

Date: March 17, 2022

**Wold Architects and
Engineers**
332 Minnesota Street
Suite W2000
Saint Paul, MN 55101
651 227 7773

**PLANNERS
ARCHITECTS
ENGINEERS**



Facility Analysis Prioritization Independent School District #659

PRIORITIZATION CATEGORIES

Priority 1 (immediate need)

Life Safety Issue	As noted by Fire Marshal/Life Safety Officials
Deterioration Item	Further deterioration will create higher future repair costs or will damage other areas in the building
Health Issue	Rooms with no ventilation or items that do not meet state health code.
Accessibility Issue	Must be completed to provide access into the building, to the curriculum within the building, or to access a restroom or obtain a drink of water
Hazardous Materials	Item posing a significant impact on building occupants

Priority 2 (0-2 years)

Deterioration Item	Items well past useful life or for which further deterioration will create higher future repair costs or damage to other areas in the building
Health Issue	Inadequate exhaust and ventilation in lab environments and other areas lacking adequate ventilation
Accessibility Issue	Modification required to meet state code guidelines
Hazardous Materials	Removal of items affected by other changes occurring in priority 2
Modernization	Modification required to support future modernizations

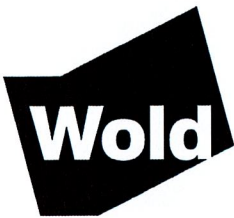
Priority 3 (3-5 years)

Deterioration Item	Material or system that currently functions but will require replacement or maintenance within 5 years
Hazardous Materials	Removal of items affected by other changes occurring in priority 3
Security Issue	Correction of items that pose a security risk to building occupants
Energy Issue	Item replaced/installed results in payback in 5 years or less

Priority 4 (6-10 years)

Deterioration Item	Material or system that currently functions but will require replacement or maintenance within 6-10 years
Health Issue	Non-tagged items that do not meet state health code requirements
Hazardous Materials	Removal of items affected by other changes occurring in priority 4
Energy Issue	Item replaced/installed results in payback in 6-10 years
Aesthetics	Item which is elective/aesthetic or programmatic

Priority 5 (Less than \$1,000/10+ years)



**Northfield High School
Independent School District #659**



Address: 1400 Division Street S
Northfield MN, 55057

Contact: Joel Leer, Principal

Phone: 507-663-0630

Year(s) Built: 1965

Gross Area: 270,600 sf

Site Area: 36 acres

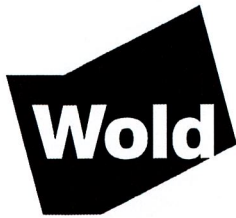
Parking: 315,000 sf

**Northfield High School
Independent School District #659
Site**

Analysis

- All parking lots and drive lanes on the site shall be replaced. For now, the assumption is that this will be reclaimed and repaved. It has been noted that some areas may need the subgrade reconstructed along with new curbing in miscellaneous locations.
- Parking lot lighting including tennis courts, is in poor condition. Fixtures should be replaced with LED poles. The staff parking lot north of the building along with the lights outside of area E have already been replaced.
- The dugouts at the Varsity field are in poor condition and shall be replaced.
- The pressbox for Memorial field is falling apart and should be replaced.
- The tennis courts are in okay condition but will need to be replaced in the next 6-10 years.

Not yet updated with 2024-25 cost estimates



Issues

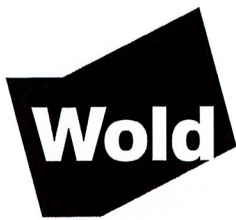
Building Category		(All) Site
Item and Priority		Sum of Total Project Cost at Year of Construction
Reclaim and replace all exterior asphalt on site.		
2		\$ 2,866,500.00
Replace all exterior parking lot poles except Areas A and E and tennis court light poles.		
3		\$ 102,500.00
Replace dugouts at varsity baseball field		
2		\$ 82,000.00
Replace press box at memorial field		
2		\$ 205,000.00
Replace tennis courts		
4		\$ 1,147,000.00
Grand Total		\$ 4,403,000.00

Not yet updated with 2024-25 cost estimates

**Northfield High School
Independent School District #659
Exterior**

Analysis

- The exterior windows are original to the building and constructed of single pane glass with no insulation properties. All single pane window systems should be replaced.
- There are various locations around the exterior of the building that should have tuck-pointing addressed.
- The existing tunnels in the H wing and S wing (Areas B & E) take on water when there are weather events and in the spring months. Waterproofing or overflow drain output diversion shall be addressed.
- The existing exterior envelope of the building does not have appropriate insulation or weather barrier. This in conjunction with non-insulated windows causes extreme temperature fluctuations throughout the building over the course of the year.
- The roof over the Media Center along with the lower commons and Auditorium are due for replacement. The remaining portions of the roofs have 15-24 years left of their life cycle.
- Heavily used exterior doors are wearing and starting to function improperly.



Issues

Building	(All)
Category	Exterior
	Sum of Total Project Cost at Year of Construction
Item and Priority	
Replace existing single pane exterior window system throughout entire building.	
2	\$ 1,792,000.00
Replace roof over the lower commons and auditorium	
3	\$ 491,500.00
Replace roof over the media center	
2	\$ 152,000.00
General tuckpointing allowance around the entire building	
3	\$ 68,500.00
Replace exterior aluminum doors in storefront systems	
2	\$ 341,500.00
Grand Total	\$ 2,845,500.00

Not yet updated with 2024-25 cost estimates

**Northfield High School
Independent School District #659
Interior**

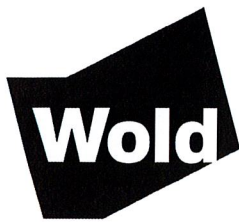
Analysis

- The acoustic ceiling tiles and lighting throughout the entire building shall be replaced.
- The current science rooms do not function for today's teaching and learning style. With the current layout there is no circulation path through the lab stations when students are using them.
- The science rooms are not currently rated as labs that comply with today's code. Rated wall assemblies must be extended to the roof structure.
- Replace existing wood paneled exterior walls of woods lab and area B classrooms.
- Casework in all classrooms of area A, B, and E are in poor condition and shall be replaced.
- The multistall toilet rooms and staff toilet rooms that were not addresses as a part of the 2020 toilet renovations should receive finish updates including new wall and floor tile, toilet partitions, and toilet accessories.
- The auditorium finishes including carpet flooring, seating, and wall paint are nearing the end of their useful life.
- The existing locker rooms do not function well and all finishes including lockers are in poor condition. These should be fully renovated.
- The band and choir rooms flooring and wall paint is in poor condition and shall be replaced. The risers in the space also do not accommodate current ADA accessibility standards.
- The theatrical rigging, A/V and lighting systems are nearing the end of their life.
- All classroom VCT flooring associated with Areas A, B, and E is in poor condition and shall be replaced.
- There is a large portion of the building that needs new paint.
- Doors near the gymnasium and locker rooms are in poor condition and will need to be replaced.



Issues

Building Category	(All) Interior	
Item and Priority		Sum of Total Project Cost at Year of Construction
Add 5% of the total locker count to accommodate ADA standards.		
1	\$	16,000.00
Demolish all existing casework and finishes in existing science labs, renovate in place.		
2	\$	682,500.00
Replace casework in existing FACS cooking lab.		
4	\$	58,500.00
Replace acoustic ceiling tiles in all corridors.		
3	\$	239,000.00
Demolish all lockers, fixtures, and finishes in locker rooms and rebuild to current standards.		
4	\$	4,289,000.00
Provide new wall tile at multistall toilet room off of lower commons.		
4	\$	24,500.00
Provide new floor tile at multistall toilet room off of lower commons.		
4	\$	29,500.00
Replace carpet flooring in Auditorium		
3	\$	71,500.00
Replace existing auditorium seats		
3	\$	167,500.00
Replace theatrical A/V, Lighting, Controls and Rigging System		
3	\$	2,047,500.00
Replace VCT flooring in existing area E classrooms		
4	\$	622,500.00
Replace acoustic ceiling tiles in area E classrooms		
4	\$	182,000.00
Replace existing casework in area E classrooms		
4	\$	365,500.00
Replace toilet partitions in multistall toilet room in area F		
4	\$	34,000.00
Replace existing toilet partitions at multistall toilet room off of lower commons.		
3	\$	31,500.00
Replace VCT flooring in existing area A classrooms		
4	\$	983,000.00
Replace existing casework in area A classrooms		



Issues

4		\$	409,500.00
Demolish and replace VCT flooring in band and choir suite			
2		\$	85,500.00
Bring fire rating around existing science rooms up to code compliance & add second exit to each room			
1		\$	186,500.00
Painting updates throughout building			
2		\$	491,500.00
Replace existing doors and hardware in south portion of area D			
3		\$	191,000.00
Replace VCT flooring in existing area B classrooms			
3		\$	354,000.00
Replace acoustic ceiling tiles in area B classrooms			
3		\$	103,500.00
Replace existing casework in area B classrooms			
3		\$	117,000.00
Grand Total		\$	11,732,500.00

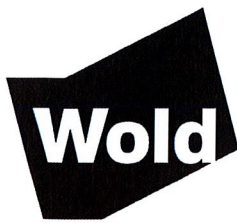
Not yet updated with 2021-25 cost estimates

**Northfield High School
Independent School District #659
Accessibility**

Analysis

- Toilets throughout the building that we not addresses as a part of the 2020 multistall toilet renovations do not meet current ADA standards. These shall be renovated to bring up to code.
- There are several classrooms throughout the building that do not include an ADA required sink.
- Classrooms that are over 1,000 sf or science lab spaces require two exits with panic hardware. Several existing spaces in the building do not comply with this code item and should be addressed.
- It was not apparent that at least 5% of the student lockers were ADA accessible. These will need to be renovated or added.

Not yet updated with 2024-25 cost estimates



Issues

Building Category		(All) Accessibility
Item and Priority		Sum of Total Project Cost at Year of Construction
Demolish existing staff toilets that do not meet ADA and rebuild in place.		
1		\$ 218,500.00
Add ADA accessible sink to two art rooms.		
1		\$ 6,500.00
Add lift to media center digital lab		
1		\$ 68,500.00
Add lift to make the weight and fitness area accessible from both sides of the gym.		
2		\$ 68,500.00
Demolish and renovate multistall toilet rooms that do not meet ADA standards.		
1		\$ 1,106,000.00
Grand Total		\$ 1,468,000.00

Northfield High School Independent School District #659 Mechanical Systems

Analysis

Heating Ventilation and Air-Conditioning

- The building was originally constructed in 1964 with major additions added in 1970, 1992, 1996, 1997, and 2002. Mechanical systems were updated in portions of the building in 2002, 2004, 2005, 2021, and 2022.
- The building is heated by two (2) 397 HP dual fuel boilers installed in 2002. A 3,000 MBH high efficiency boilers was added to the plant in 2015.
- The hydronic piping is configured as a primary, secondary, with tertiary pumps serving some areas of the building. Two 40 HP secondary pumps distribute heating water throughout the facility. The circulating fluid is Dowtherm SR-1 ethylene glycol for freeze protection to -25 Deg F.
- A 190 ton air-cooled chiller was installed in 2004 to provide air conditioning to the areas renovated in 2004 and 2005. Air conditioning to areas outside of the 2004 and 2005 renovations are provided by direct expansion systems. The chiller is nearing the end of its useful life.
- The gymnasium is served by two constant volume air handling units installed in the original building construction. The units are located in a mechanical room to the west of the gyms. The units have hot water coils for heating.
- The gymnastics room is served by a constant volume air handling unit installed in the original building construction. The unit is located in the mechanical room to the west of the gyms. The unit has a hot water coil for heating.
- The locker rooms on the main level to the east and west of the gymnasiums do not have a direct source of ventilation air and are exhausted only. Perimeter hot water radiation provides for heating control.
- The wrestling room and adjacent areas above the locker rooms on the east side of the gymnasium are served by constant volume fan coil units installed in the original building construction. The fan coil units have hot water coils for heating.

**Northfield High School
Independent School District #659
Mechanical Systems**

Analysis

Heating Ventilation and Air-Conditioning

- The band and choir areas above the locker rooms on the west side of the gymnasium are served by a constant volume air handling unit installed in the original building construction. The unit is located in the mechanical room to the west of the gymnasium. The unit has a hot water coil for heating and DX coil with remote condensing unit for cooling.
- The weight room and auxiliary gym to the south of the main gym is served by a constant volume air handling unit installed in the 2002 renovation. The unit has a hot water coil for heating.
- The 1970 addition to the southeast of the main gymnasium is served by a constant volume rooftop unit. The unit is difficult to access and is nearing the end of its useful life.
- The auditorium is served by a constant volume air handling unit installed in 1997 when the addition was built. The unit is located in a mechanical room to the east of the auditorium. The unit has a hot water coil for heating and DX coil with a remote condensing unit for cooling.
- The commons area adjacent to the auditorium is served by a roof mounted constant volume air handling unit installed in 1997 when the addition was built. The system has duct mounted hot water coils for heating zone control and integral DX for cooling.
- The cafeteria and kitchen are served by a constant volume air handling unit installed in the original building construction. The unit is located in the mechanical room above the media center. The unit has a hot water coil for heating and DX coil with a remote condensing unit for cooling.
- The media center is served by a constant volume rooftop unit installed in the 2002 renovation. The unit has a hot water coil for heating and integral DX for cooling.

Northfield High School Independent School District #659 Mechanical Systems

Analysis

Heating Ventilation and Air-Conditioning

- The areas adjacent to the media center are served by a rooftop 4-zone multi-zone air handling unit installed in the 2002 renovation. The unit has a hot water coil for heating and integral DX for cooling.
- The main office area will be served by a packaged DX variable air volume rooftop unit that is planned as part of the 2021 office renovation project. The system has VAV boxes with hot water reheat for temperature zone control.
- The perimeter areas of the east classroom pod are served by three grade mounted variable air volume energy recovery units installed in the 2002 renovation. The system has VAV boxes with hot water reheat for temperature zone control. The unit has a hot water coil for heating and a chilled water coil for cooling.
- The interior area of the east classroom pod is served by a variable air volume unit that converted the existing air handling unit installed in the original building construction. The unit is located in an interior mechanical room. The system has VAV boxes with hot water reheat for temperature zone control. The unit has a hot water coil for heating and a chilled water coil for cooling.
- The student support services area is served by a constant volume air handling unit installed in the 2004 renovation. The system was modified in the 2021 renovation. The system has duct mounted hot water coils and radiant ceiling panels for temperature zone control.
- The north east classroom pod is served by two grade mounted variable air volume energy recovery units installed in 2005. The system has VAV boxes with hot water reheat for temperature zone control. The unit has a hot water coil for heating and a chilled water coil for cooling.
- The north classroom pod is served by two grade mounted variable air volume energy recovery units installed in 2005. The system has VAV boxes with hot water reheat for temperature zone control. The unit has a hot water coil for heating and a chilled water coil for cooling.

Northfield High School Independent School District #659 Mechanical Systems

Analysis

Heating Ventilation and Air-Conditioning

- The northwest classroom pod is served by two grade mounted variable air volume energy recovery units installed in 2005. The system has VAV boxes with hot water reheat for temperature zone control. The unit has a hot water coil for heating and a chilled water coil for cooling.
- The art rooms and adjacent areas are served by a 4-zone multi-zone air handling unit installed in 2002. The unit is located in a mezzanine between two art rooms. The unit has a hot water coil for heating and a DX coil with a remote condensing unit for cooling.
- The wood shop, metal shop, and auto shop are each served by a constant volume air handling unit installed in the 2002 renovation. The units are located in the mechanical mezzanine adjacent to the wood shop. The units have a hot water coil for heating.
- The print room and adjacent areas are served by a 4-zone multi-zone air handling unit installed in 2002. The unit is located in the mechanical mezzanine. The unit has a hot water coil for heating and a DX coil with a remote condensing unit for cooling.
- The computer server room is served by two constant volume cooling systems. One is an air handling unit located in the adjacent mechanical room and is served with chilled water for cooling. The second unit is a DX unit with remote condenser located in the data room.

Temperature Control

- The majority of the building is served by pneumatic controls and/or actuation. Recent projects have over-laid Johnson direct digital controls as the district standard.

Plumbing

- Domestic distribution piping installed in the original building construction around the boiler room is known to be galvanized.

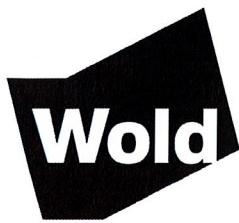
**Northfield High School
Independent School District #659
Mechanical Systems**

Analysis

Plumbing

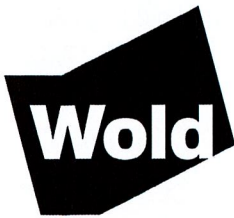
- The athletic areas are served with hot water from a large storage tank in the mechanical room to the north of the main gym. Water is heated by a water-to-water heat exchanger connected to the building heating system.
- The majority of the rest of the building is served with hot water from a large storage tank located in the boiler room. The tank is heated by either water-to-water convertor connected to the building heating system or a gas fired water heater.

Not yet updated with 2024-25 cost estimates



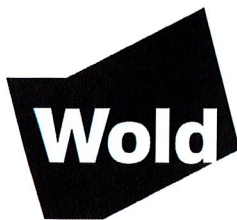
Issues

Building Category	(All) Mechanical Systems
Item and Priority	Sum of Total Project Cost at Year of Construction
Provide new DDC controls for ERU, VAV systems installed in 2004. 2	\$ 344,500.00
Provide new DDC controls for ERU, VAV systems installed in 2005 (east side). 2	\$ 121,000.00
Provide new DDC controls for ERU, VAV systems installed in 2005 (west side). 2	\$ 178,500.00
Replace roof mounted PRV's - an allowance budgeted. Priority exhaust fans to be determined. 3	\$ 66,000.00
Replace domestic hot water heating with centralized high recovery system located in the boiler room. Replace HW system near gym. 2	\$ 459,500.00
Replace gymnasium HVAC. Provide new RTU, distribution ductwork, CV, HW, CHW, de-strat fans, DDC controls 2	\$ 459,500.00
Replace auditorium HVAC. Provide new air handling unit in the location of the existing CV, HW, CHW. DDC controls. 3	\$ 591,000.00
Replace commons area 1997 RTU. Provide new RTU CV, HW, CHW, DDC controls. 3	\$ 328,500.00
Replace media center 2002 RTU. Provide new RTU CV, HW, CHW, DDC controls. 4	\$ 361,000.00
Replace media center 2002 classroom MZ RTU. Provide new RTU, convert area to VAV, HW, CHW DDC controls. 4	\$ 328,500.00
Replace computer server room cooling units. Two redundant CV, DX remote condenser, DDC controls. 3	\$ 197,000.00
Provide a high efficiency gas boiler to match the 2015 installation for redundancy. Reconfigure piping as necessary. 4	\$ 459,500.00
Replace 190 ton air cooled chiller installed in 2004. Provide new chiller with heat recovery. 3	\$ 394,000.00



Issues

Replace HVAC in remaining areas served by original 1964 system. RTU, VAV, HW, CHW, DDC controls		
2	\$	551,500.00
Reconfigure the hot water system for variable secondary - reduce the number of existing pumps. Replace the existing secondary pumps.		
4	\$	853,500.00
Create a new air cooled chilled water plant to serve the Southside of the building. Approximately 400 tons. Provide with heat recovery.		
2	\$	1,050,000.00
Replace all remaining pneumatic controls to fully convert the building to DDC. Allowance budgeted at construction = \$0.50 per sq. ft.		
3	\$	171,000.00
Replace plumbing fixtures that are beyond their useful life. An allowance budgeted at \$0.5 / sq. ft.		
3	\$	197,000.00
Replace fuel oil pumps and monitoring system installed in 1997. Existing 12,000 gallon underground tank to remain.		
3	\$	46,000.00
Replace locker room HVAC (east of gym). Provide new roof mounted heat recovery, distribution ductwork, CV, HW, CHW, DDC controls.		
2	\$	409,500.00
Replace locker room HVAC (west of gym). Provide new roof mounted heat recovery, distribution ductwork, CV, HW, CHW, DDC controls.		
2	\$	602,500.00
Replace health, wrestling HVAC. Provide new RTU's, distribution ductwork, CV, HW, CHW, DDC controls		
2	\$	409,500.00
Replace band/choir HVAC. Provide new AHU in mech mezzanine, distribution ductwork, VAV, HW, CHW, humidification, DDC controls.		
2	\$	581,500.00
Replace weight rm/aux gym HVAC. Provide RTU, distribution ductwork, CV, HW, CHW, DDC controls		
2	\$	581,500.00
Replace HVAC in 1970 addition. Provide new RTU, distribution ductwork, VAV, HW, CHW, DDC controls		
2	\$	435,500.00
Replace gymnastics HVAC. Provide new AHU in mech mezzanine, distribution ductwork, CV, HW, CHW, DDC controls		
2	\$	328,500.00
Replace cafeteria HVAC. Provide new RTU, distribution ductwork, CV, HW, CHW, DDC controls		
2	\$	328,500.00



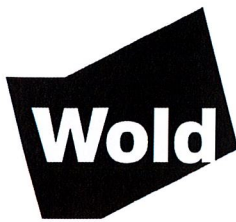
Issues

Replace kitchen HVAC. Provide new RTU, distribution ductwork, VAV, HW, CHW. DDC controls. Create new transfer path from cafeteria for ex make-up		
2	\$	230,000.00
Replace area E interior HVAC. Provide new air handling unit, distribution ductwork, VAV, HW, CHW, DDC controls.		
3	\$	361,000.00
Replace art room 2002 MZ AHU. Provide new AHU, distribution ductwork, VAV, HW, remote DX, DDC controls.		
3	\$	459,500.00
Replace print shop 2002 AHU. Provide new AHU, distribution ductwork, VAV, HW, remote DX, DDC controls.		
3	\$	328,500.00
Replace woodshop HVAC. Provide new RTU, distribution ductwork, CV, HW, integral DX for classroom use, replace exhaust systems, gas fired make-up air.		
3	\$	262,500.00
Replace auto shop HVAC. Provide new RTU, distribution ductwork, CV, HW, integral DX for classroom use, replace exhaust systems, gas fired make-up air.		
3	\$	262,500.00
Replace metal shop HVAC. Provide new RTU, distribution ductwork, CV, HW, integral DX for classroom use, replace exhaust systems, gas fired make-up air.		
3	\$	262,500.00
Replace wood shop dust collector and distribution ductwork. Verify current use of shop equipment and reconfigure as required.		
3	\$	197,000.00
Replace finned tube radiation and heating terminals installed in the original building construction. Includes DDC controls.		
2	\$	262,500.00
Replace domestic water distribution piping installed in the original construction. Allowance provided. Cost include asbestos abatement.		
2	\$	1,616,000.00
Grand Total	\$	15,076,500.00

Northfield High School Independent School District #659 Electrical Systems

Analysis

- There is one generator mounted on the exterior of the building, it serves only the building server. The generator power is distributed to the building via one transfer switch. Emergency equipment is located in a lower level room adjacent to the generator
- The facility lighting is mostly accomplished with T8/electronic ballasts. Controls are line voltage and manually controlled via wall switches. There remains some incandescent downlights and accent lighting.
- Most of the electrical distribution was renovated in 2002. There are several areas with old panel boards, transformers and associated equipment and wiring. This occurs mainly in the shops area.
- being wired and controlled via Motor Control Centers and older Variable Frequency Drives. Updates to these and remaining proposed will be needed as mechanical systems are updated.
- The Public Address system is being served by and older Rauland Telecenter. Paging is accomplished by zones and in some cases individual paging / intercom points.
- The Fire Alarm system is manufactured by Notifier. It is a standard system without the Voice Evacuation now required by Minnesota code.
- The facility has a wireless clock system manufactured by American Time and Signal. There does remain an old wire system (head-end) and possibly some remaining wired clocks in the facility.
- Referring to the mechanical upgrades, there will be new chiller (#2) located at the south end of the facility. This will be proposed to be fed from a separate utility service. The remaining mechanical system work will require updated rewiring form the existing electrical infrastructure.
- Security systems including access control, video surveillance and intrusion alarm are observed to be minimal and will require updating and expanded coverage.



Issues

Building Category	(All)	Electrical Systems
Item and Priority	Sum of Total Project Cost at Year of Construction	
Remove Motor Control Center as mechanical loads are updated with Variable Frequency Drives 3	\$	125,000.00
Update the Notifier Fire Alarm System with voice evacuation Capability and function. 3	\$	250,000.00
Remove Wired Lathem Clock System and update any remaining wired clocks to wireless type. 4	\$	25,000.00
Replace any remaining battery Exit signs with Exit signs connected to a dedicated Life Safety branch on the Emergency Generator. 2	\$	275,000.00
Replace All Fluorescent/ ballasted lighting with LED / Driver luminaires and low voltage dimming controls. 2	\$	1,490,000.00
Update panel boards and associated power distribution in Shop Area. 2	\$	95,000.00
Replace the Public Address System with EPIC system. 3	\$	900,000.00
Grand Total	\$	3,160,000.00



Executive Summary

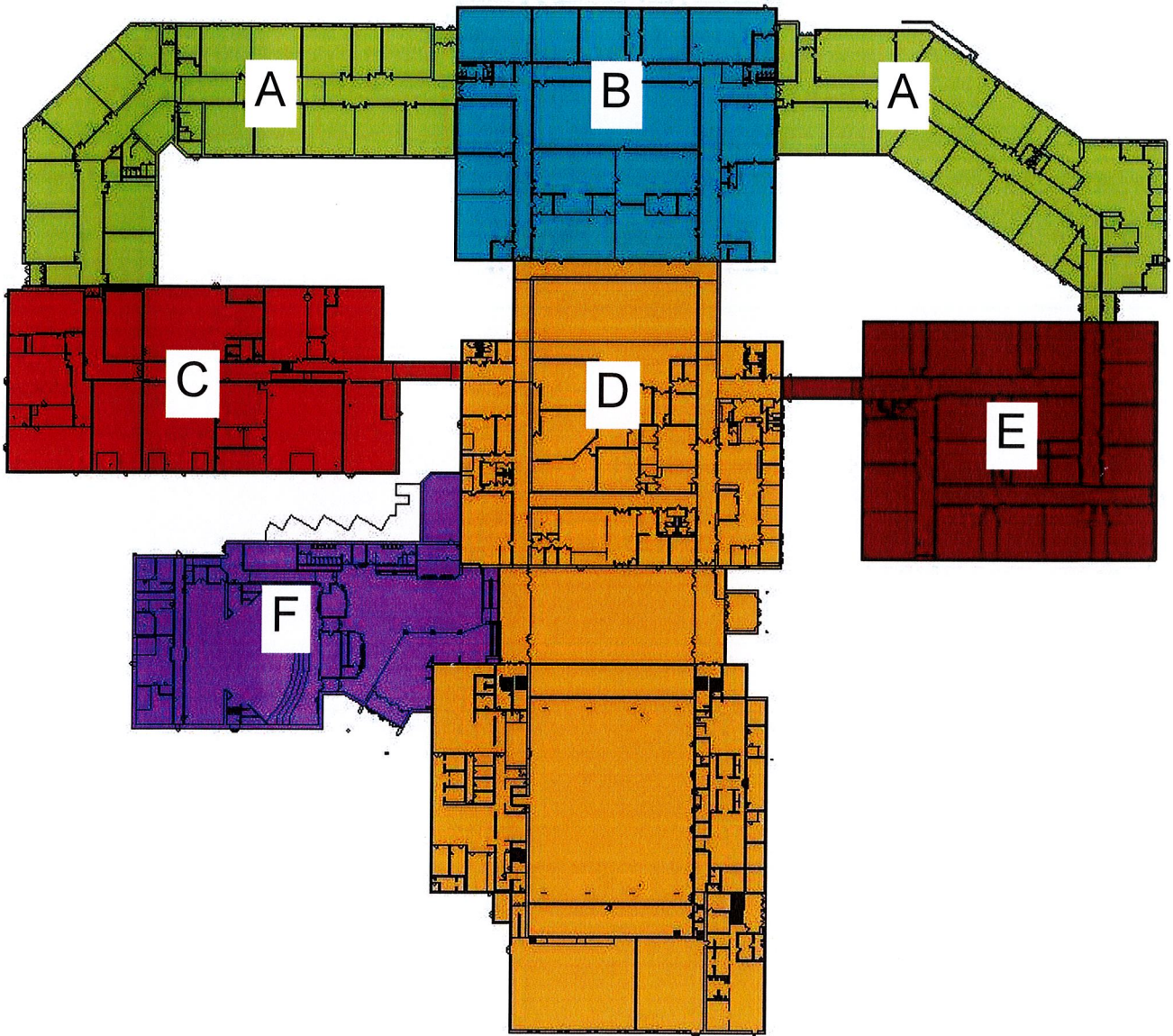
Building (All)

Sum of Total
Project Cost
at Year of

Construction Priority

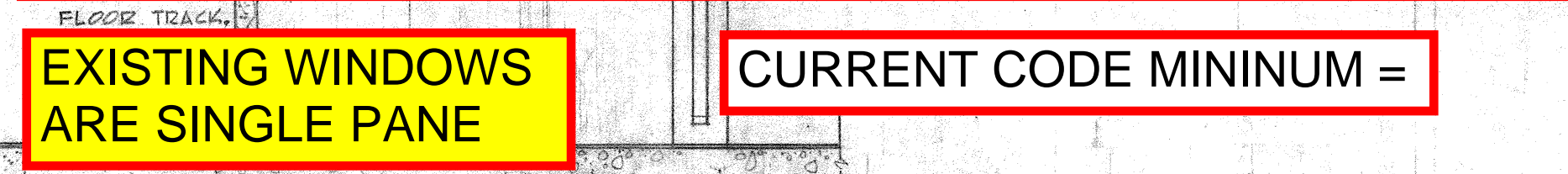
Category	1		2		3		4		Grand Total	
Mechanical Systems	\$		8,950,000.00	\$	4,124,000.00	\$	2,002,500.00	\$	15,076,500.00	
Accessibility	\$	1,345,500.00	\$	66,000.00				\$	1,411,500.00	
Electrical Systems	\$		1,860,000.00	\$	1,275,000.00	\$	25,000.00	\$	3,160,000.00	
Exterior	\$		2,197,500.00	\$	538,500.00			\$	2,736,000.00	
Interior	\$	147,000.00	\$	1,211,000.00	\$	3,195,500.00	\$	6,729,000.00	\$	11,282,500.00
Site	\$		3,032,500.00	\$	98,500.00	\$	1,102,500.00	\$	4,233,500.00	
Grand Total	\$	1,492,500.00	\$	17,317,000.00	\$	9,231,500.00	\$	9,859,000.00	\$	37,900,000.00

Not yet updated with 2024 05 costs

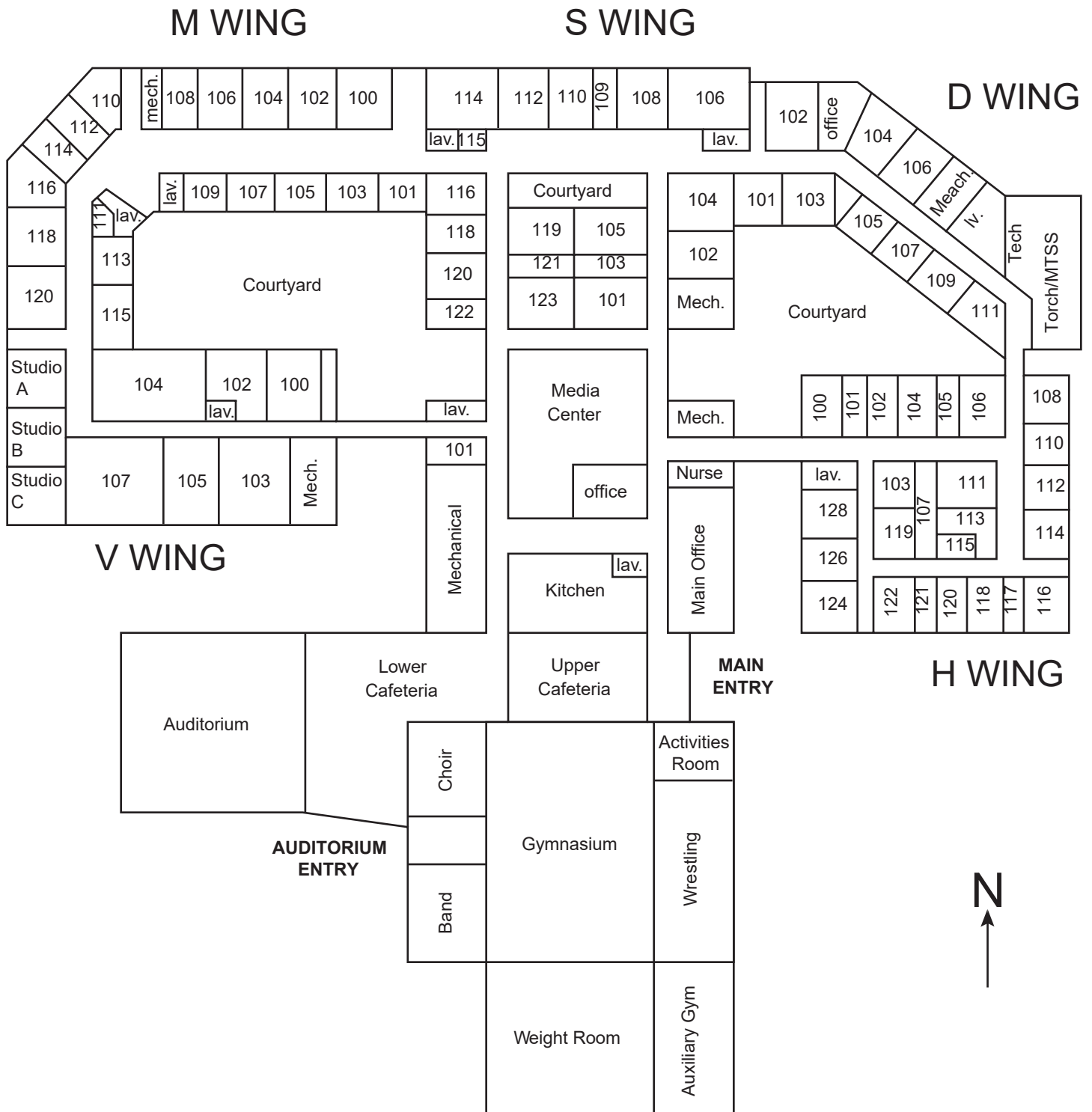


EXISTING
R-VALUE = 1.91

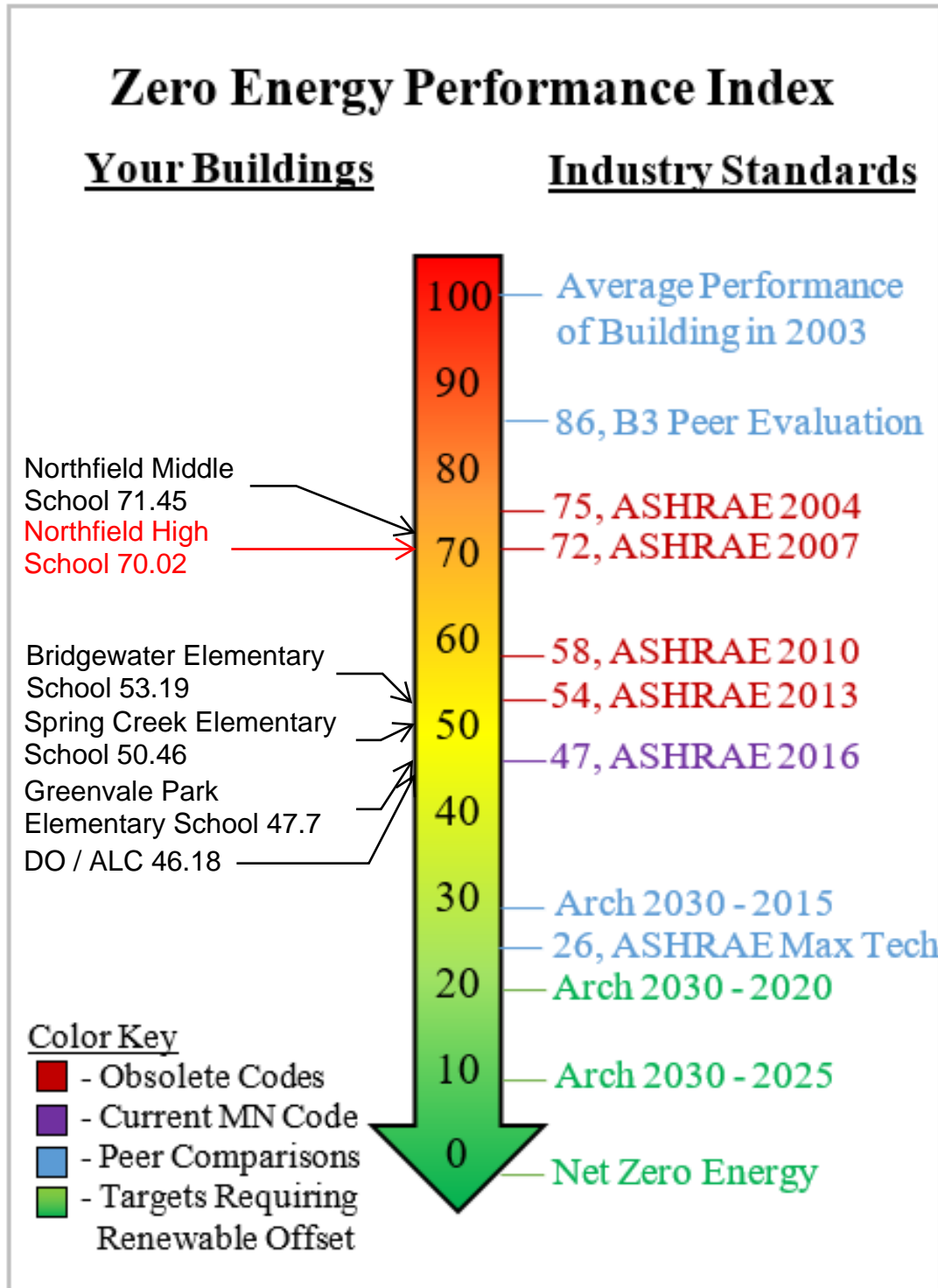
A diagram showing a grid with 10 columns and 10 rows. The first 5 columns are shaded grey. The 6th column is white. The 7th column is shaded grey. The 8th column is white. The 9th column is shaded grey. The 10th column is white. A horizontal line is drawn across the grid at the 5th row. A vertical line is drawn down the grid at the 6th column. The intersection of these lines is labeled 'WINDOW TYPE 3' with an arrow pointing to it.



Northfield High School



Northfield Public Schools



Potential timeline for Northfield High School facility update bond referendum last updated 11.16.2023

Matt Hillmann, Ed.D., Superintendent

Executive summary: This document outlines the proposed timeline for the decision, preparation, and execution of a November 2024 bond referendum election focused on improving the Northfield High School facilities.

Target Date	Action
October 2023	<ul style="list-style-type: none">• The board considers a random stratified sample voter survey• The board discusses the timeline for the potential 2024 bond election
November 2023	<ul style="list-style-type: none">• The board reviews previous high school discussions from 2017 and 2022 and clarifies the purpose of a potential high school bond• The board considers options for addressing high school deficiencies• Nov. 16: suggested work session date (5:30 pm—7:30 pm)• Nov. 18: NHS building tour for the public (10 am—12 pm)
December 2023	<ul style="list-style-type: none">• The board considers options for addressing high school deficiencies• Dec. 2: NHS building tour for the public (10 am—12 pm)• Dec. 4: suggested work session (5:30 pm—7:30 pm)• Dec. 9: Bus trip to tour Owatonna High School (Depart from NHS Door No. 1 at 12:15 pm)• Dec. 12: NHS building tour for the the public (6 pm—8 pm)• The board considers approving this timeline
January 2024	<ul style="list-style-type: none">• The board considers options for addressing high school deficiencies• Random stratified sample community survey is conducted• The board considers options during regular board meetings• Jan. 20: NHS building tour for the public (10 am—12 pm)• The board holds a community feedback session at Northfield High School, modeled after the budget prioritization process community meeting
February 2024	<ul style="list-style-type: none">• The board receives survey results• Feb. 3: NHS building tour for the public (10 am—12 pm)• Feb. 20: suggested work session (5:30 pm—7:30 pm)• Feb. 26: Target date for board decision about what questions to place on the Nov. 2024 ballot to address the facility issues at NHS
March 2024	<ul style="list-style-type: none">• Bond informational campaign• NHS tours• Submit review and comment
April 2024	<ul style="list-style-type: none">• Bond informational campaign• NHS tours
May 2024	<ul style="list-style-type: none">• Bond informational campaign• Finalize ballot language
June 2024	<ul style="list-style-type: none">• Summer break
July 2024	<ul style="list-style-type: none">• Summer break
August 2024	<ul style="list-style-type: none">• Bond informational campaign resumes
September 2024	<ul style="list-style-type: none">• Bond informational campaign
October 2024	<ul style="list-style-type: none">• Bond informational campaign
November 2024	<ul style="list-style-type: none">• Bond informational campaign• Nov. 5: election day

NORTHFIELD PUBLIC SCHOOLS

School Board Minutes

November 27, 2023

District Office Boardroom

Board Member Amy Goerwitz participated remotely from Chiang Mai Vegan Resort, 9 Thapae Soi 5, Thapae Road, Chang Moi Sub-district, Chiang Mai, Thailand, 50100

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 6:03 p.m. Board member attendance was taken. Present: Goerwitz, Gonzalez-George, Miller, Nelson, Quinnell, and Stratmoen. Absent: Butler. 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 Stratmoen, the board unanimously approved the agenda by roll call. Voting 'yes' was Goerwitz, Gonzalez-George, Miller, Nelson, Quinnell, and Stratmoen. No one voted 'no'.

3. Public Comment

There were no public comments.

4. Announcements and Recognitions

There were no announcements or recognitions.

5. Items for Discussion and Reports

- a. FY2023 Audit Results and Presentation. Craig Popenhagen with CliftonLarsonAllen, LLP, presented the results of the 2022-23 fiscal year audit. His comments focused on the executive audit summary. The auditors issued an unmodified opinion on financial statements with no comments, and issued what is known as a "clean" audit report with no findings in the internal controls, financial reporting, or preparation of the audit papers. The board commended Director Mertesdorf and the finance office staff for their excellent work.
- b. Policy Committee Recommendation. Dr. Hillmann presented the policy committee's recommendation to adopt policy 207. This will be an item for individual action at the next board meeting.
- c. Superintendent Focus Areas Quarterly Report. Superintendent Hillmann presented a quarterly progress report on the superintendent's 2023-24 focus areas.
- d. Potential 2024 Northfield High School Bond Referendum Update. Superintendent Hillmann reviewed the Nov. 16 work session, the timeline, and the next steps in the decision-making process. Director of Buildings & Grounds Justin Raabolle attended the meeting and answered questions regarding the HVAC systems at the high school.

6. Committee Reports

Board members provided updates on the following committees: Cannon Valley Special Education Cooperative (CVSEC), Northfield Branding Committee, District Youth Council (DYC), Communications, Equity Advocacy, and the Policy Committee.

7. Consent Agenda

On a motion by Nelson, seconded by Stratmoen, the board unanimously approved the consent agenda items by roll call. Voting 'yes' was Goerwitz, Gonzalez-George, Miller, Nelson, Quinnell, and Stratmoen. No one voted 'no'.

- a. Minutes. Minutes of the Public Hearing held on November 13, 2023, and Minutes of the Regular School Board meeting held on November 13, 2023.
- b. Gift Agreements. Gift agreements to be approved were attached.
- c. Overnight Field Trip. Activities Director John Mahal and Coach Craig Cardinal requested board approval to take the high school nordic ski team on an extended overnight field trip Dec. 27-29, 2023.

d. Personnel Items

i. Appointments

1. Blake Christensen, Building Supervisor with Community Education, beginning 11/22/2023. \$18.39/hr.
2. Ben Kromschroeder, 1.0 FTE Delivery Driver/Assistant Grounds Keeper at the District Shop, beginning 12/11/2023. \$21.45/hr.
3. Shannon Schulz, Building Supervisor with Community Education, beginning 11/22/2023. \$18.39/hr.
4. Jeffrey Anderson, Event Worker at the High School, beginning 11/30/2023. \$45/\$77/event(s).
5. Kari Engle, 1.0 FTE Office Specialist Class III at Greenvale Park, beginning 12/8/2023. Class III, step 2 - \$22.21/hour.
6. Natalie Morales, Child Nutrition Associate I for 3.25 hours/day at Spring Creek, beginning 11/30/2023. \$20.84/hr.

ii. Increase/Decrease/Change in Assignment

1. Correction: Robert Coleman, Gen Ed EA for 2.25 hours/day at Spring Creek, add Gen Ed EA Supervisory for 1.75 hours/day at Spring Creek, effective 10/30/2023-6/6/2024.
2. Chris Riazzi, Teacher at the ALC, add MSYC Teacher for up to 2 hours/day Mon.-Thurs. at the Middle School, effective 11/27/2023-5/16/2024. \$40.00/hr.
3. Mallory Nystuen, Special Ed EA PCA at Bridgewater, change to Special Ed EA PCA at Spring Creek, effective 11/27/2023.
4. Christina Smith Lee, Special Ed EA PCA for 3.375 hours/day at the High School, change to Special Ed EA PCA for 6.75 hours/day at Bridgewater, effective 1/2/2024.

iii. Leave of Absence

1. Heather Olivier, Orchestra Teacher at the Middle School. FMLA Leave of absence beginning on 11/7/2023 - approximately 11/15/2023.
2. Sarah Bloom, Grade 6 Teacher at the Middle School, FMLA leave of absence beginning 11/20/2023-TBD.
3. Mara Hessian, Special Ed EA at Bridgewater, FMLA leave of absence beginning 11/27/2023 and continue for up to 60 work days.

iv. Retirements/Resignations/Terminations

1. Elizabeth Acheson, Track and Field Coach at the High School, resignation effective 11/21/2023.
2. Sean O'Brien, Track and Field Coach at the High School, resignation effective 11/21/2023.

- e. Grant Application. Director of Instructional Services Hope Langston and Superintendent Matt Hillmann requested school board approval for \$100,000 from the Ciresi Walburn Foundation for a TNTP Partnership to Strengthen Tier I Instruction grant from 02.01.2024 - 06.30.2025. We will engage in a one year partnership with TNTP to support our district as we enhance and extend staff knowledge and competencies related to Tier 1 classroom instruction for the purpose of reducing the number of students needing intervention and/or special education services.

8. Items for Individual Action

- a. FY2023 Audit. On a motion by Miller, seconded by Nelson, the board unanimously approved by roll call the 2022-2023 audit report as presented. Voting 'yes' was Goerwitz, Gonzalez-George, Miller, Nelson, Quinnell, and Stratmoen. No one voted 'no'.
- b. Resolution Establishing Combined Polling Places for Multiple Precincts and Designating Hours During Which the Polling Places Will Remain Open for Voting for School District Elections Not Held on the Day of a Statewide Election. On a motion by Miller, seconded by Goerwitz, the board approved by roll call the Resolution Establishing Combined Polling Places for Multiple Precincts and Designating Hours During Which the Polling Places Will Remain Open for Voting for School District Elections Not Held on the Day of a Statewide Election. Voting 'yes' was Goerwitz, Gonzalez-George, Miller, and Stratmoen. Voting 'no' was Nelson and Quinnell.

9. Items for Information

- a. School Board Training. Katie Klanderud, MSBA's Director of Board Development, will facilitate Phase III training for the school board on Wednesday, Dec. 20 and Thursday, Dec. 21, 5:30 p.m. - 8:30 p.m. in the District Office Boardroom.

10. Future Meetings and Work Sessions

- a. Monday, December 4, 2023, 5:30 p.m., Board Work Session, Northfield High School Media Center
- b. Monday, December 11, 2023, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
- c. Monday, January 8, 2024, 6:00 p.m., Organizational Board Meeting followed by the Regular Board Meeting, Northfield DO Boardroom
- d. Monday, January 22, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom

11. Adjournment

On a motion by Stratmoen, seconded by Quinnell, the board unanimously approved by roll call to adjourn the regular board meeting at 7:34 p.m. Voting 'yes' was Goerwitz, Gonzalez-George, Miller, Nelson, Quinnell, and Stratmoen. No one voted 'no'.

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 below:

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?
11/28/23		\$2,000.00	Hosanna Church	Northfield Activities and CS Youth Enrichment Scholarships
11/16/23		\$200.00	Heritage Dental Care	Robotics sponsorship
11/21/23		\$50.00	N/A	Robotics
11/21/23		\$500.00	BAMCO, INC	Robotics sponsorship
11/21/23		\$1,000.00	Northfield Rotary Club	Raider Closet
12/1/23		\$1,500.00	Bauer AG Group, LLC	FFA/AG sponsorship
12/1/23		\$200.00	Bierman's Home Furnishings	Robotics Donation/Sponsorship
12/1/23		\$500.00	Waste Connections / Dick's Sanitation	Robotics donation
11/20/23		\$20.00	Elizabeth K Beery Olson	Nordic ski team
11/18/23		\$30.00	Michael G or Kristy L Buesgens	Nordic ski team
11/19/23		\$30.00	Kirsten F and Steven M Zillmer	Nordic ski team
11/21/23		\$20.00	Anonymous	Angel funds for a media lost book payment
12/6/23		\$5.00	Jackie DuLac	Community Action Center Operation Joy donation for MS fundraiser
11/16/23-11/29/23		\$95.00	Various Northfield Middle School families	NMS 7th & 8th Grade Choir Peter Pan @ The Ordway field trip scholarships
11/22/23-12/4/23		\$50.00	Various Bridgewater 1st Grade families	Bridgewater 1st Grade Children's Theater field trip scholarships
12/4/23-12/6/23		\$273.00	Various Bridgewater 3rd-5th Grade families	Bridgewater Phy Ed Roller Skating Unit scholarships
12/5/23		\$29.00	Jeremy Loebach	Northfield Activities Scholarship Fund

NORTHFIELD PUBLIC SCHOOLS

PRINCIPALS' & ASSISTANT PRINCIPALS' SENIORITY LIST

2023-24 SCHOOL YEAR

Prepared and Distributed by Human Resources Office

PRINCIPALS' AND ASST. PRINCIPALS' SENIORITY LIST

Number	Name	Adjusted Hire Date	File Folder Number	License Area	Level	Expiration	Position Description	FTE Assigned
1	Gelineau, Gregory P	8/5/1998	332550	MATHEMATICS	7-12	6/30/2025	Middle School Principal	1.0
				SOCIAL STUDIES -ALL-	7-12	6/30/2025		
				SECONDARY SCHOOL PRINCIPAL	Sec Admin	6/30/2025		
2	Sannes, Scott R	8/2/1999	342666	COACHING	7-12	6/30/2027	Spring Creek Principal	1.0
				ELEMENTARY EDUCATION	1-6	6/30/2027		
				PRINCIPAL K-12	District	6/30/2027		
3	Antoine, Nancy J	7/1/2007	309311	MATHEMATICS	7-12	6/30/2028	Bridgewater Principal	1.0
				PRINCIPAL K-12	District	6/30/2028		
4	Richardson, Samuel S	7/3/2017	388909	ELEMENTARY EDUCATION	1-6	6/30/2026	Greenvale Park Principal	1.0
				PRINCIPAL K-12	District	6/30/2026		
5	Baier, Shane A.	7/1/2022	410441	PRINCIPAL K-12	District	6/30/2027	High School Principal	1.0
1	O'Keefe, Michael J	8/3/2015	385745	ELEMENTARY EDUCATION	1-6	6/30/2026	Middle School Assistant Principal	1.0
				PRINCIPAL K-12	District	6/30/2026		
2	Bohren, Ricardo B	7/1/2020	404343	ELEMENTARY EDUCATION	K-6	6/30/2028	High School Assistant Principal	1.0
				PRINCIPAL K-12	District	6/30/2028		
3	Bang, Rebecca K	7/15/2022	469035	ELEMENTARY EDUCATION	1-6	6/30/2028	High School Assistant Principal	1.0
				READING	K-12	6/30/2028		
				PRINCIPAL K-12	District	6/30/2028		

NORTHFIELD PUBLIC SCHOOLS

SENIORITY LIST

2023-2024 SCHOOL YEAR

Prepared and Distributed by Human Resources Office

		Name	Page		Name	Page		Name	Page		Name	Page
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		Afsharjavan, Nahal	15		Cooney, Noreen L	4		Freier, Ethan J	3		Johnson, Roanne M	1
		Allin, Amy L	4		Cornell, Andria J	11						
		Alvarez, Charlie D	10		Coudret, Raymond T	2		Gaertner, Michelle E	8		Kelly, Anna V	14
		Amundson, Danielle R	4		Craft, Kristen A	9		Gagnon, Noah R	15		Kettwick, Rachel M	12
		Amy, Natalie A	11		Crase, Danielle M	10		Garcia Jr, Robert	6		King, Elizabeth A	2
		Auge, Mark J	2					Gardner, Claire E	14		Klein, Melanie A	11
		Austin, Thomas J	15		Dahle, Kevin L	1		Glassing, Rebecca S	5		Kortbein, Tiffany R	8
					Danielson, Adam B	3		Golden, Naomi R	15		Kortuem, Kristi M	10
		Balow, Tyler P	10		Danielson, Christa A	5		Graupmann, Emileana M	5		Korynta, Marcy R	9
		Baragary, Paula M	6		David, Caitlin A	11		Grisim, Leah M	14		Kovach, Linda M	3
		Bartholomew, Sara A	15		Davis, Douglas D	2		Gross, Lydia E	12		Kruger, Natalie A	6
		Bauer, Michelle A	4		Dayneko, Jacob J	15		Grundman, Stephanie R.	6		Kruse, Angela K	9
		Bauman, Theresa H	13		Deane, Natalie A	8		Guggisberg, Richard L	4		Kruse, Ann C	11
		Beaulieu, Stephen J	6		DeVries, Sara A	8					Kuehl, Heather H	8
		Bendett, Michelle	12		Dickerson, Thomas D	13		Haar, Rebecca J	1		Kust, Daniel P	1
		Berkvam-Peter, Tallie A	14		Dimick, Kimbra R	8		Haefner, Ellen R	14			
		Bernhard, Paul J	7		Docken, Whitney A	11		Haley, Paige W	12		Landry, Lily	8
	I	Betsinger, Sybil	15		Dokken, Tina A	5		Hand, Brenda A	4		Langevin, Mark A	4
		Bielenberg, Kiersten E	3		Doliscar, Jules R	14		Hanson, Inger L	9		Lanza, Suzanne K	9
	N	Bischoff, Chelsea A	15		Dorey, Amy C	9		Hanson, Katie A	12		Larsen, Melissa A	4
		Blanck, Christian R	14		Downs, Lindsey J	5		Hauck, Karna E	1		Lauritzen-Kohel, Jill M	2
	D	Blatti, Ashly M	13		Driscoll, Leah S	11		Healy, Samuel P	13		LaVoy, Kayla L	14
		Bloom, Sarah F	12		Driscoll, Ryan J	7		Hebzyński, Kelly M	9		Leaphart, Ada M	13
	E	Boda, Elaine A	15		Duba, Carolyn K	6		Hehr, Ann M	4		Legros, Marckileine	13
		Bollum, Linnea RH	16		DuBe, Sean D	12		Heil, Gretchen O	6		Lindstrom, Joyce M	10
	X	Bolton, Susan N	9		Duchene, Sarah J	6		Hetzel, Sheila M	9		Link, Jennifer M	11
		Borgerding, Emily L	14		Dunkelberger, Brent J	13		Holden, Dana L	2		Lofquist, Darren A	6
		Born, Mairin K	7					Holland, Cara L	12		Lompart, Jennifer H	5
		Bothun, Stefanie A	8		Eastman, Kyle J	7		Hoppe, Carla A	14		Lorang, Rebecca A	11
		Bulfer, Briana M	8		Eddy, Paul R	2		Hotz Zenk, Mary A	15		Lovrien, Catherine R	14
		Burkhead, Monika H	1		El Achkar, Gisele M	15		Hovden, Lisa M	5		Ludwig, Makenzie R	12
		Burnham, Renee M	7		Eliason, Angela L	6		Howard, Christine E	11		Lynch, Angela F	12
					Ellerbusch, Brittany R	7		Howard, Christopher L	5			
		Cade, Kristen M.E.	1		Ensrud, Jan B	3		Hubbard, Brittney E	14		Malecha, Rebecca L	11
		Cade, Stephen H.E	4		Ensrud, Mark A	2		Hummel, Kristin N	1		Martens, Sarah M.C.	5
		Campbell, Anne M	10		Ericksen, Molly D.B.	10					Mathison, Cheryl W	1
		Carlson, Kathryn L	15		Estrella, Rafael	8		Iszler-Johnson, Tammy B	13		Matson, Maren E	8
		Carlson, Stephani L	7								McCabe, Shari E	13
		Casson, Kathleen S	9		Faust, Tyler L	8		Jandro, Dawn M	3		McDonough, Tammy F	7
		Charlton, Pamela A	3		Feldmann, Amanda L	13		Jaynes, Andrew T	4		McKay, Jaclyn D	7
		Chlan, Vicky A	1		Flicke, Kathy A	3		Jerdee, Ann M.H.	8		McLaughlin, Anne E	10
		Clarey, Alisha K	10		Flom, Ashley D	9		Johnson, Craig R	2		McManus, Laura C	8
		Claybaugh, Chad H	16		Foehrkolb, Kelley L	10		Johnson, Erin B	13		Medin, Kimberly A	12
		Coleman, Josten K	14		Forbord, Jamie A	11		Johnson, Kelly J	7		Meehan, Katrina D	2

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	Mikulski, Mckenzie A	13		Riesgraf, Daniel S	5		Soderlund, Amber L	11		Vind, Laura E	11
	Miller, Amanda J	3		Riley, Patrick N	6		Sonnega, Michelle M	2			
	Miller Gordinier, Leslie A	13		Robb, Lisa A.K.	7		Spitzack, Joshua M	10		Wadzinski, Lauren E	15
	Moeller, Amy A	2		Robertson, Caitlin I	14		Spitzack, Melissa R	6		Warner, Lori K	10
	Molloy, Shawna L	15		Robia, Mary D	6		Staab, Geoffrey D	8		Webster, Sara A	7
	Momberg, Mary E	5		Rodgers, Sydney F	15		Stanaway, Paul D	1		Weiland, Jane E	7
	Moyer, Jamie L	14		Rodriguez, Breanna R	15		Stanina, Scott G	7		Weis, Lisa C	5
	Mucha, Ellen M	4		Rose, Heather L	13		Stanton Ims, Heather D	3		Whitney, Jonathan D	10
	Muniak, Edward M	12		Roth, Kyle R	10		Stanton, Elizabeth N	14		Wiebe, Jamie L	7
				Rubin, Anna M	9		Stanton, Paul M	14		Wiebe, Travis J	5
	Nagy, Diane R	8		Rud, Jodie L	10		Steele, Michelle L	2		Wiertsema-Miller, Kathy J	3
	Navarro, Deborah D	12		Rudebusch, Lee B	13		Stevens, Brian C	5		Wiese, Diane L	10
	Nelson, Karen M.R.	10		Russell, Deborah M	11		Streefland, Jennifer L	5		Will, Tania R	1
	Nivala, Jessica A.M.	8		Ryan, Tiffany C	11		Stulken, Shelley N	10		Wilson, Theresa M	12
	Nohava-Hall, Erin J	9		Ryden, Heather H	3		Sullivan, Bob T	1		Winter, Kari J	10
	Norrie, Katherine M	3					Swan McDonald, Eric J	9		Woodstrup, Katherine A	6
I				Sand, John J	6		Swan Mcdonald, Sarah E	3			
	O'Brien, Sean R	14		Sand, Leah L.I	6		Sweeney, Bambijo Allison	9		Yamry, Corrine E	6
N	O'Connor, Catherine A	7		Sanders, Lauren L	15		Swenson, Erik T	7		Youngblut, Mary Beth	1
	Odell, Jacob W	13		Sasse, Anita L	8		Swenson, Gina Q	8		Yule, Brent W	12
D	O'Keefe, Thomas R	16		Sawyer, Darrell J	3						
	Olivier, Heather E	6		Sawyer, Jamin V	11		Tacheny, Amy L	6		Zach, Sari L	2
E	Olson, Danielle D	14		Saxton West, Jody L	3		Talbot Peterson, Laura A	7		Ziemann, Elizabeth J	7
	O'Neill, Christopher G	4		Schnaith, Ryan A	14		Taylor, Lori L	8		Zupfer-Rice, Carrie B	1
X	Opatrny, Ashley K	15		Schock, Angela A	12		Temple, Linda M	8			
	Ostermann, April D	2		Schrader, Amanda R	5		Thompson, Jonathan D	12			
	Otte, Molly J E	12		Schrank, Rebekka L	15		Thornton, Mark W	2			
	Otting, Kelleen K	9		Schroeder, Danielle L	14		Timerson, Bridget L	10			
				Schultz, Grace E	13		Tisdale, Brigitte A	4			
	Palmquist, Pamela L	4		Schultz, Micah T	9		Torbenson, Diane L	1			
	Papke, Nicole S	5		Schuster, Renae C	1		Torkelson, Nicole L	15			
	Patterson, Rebekah A	7		Schwaab, Sherry L	3		Toure-Keita, Maimouna	12			
	Peterson, Betsy L	11		Schwartz, Mollie A	13		Townzen, Kaitlyn C	14			
	Peterson, Christine R	15		Seoville-Riazi, Christopher A	9		Tracy, Amanda G	4			
	Phenow, Dustee D	9		Seeberg, Paula J	3		Tran, Lahna B	4			
	Pietsch, Ryan D	6		Seitz, Deborah S	4		Trebelhorn, Erica L	9			
	Prestemon, Kari J	5		Serie-Amunrud, Joy L	11		Trebelhorn, Renae T	2			
	Pudas, Heather K	6		Sherry, Lynsi J	11		Trego, Shane M	15			
	Puppe, Susan B	11		Shroyer, Emily R	13		Trotman, Ellen J	9			
				Sickler, Gregory T	2		Truman, Nathan R	3			
	Randall, Amy L	10		Sickler, Michelle M	2		Turnquist, Ryan M	14			
	Rasmussen, Deborah U	2		Sieger, Amanda M.S.	4						
	Rauk, Brent E	4		Sjoberg, Caroline F	11						

2023-2024 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
1	Chlan, Vicky A	9/1/1980	MA+20	270040	110000	MATHEMATICS	7-12	6/30/2028	High School, Mathematics, Teacher	1.00
2	Mathison, Cheryl W	9/1/1985	MA	297580	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2028	Longfellow/ALC, Secondary, Teacher	1.00
	Mathison, Cheryl W	9/1/1985	MA	297580	000750	TEACHER/COORD WORK EXP HANDICAPPED	High School	6/30/2028	Longfellow/ALC, Secondary, Teacher	1.00
	Mathison, Cheryl W	9/1/1985	MA	297580	000745	TEACHER-COORD WORK EXP DISADVANTAGED	High School	6/30/2028	Longfellow/ALC, Secondary, Teacher	1.00
3	Torbenson, Diane L	9/1/1987	MA+40	307242	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, ADSIS, Teacher	1.00
4	Sullivan, Bob T	9/1/1989	MA+40	321832	50000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2027	High School, English/Language Art, Teacher	1.00
	Sullivan, Bob T	9/1/1989	MA+40	321832	80450	COACHING	7-12	6/30/2027	High School, English/Language Art, Teacher	1.00
	Sullivan, Bob T	9/1/1989	MA+40	321832	933000	PRINCIPAL K-12	District	6/30/2025	High School, English/Language Art, Teacher	1.00
5	Youngblut, Mary Beth	9/1/1989	MA	307941	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	LOA	LOA
6	Burkhead, Monika H	9/23/1991	MA+40	326371	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Middle School, Elementary, Teacher	1.00
7	Haar, Rebecca J	1/14/1992	MA+40	336369	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Spring Creek, Elementary, Teacher	1.00
8	Will, Tania R	9/1/1992	MA+40	320366	080450	COACHING	7-12	6/30/2027	Spring Creek, Science, Teacher	1.00
	Will, Tania R	9/1/1992	MA+40	320366	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Spring Creek, Science, Teacher	1.00
	Will, Tania R	9/1/1992	MA+40	320366	933000	PRINCIPAL K-12	District	6/30/2024	Spring Creek, Science, Teacher	1.00
9	Zupfer-Rice, Carrie B	9/1/1992	MA+40	328365	190201	LEARNING DISABILITIES	K-12	6/30/2028	Greenvale Park, Specific Learning Disability, Teacher	1.00
	Zupfer-Rice, Carrie B	9/1/1992	MA+40	328365	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2028	Greenvale Park, Specific Learning Disability, Teacher	1.00
	Zupfer-Rice, Carrie B	9/1/1992	MA+40	328365	180100	ELEMENTARY EDUCATION	1-6	6/30/2028	Greenvale Park, Specific Learning Disability, Teacher	1.00
10	Cade, Kristen M.E.	9/1/1992	MA+40	337935	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Bridgewater, Kindergarten, Teacher	1.00
11	Johnson, Roanne M	9/1/1992	MA+10	338309	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Specific Learning Disability, Teacher	1.00
	Johnson, Roanne M	9/1/1992	MA+10	338309	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2026	Bridgewater, Specific Learning Disability, Teacher	1.00
	Johnson, Roanne M	9/1/1992	MA+10	338309	190201	LEARNING DISABILITIES	K-12	6/30/2026	Bridgewater, Specific Learning Disability, Teacher	1.00
12	Stanaway, Paul D	9/1/1992	MA	326362	080300	PHYSICAL EDUCATION	K-12	6/30/2024	Middle School, Physical Education, Teacher	1.00
	Stanaway, Paul D	9/1/1992	MA	326362	080450	COACHING	7-12	6/30/2024	Middle School, Physical Education, Teacher	1.00
	Stanaway, Paul D	9/1/1992	MA	326362	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2024	Middle School, Physical Education, Teacher	1.00
13	Hauck, Karna E	9/1/1992	MA	336042	020000	VISUAL ARTS	K-12	6/30/2024	High School, Art, Teacher	1.00
14	Hummel, Kristin N	9/1/1992	MA	341486	120100	CLASSROOM MUSIC	K-12	6/30/2025	Bridgewater, Music, Teacher	1.00
	Hummel, Kristin N	9/1/1992	MA	341486	120401	VOCAL MUSIC	K-12	6/30/2025	Bridgewater, Music, Teacher	1.00
15	Slegers, Kimberly A	9/1/1993	MA+20	336947	080450	COACHING	7-12	6/30/2025	LOA	LOA
	Slegers, Kimberly A	9/1/1993	MA+20	336947	080100	HEALTH EDUCATION	K-12	6/30/2025	LOA	LOA
	Slegers, Kimberly A	9/1/1993	MA+20	336947	080300	PHYSICAL EDUCATION	K-12	6/30/2025	LOA	LOA
16	Kust, Daniel P	9/1/1993	MA+10	300536	80450	COACHING	7-12	6/30/2024	Middle School, Elementary, Teacher	1.00
	Kust, Daniel P	9/1/1993	MA+10	300536	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Middle School, Elementary, Teacher	1.00
	Kust, Daniel P	9/1/1993	MA+10	300536	940301	MIDDLE SCHOOL GUIDANCE & COUNSELING	Middle Sch	6/30/2024	Middle School, Elementary, Teacher	1.00
	Kust, Daniel P	9/1/1993	MA+10	300536	940302	ELEMENTARY GUIDANCE & COUNSELING	1-6	6/30/2024	Middle School, Elementary, Teacher	1.00
17	Dahle, Kevin L	9/1/1993	MA	292749	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2027	High School, Social Studies, Teacher	1.00
	Dahle, Kevin L	9/1/1993	MA	292749	210000	DRIVER EDUCATION	7-12	6/30/2027	High School, Social Studies, Teacher	1.00
18	Schuster, Renae C	9/1/1994	MA+40	334444	80450	COACHING	7-12	6/30/2024	Bridgewater, Elementary, Teacher	1.00
	Schuster, Renae C	9/1/1994	MA+40	334444	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Bridgewater, Elementary, Teacher	1.00

2023-2024 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
19	Lauritzen-Kohel, Jill M	9/1/1994	MA+40	351936	150000	SOCIAL STUDIES	7-12	6/30/2028	High School, English/Language Art & Social Studies Teacher	1.00
	Lauritzen-Kohel, Jill M	9/1/1994	MA+40	351936	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2028	High School, English/Language Art & Social Studies Teacher	1.00
20	Trebelhorn, Renae T	9/1/1994	MA+30	319386	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2027	Middle School, Severely Multiply Impaired & DCD, Teacher	1.00
	Trebelhorn, Renae T	9/1/1994	MA+30	319386	199801	MILD TO MODERATE MENTALLY HDPC	K-12	6/30/2027	Middle School, Severely Multiply Impaired & DCD, Teacher	1.00
	Trebelhorn, Renae T	9/1/1994	MA+30	319386	199802	MODERATE TO SEVERE MENTALLY HDPC	K-12	6/30/2027	Middle School, Severely Multiply Impaired & DCD, Teacher	1.00
21	Moeller, Amy A	9/1/1994	MA+20	351676	50000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2027	High School, English/Language Art, Teacher	0.50
	Moeller, Amy A	9/1/1994	MA+20	351676	933000	PRINCIPAL K-12	District	6/30/2024	High School, English/Language Art, Teacher	0.50
22	Ensrud, Mark A	9/1/1994	MA	351090	50000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2027	High School, Guidance, Guidance Counselor	1.00
	Ensrud, Mark A	9/1/1994	MA	351090	940310	SCHOOL COUNSELOR	K-12	6/30/2027	High School, Guidance, Guidance Counselor	1.00
23	Coudret, Raymond T	9/1/1995	MA+40	326047	110000	MATHEMATICS	7-12	6/30/2024	High School, Mathematics, Teacher	1.00
	Coudret, Raymond T	9/1/1995	MA+40	326047	933000	PRINCIPAL K-12	District	6/30/2024	High School, Mathematics, Teacher	1.00
24	Auge, Mark J	9/1/1996	MA+40	331004	130200	LIFE SCIENCES	7-12	6/30/2026	High School, Science, Teacher	1.00
	Auge, Mark J	9/1/1996	MA+40	331004	130500	SCIENCE 5-9	7-12	6/30/2026	High School, Science, Teacher	1.00
25	Sonnega, Michelle M	9/1/1996	MA+10	346945	50000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2026	High School, English/Language Art, Teacher	1.00
26	Eddy, Paul R	9/1/1996	MA	329128	110000	MATHEMATICS	7-12	6/30/2028	High School, Mathematics, Teacher	1.00
27	Johnson, Craig R	9/1/1997	MA+40	335976	80450	COACHING	7-12	6/30/2024	High School, Science, Teacher	1.00
	Johnson, Craig R	9/1/1997	MA+40	335976	130200	LIFE SCIENCES	7-12	6/30/2024	High School, Science, Teacher	1.00
28	Meehan, Katrina D	9/1/1997	MA+40	350739	130200	LIFE SCIENCES	7-12	6/30/2028	Middle School, Science, Teacher	1.00
	Meehan, Katrina D	9/1/1997	MA+40	350739	130500	SCIENCE 5-9	5-9	6/30/2028	Middle School, Science, Teacher	1.00
29	Ostermann, April D	9/1/1997	MA+40	362161	60219	SPANISH	1-6	6/30/2024	Spring Creek, Elementary, Teacher	1.00
	Ostermann, April D	9/1/1997	MA+40	362161	60301	BILINGUAL/BICULTURAL EDUCATION	K-12	6/30/2024	Spring Creek, Elementary, Teacher	1.00
	Ostermann, April D	9/1/1997	MA+40	362161	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Spring Creek, Elementary, Teacher	1.00
30	Thornton, Mark W	9/1/1997	MA	336699	150000	SOCIAL STUDIES - ALL	7-12	6/30/2025	LOA	LOA
31	Steele, Michelle L	9/1/1997	MA	346040	190302	DEVELOPMENTAL/ADAPTIVE PHYSICAL EDUCATION	Pre K-12	6/30/2028	Middle School, Physical Education, Teacher	1.00
	Steele, Michelle L	9/1/1997	MA	346040	080300	PHYSICAL EDUCATION	K-12	6/30/2028	Middle School, Physical Education, Teacher	1.00
	Steele, Michelle L	9/1/1997	MA	346040	080450	COACHING	7-12	6/30/2028	Middle School, Physical Education, Teacher	1.00
32	Davis, Douglas D	9/1/1997	MA	350423	80300	PHYSICAL EDUCATION	K-12	6/30/2027	High School, Physical Education, Teacher	1.00
	Davis, Douglas D	9/1/1997	MA	350423	80450	COACHING	7-12	6/30/2027	High School, Physical Education, Teacher	1.00
	Davis, Douglas D	9/1/1997	MA	350423	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2027	High School, Physical Education, Teacher	1.00
33	Sickler, Michelle M	9/1/1998	MA+40	374733	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Greenville Park, Elementary, Teacher	1.00
34	Sickler, Gregory T	9/1/1998	MA	333933	80450	COACHING	7-12	6/30/2024	Bridgewater, Elementary, Teacher	1.00
	Sickler, Gregory T	9/1/1998	MA	333933	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Bridgewater, Elementary, Teacher	1.00
35	King, Elizabeth A	9/1/1998	MA	374077	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
36	Holden, Dana L	9/8/1998	MA+40	371741	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
37	Rasmussen, Deborah U	1/26/1999	MA+40	377990	940300	SECONDARY GUIDANCE AND COUNSELING	7-12	6/30/2027	High School, Guidance, Guidance Counselor	1.00
38	Zach, Sari L	9/1/1999	MA+40	310297	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	LOA	LOA

2023-2024 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
39	Charlton, Pamela A	9/1/1999	MA+40	350065	50196	READING	K-12	6/30/2027	Bridgewater, Elementary, Teacher	1.00
	Charlton, Pamela A	9/1/1999	MA+40	350065	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Bridgewater, Elementary, Teacher	1.00
40	Schwaab, Sherry L	9/1/1999	MA+40	381002	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Bridgewater, Elementary, Teacher	1.00
41	Freier, Ethan J	9/1/1999	MA+20	313477	120100	CLASSROOM MUSIC	5-12	6/30/2026	Middle School, Music, Teacher	1.00
	Freier, Ethan J	9/1/1999	MA+20	313477	120501	BAND	K-12	6/30/2026	Middle School, Music, Teacher	1.00
	Freier, Ethan J	9/1/1999	MA+20	313477	120502	ORCHESTRA	K-12	6/30/2026	Middle School, Music, Teacher	1.00
42	Jandro, Dawn M	9/1/1999	MA	339455	50000	ENGLISH/LANGUAGE ARTS	Middle Sch	6/30/2025	Spring Creek, Elementary, Teacher	1.00
	Jandro, Dawn M	9/1/1999	MA	339455	80450	COACHING	7-12	6/30/2025	Spring Creek, Elementary, Teacher	1.00
	Jandro, Dawn M	9/1/1999	MA	339455	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Spring Creek, Elementary, Teacher	1.00
43	Flicek, Kathy A	12/13/1999	MA+40	354747	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Greenville Park, Kindergarten, Teacher	1.00
44	Kovach, Linda M	1/10/2000	MA+40	356238	180100	ELEMENTARY EDUCATION	1-6	6/30/2028	Middle School, Elementary, Teacher	1.00
	Kovach, Linda M	1/10/2000	MA+40	356238	050000	ENGLISH/LANGUAGE ARTS	Middle School	6/30/2028	Middle School, Elementary, Teacher	1.00
45	Swan Mcdonald, Sarah E	9/1/2000	MA+40	371147	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2026	High School, Social Studies, Teacher	1.00
46	Sawyer, Darrell J	9/1/2000	MA+40	372790	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2026	Middle School, Social Studies, Teacher	1.00
47	Mikkelson, Sara H	9/1/2000	MA+40	387279	50196	READING	K-12	6/30/2027	Middle School, Elementary, Teacher	1.00
	Mikkelson, Sara H	9/1/2000	MA+40	387279	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Middle School, Elementary, Teacher	1.00
48	Ensrud, Jan B	9/1/2000	MA+40	387984	50000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2028	Middle School, English/Language Art, Teacher	1.00
	Ensrud, Jan B	9/1/2000	MA+40	387984	60219	SPANISH	7-12	6/30/2028	Middle School, English/Language Art, Teacher	1.00
49	Miller, Amanda J	9/1/2000	MA+40	388666	90100	FAMILY AND CONSUMER SCIENCES	5-12	6/30/2026	Middle School, FACS, Teacher	1.00
	Miller, Amanda J	9/1/2000	MA+40	388666	941000	LIBRARY MEDIA SPECIALIST	K-12	6/30/2026	Middle School, FACS, Teacher	1.00
50	Danielson, Adam B	9/1/2000	MA+30	386093	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Bridgewater, Elementary, Licensed Instr Support Staff	1.00
	Danielson, Adam B	9/1/2000	MA+30	386093	933000	PRINCIPAL K-12	District	6/30/2024	Bridgewater, Elementary, Licensed Instr Support Staff	1.00
51	Norrie, Katherine M	9/1/2000	MA	385389	020000	VISUAL ARTS	K-12	6/30/2028	High School, Art, Teacher	1.00
52	Truman, Nathan R	9/1/2000	MA	387965	210000	DRIVER AND TRAFFIC SAFETY	9-12	6/30/2028	Bridgewater, Elementary, Teacher	1.00
	Truman, Nathan R	9/1/2000	MA	387965	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Bridgewater, Elementary, Teacher	1.00
53	Seeberg, Paula J	9/1/2001	MA+40	307536	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	LOA	LOA
54	Wiertsema-Miller, Kathy J	9/1/2001	MA+40	327873	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2023	LOA	LOA
	Wiertsema-Miller, Kathy J	9/1/2001	MA+40	327873	940310	SCHOOL COUNSELOR	K-12	6/30/2023	LOA	LOA
55	Bielenberg, Kiersten E	9/1/2001	MA+40	350756	80300	PHYSICAL EDUCATION	K-12	6/30/2027	District-Wide, Health Disabilities & Phy Impaired, Lic Intr Support Staff	1.00
	Bielenberg, Kiersten E	9/1/2001	MA+40	350756	80450	COACHING	7-12	6/30/2027	District-Wide, Health Disabilities & Phy Impaired, Lic Intr Support Staff	1.00
	Bielenberg, Kiersten E	9/1/2001	MA+40	350756	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2027	District-Wide, Health Disabilities & Phy Impaired, Lic Intr Support Staff	1.00
	Bielenberg, Kiersten E	9/1/2001	MA+40	350756	190310	PHYSICAL AND HEALTH DISABILITIES	B-12	6/30/2027	District-Wide, Health Disabilities & Phy Impaired, Lic Intr Support Staff	1.00
56	Ryden, Heather H	9/1/2001	MA+40	352379	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Middle School, Social Studies, Teacher	1.00
	Ryden, Heather H	9/1/2001	MA+40	352379	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	Middle School, Social Studies, Teacher	1.00
	Ryden, Heather H	9/1/2001	MA+40	352379	190201	LEARNING DISABILITIES	K-12	6/30/2027	Middle School, Social Studies, Teacher	1.00
	Ryden, Heather H	9/1/2001	MA+40	352379	933000	PRINCIPAL K-12	District	6/30/2025	Middle School, Social Studies, Teacher	1.00
57	Saxton West, Jody L	9/1/2001	MA+40	362766	130600	SCIENCE 5-8	5-8	6/30/2028	High School, Science, Teacher	1.00
	Saxton West, Jody L	9/1/2001	MA+40	362766	130200	LIFE SCIENCE	7-12	6/30/2028	High School, Science, Teacher	1.00
58	Stanton Ims, Heather D	9/1/2001	MA+40	368562	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2025	Middle School, Secondary, Social Worker	1.00
59	Langevin, Mark A	9/1/2001	MA+40	374420	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Middle School, Elementary, Teacher	1.00

2023-2024 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
60	Amundson, Danielle R	9/1/2001	MA+40	377846	60219	SPANISH	1-6	6/30/2027	Greenvale Park, Elementary, Teacher	1.00
	Amundson, Danielle R	9/1/2001	MA+40	377846	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Greenvale Park, Elementary, Teacher	1.00
61	O'Neill, Christopher G	9/1/2001	MA+40	394434	60219	SPANISH	K-8	6/30/2027	Middle School, Social Studies, Teacher	1.00
	O'Neill, Christopher G	9/1/2001	MA+40	394434	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2027	Middle School, Social Studies, Teacher	1.00
	O'Neill, Christopher G	9/1/2001	MA+40	394434	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Middle School, Social Studies, Teacher	1.00
62	Palmquist, Pamela L	9/1/2001	MA+30	376487	190106	SPEECH LANGUAGE PATHOLOGIST	Pre K-12	6/30/2027	HS & MS, Speech/Language Impaired, Speech/Lang Pathologist	1.00
63	Fox, Nancy C	9/1/2001	MA+30	384927	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Spring Creek, Elementary, Teacher	1.00
	Fox, Nancy C	9/1/2001	MA+30	384927	180102	PRE-KINDERGARTEN	Pre K	6/30/2028	Spring Creek, Elementary, Teacher	1.00
64	Mehrkens, Rhea P	9/1/2001	MA+30	397123	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	LOA	LOA
65	Mucha, Ellen M	9/1/2001	MA+20	327482	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2028	High School, Secondary, Licensed Instr Support Staff	1.00
66	Guggisberg, Richard L	9/1/2001	MA+10	377143	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Spring Creek, Elementary, Teacher	1.00
67	Cooney, Noreen L	9/1/2001	MA	352763	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2027	Spring Creek, Elementary, Social Worker	1.00
68	Rauk, Brent E	9/1/2001	MA	360799	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Middle School, ADSIS & Secondary, Teacher	1.00
	Rauk, Brent E	9/1/2001	MA	360799	080450	COACHING	7-12	6/30/2024	Middle School, ADSIS & Secondary, Teacher	1.00
69	Tracy, Amanda G	9/1/2001	MA	389558	60219	SPANISH	7-12	6/30/2026	High School, Foreign Language, Teacher	1.00
	Tracy, Amanda G	9/1/2001	MA	389558	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	High School, Foreign Language, Teacher	1.00
70	Sieger, Amanda M.S.	9/1/2001	MA	394685	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Spring Creek, ADSIS, Teacher	1.00
	Sieger, Amanda M.S.	9/1/2001	MA	394685	180102	PRE-KINDERGARTEN	Pre K	6/30/2027	Spring Creek, ADSIS, Teacher	1.00
71	Tisdale, Brigitte A	9/1/2001	BA+20	370091	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Greenvale Park, Title I, Teacher	0.80
72	Allin, Amy L	9/1/2002	MA+40	328035	130400	EARTH AND SPACE SCIENCE	7-12	6/30/2028	Middle School, Science, Teacher	1.00
	Allin, Amy L	9/1/2002	MA+40	328035	130200	LIFE SCIENCE	7-12	6/30/2028	Middle School, Science, Teacher	1.00
73	Bauer, Michelle A	9/1/2002	MA+40	344814	50000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2026	District-Wide, Teaching and Learning, Licensed Instr Support Staff	1.00
74	Hand, Brenda A	9/1/2002	MA+40	375929	60206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2026	Bridgewater, Limited English Proficiency, Teacher	1.00
75	Larsen, Melissa A	9/1/2002	MA+40	403927	933000	PRINCIPAL K-12	District	6/30/2025	Greenvale Park, Elementary, Licensed Instr Support Staff	1.00
	Larsen, Melissa A	9/1/2002	MA+40	403927	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2028	Greenvale Park, Elementary, Licensed Instr Support Staff	1.00
76	Seitz, Deborah S	9/1/2002	MA+10	318182	50196	READING	K-12	6/30/2027	Middle School, Health Disabilities - Other, Teacher	1.00
	Seitz, Deborah S	9/1/2002	MA+10	318182	80450	COACHING	7-12	6/30/2027	Middle School, Health Disabilities - Other, Teacher	1.00
	Seitz, Deborah S	9/1/2002	MA+10	318182	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	Middle School, Health Disabilities - Other, Teacher	1.00
	Seitz, Deborah S	9/1/2002	MA+10	318182	190201	LEARNING DISABILITIES	K-12	6/30/2027	Middle School, Health Disabilities - Other, Teacher	1.00
	Seitz, Deborah S	9/1/2002	MA+10	318182	130200	LIFE SCIENCE	7-12	6/30/2027	Middle School, Health Disabilities - Other, Teacher	1.00
77	Hehr, Ann M	9/1/2002	MA+10	388265	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Bridgewater, Elementary, Teacher	1.00
	Hehr, Ann M	9/1/2002	MA+10	388265	941000	LIBRARY MEDIA SPECIALIST	K-12	6/30/2028	Bridgewater, Elementary, Teacher	1.00
78	Jaynes, Andrew T	9/1/2002	MA	382975	190302	DEVELOPMENTAL/ADAPTIVE PHYSICAL EDUCATION	Pre K-12	6/30/2028	Spring Creek, Physical Education, Teacher	1.00
	Jaynes, Andrew T	9/1/2002	MA	382975	080300	PHYSICAL EDUCATION	K-12	6/30/2028	Spring Creek, Physical Education, Teacher	1.00
79	Tran, Lahna B	9/1/2002	MA	397901	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Bridgewater, Kindergarten, Teacher	1.00
80	Cade, Stephen H.E	9/1/2002	MA	405291	60219	SPANISH	K-12	6/30/2026	High School, Foreign Language, Teacher	1.00
81	Streefland, Jennifer L	2/10/2003	MA+40	404809	940310	SCHOOL COUNSELOR	K-12	6/30/2028	Middle School, Guidance, Guidance Counselor	1.00

2023-2024 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
82	Momberg, Mary E	9/1/2003	MA+40	417723	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Middle School, DCD: Mild-Moderate & SLD, Teacher	1.00
	Momberg, Mary E	9/1/2003	MA+40	417723	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2026	Middle School, DCD: Mild-Moderate & SLD, Teacher	1.00
	Momberg, Mary E	9/1/2003	MA+40	417723	190201	LEARNING DISABILITIES	K-12	6/30/2026	Middle School, DCD: Mild-Moderate & SLD, Teacher	1.00
	Momberg, Mary E	9/1/2003	MA+40	417723	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2026	Middle School, DCD: Mild-Moderate & SLD, Teacher	1.00
83	Papke, Nicole S	9/1/2003	MA+30	342407	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Greenville Park, Title I, Teacher	0.50
84	Graupmann, Emileana M	9/1/2003	MA+10	410457	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2024	High School, Social Studies, Teacher	1.00
85	Lompart, Jennifer H	9/1/2003	MA	384568	60206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2027	High School, Limited English Proficiency, Teacher	1.00
	Lompart, Jennifer H	9/1/2003	MA	384568	060219	SPANISH	K-12	6/30/2027	High School, Limited English Proficiency, Teacher	1.00
86	Wiebe, Travis J	9/1/2003	MA	408928	130301	CHEMISTRY	9-12	6/30/2025	High School, Science, Teacher	1.00
87	Downs, Lindsey J	2/9/2004	MA+40	414129	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Spring Creek, Elementary, Teacher	1.00
	Downs, Lindsey J	2/9/2004	MA+40	414129	180105	PRE-PRIMARY	AGE 3 - K	6/30/2025	Spring Creek, Elementary, Teacher	1.00
88	Viesselman, Karl E	9/1/2004	MA+40	324020	80450	COACHING	7-12	6/30/2024	High School, Mathematics, Teacher	1.00
	Viesselman, Karl E	9/1/2004	MA+40	324020	110000	MATHEMATICS	7-12	6/30/2024	High School, Mathematics, Teacher	1.00
89	Hovden, Lisa M	9/1/2004	MA+40	408530	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2025	Middle School, Social Studies, Teacher	1.00
90	Danielson, Christa A	9/1/2004	MA+40	417939	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Bridgewater, Kindergarten, Teacher	1.00
	Danielson, Christa A	9/1/2004	MA+40	417939	180105	PRE-PRIMARY	AGE 3 - K	6/30/2026	Bridgewater, Kindergarten, Teacher	1.00
91	Schrader, Amanda R	9/1/2004	MA+40	419020	60206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2025	Spring Creek, Limited English Proficiency, Teacher	1.00
92	Riesgraf, Daniel S	9/1/2004	MA+20	381148	80100	HEALTH EDUCATION	K-12	6/30/2027	Middle School, Physical Education, Teacher	1.00
	Riesgraf, Daniel S	9/1/2004	MA+20	381148	80300	PHYSICAL EDUCATION	K-12	6/30/2027	Middle School, Physical Education, Teacher	1.00
93	Stevens, Brian C	9/1/2004	BA+20	416847	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2025	High School, Secondary, Teacher	0.50
94	Howard, Christopher L	9/1/2005	BA+40	423952	60219	SPANISH	K-12	6/30/2026	MS & HS, Foreign Language, Teacher	1.00
95	Weis, Lisa C	9/1/2006	MA+10	339439	80100	HEALTH EDUCATION	K-12	6/30/2024	Middle School, Health, Teacher	1.00
	Weis, Lisa C	9/1/2006	MA+10	339439	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2024	Middle School, Health, Teacher	1.00
	Weis, Lisa C	9/1/2006	MA+10	339439	190201	LEARNING DISABILITIES	K-12	6/30/2024	Middle School, Health, Teacher	1.00
	Weis, Lisa C	9/1/2006	MA+10	339439	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2024	Middle School, Health, Teacher	1.00
	Weis, Lisa C	9/1/2006	MA+10	339439	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2024	Middle School, Health, Teacher	1.00
96	Glassing, Rebecca S	9/1/2006	MA+10	344145	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	District-Wide, Media Center, Licensed Instr Support Staff	1.00
	Glassing, Rebecca S	9/1/2006	MA+10	344145	180100	COACHING	7-12	6/30/2028	District-Wide, Media Center, Licensed Instr Support Staff	1.00
	Glassing, Rebecca S	9/1/2006	MA+10	344145	180100	LIBRARY MEDIA SPECIALIST	K-12	6/30/2028	District-Wide, Media Center, Licensed Instr Support Staff	1.00
97	Prestemon, Kari J	9/1/2006	MA	327656	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2025	High School, Secondary, Social Worker	0.80
98	Dokken, Tina A	9/1/2006	BA+40	397079	110000	MATHEMATICS	7-12	6/30/2027	LOA	LOA
99	Martens, Sarah M.C.	9/1/2006	BA+40	419401	060219	SPANISH	K-12	6/30/2025	High School, Foreign Language, Teacher	1.00

2023-2024 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
100	Sand, Leah L.I	1/22/2007	MA+20	375623	50196	READING	K-12	6/30/2024	High School, Physical Education & Health, Teacher	0.60
	Sand, Leah L.I	1/22/2007	MA+20	375623	80100	HEALTH EDUCATION	5-12	6/30/2024	High School, Physical Education & Health, Teacher	0.60
	Sand, Leah L.I	1/22/2007	MA+20	375623	80300	PHYSICAL EDUCATION	K-12	6/30/2024	High School, Physical Education & Health, Teacher	0.60
	Sand, Leah L.I	1/22/2007	MA+20	375623	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2024	High School, Physical Education & Health, Teacher	0.60
101	Riley, Patrick N	9/1/2007	MA+40	436268	130301	CHEMISTRY	9-12	6/30/2028	High School, Science, Teacher	1.00
102	Pietsch, Ryan D	9/1/2007	MA+20	434807	080300	PHYSICAL EDUCATION	K-12	6/30/2028	Spring Creek, Physical Education, Teacher	1.00
103	Beaulieu, Stephen J	9/1/2007	MA	418894	110000	MATHEMATICS	5-12	6/30/2025	High School, Mathematics, Teacher	1.00
104	Duchene, Sarah J	9/26/2007	MA	420417	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Bridgewater, Elementary, Teacher	0.80
105	Grundman, Stephanie R.	10/10/2007	MA	414626	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Spring Creek, Title I, Licensed Instr Support Staff	1.00
	Grundman, Stephanie R.	10/10/2007	MA	414626	180105	PRE-PRIMARY	AGE 3 - K	6/30/2025	Spring Creek, Title I, Licensed Instr Support Staff	1.00
106	Heil, Gretchen O	2/26/2008	BA	432979	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Spring Creek, Kindergarten, Teacher	1.00
	Heil, Gretchen O	2/26/2008	BA	432979	180105	PRE-PRIMARY	AGE 3 - K	6/30/2028	Spring Creek, Kindergarten, Teacher	1.00
107	Olivier, Heather E	9/1/2008	MA+40	417718	120500	INSTR(BAND/ORCH) AND CLASSROOM MUSIC	K-12	6/30/2025	Middle School, Music, Teacher	1.00
108	Yamry, Corrine E	9/1/2008	MA+40	439262	940310	SCHOOL COUNSELOR	K-12	6/30/2024	Middle School, Guidance, Guidance Counselor	1.00
109	Sand, John J	9/1/2008	MA	379243	80100	HEALTH EDUCATION	5-12	6/30/2024	High School, Physical Education, Teacher	1.00
	Sand, John J	9/1/2008	MA	379243	80300	PHYSICAL EDUCATION	K-12	6/30/2024	High School, Physical Education, Teacher	1.00
110	Baragary, Paula M	9/1/2008	MA	396394	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Spring Creek, Elementary, Teacher	1.00
	Baragary, Paula M	9/1/2008	MA	396394	180102	PRE-KINDERGARTEN	Pre K	6/30/2027	Spring Creek, Elementary, Teacher	1.00
111	Spitzack, Melissa R	9/1/2008	MA	436511	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2028	Spring Creek, Elementary, Teacher	1.00
	Spitzack, Melissa R	9/1/2008	MA	436511	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Spring Creek, Elementary, Teacher	1.00
112	Tacheny, Amy L	2/16/2009	MA+30	446157	50196	READING	K-12	6/30/2026	Middle School, Elementary, Teacher	1.00
	Tacheny, Amy L	2/16/2009	MA+30	446157	60219	SPANISH	K-8	6/30/2026	Middle School, Elementary, Teacher	1.00
	Tacheny, Amy L	2/16/2009	MA+30	446157	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Middle School, Elementary, Teacher	1.00
113	Kruger, Natalie A	9/1/2009	MA+40	448289	120500	INSTRUMENTAL AND CLASSROOM MUSIC	K-12	6/30/2025	District-Wide, Music, Teacher	1.00
114	Duba, Carolyn K	9/1/2009	MA+30	369423	180102	PRE-KINDERGARTEN	Pre K	6/30/2024	District-Wide, Teaching and Learning, Licensed Instr Support Staff	1.00
	Duba, Carolyn K	9/1/2009	MA+30	369423	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2024	District-Wide, Teaching and Learning, Licensed Instr Support Staff	1.00
115	Pudas, Heather K	9/1/2009	MA	375721	190497	DEAF OR HARD OF HEARING	B-12	6/30/2025	District-Wide, Deaf-Hard-of-Hearing, Teacher	1.00
	Pudas, Heather K	9/1/2009	MA	375721	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	District-Wide, Deaf-Hard-of-Hearing, Teacher	1.00
116	Lofquist, Darren A	9/1/2009	MA	441688	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2024	Bridgewater, Elementary, Teacher	1.00
	Lofquist, Darren A	9/1/2009	MA	441688	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Bridgewater, Elementary, Teacher	1.00
117	Garcia Jr, Robert	9/1/2009	MA	443954	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenville Park, Elementary, Teacher	1.00
118	Eliason, Angela L	9/1/2009	MA	447201	120400	VOCAL AND CLASSROOM MUSIC	K-12	6/30/2026	Greenville Park, Music, Teacher	1.00
119	Robia, Mary D	9/1/2009	MA	448121	150000	SOCIAL STUDIES	5-12	6/30/2025	LOA	LOA
120	Woodstrup, Katherine A	9/24/2009	MA	448124	20000	VISUAL ARTS	K-12	6/30/2025	Bridgewater, Art, Teacher	1.00
	Woodstrup, Katherine A	9/24/2009	MA	448124	60206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2025	Bridgewater, Art, Teacher	1.00

2023-2024 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
121	Johnson, Kelly J	9/1/2010	MA+40	403741	060219	SPANISH	K-8	6/30/2028	Greenville Park, Elementary, Teacher	1.00
	Johnson, Kelly J	9/1/2010	MA+40	403741	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Greenville Park, Elementary, Teacher	1.00
122	Weiland, Jane E	9/1/2010	MA+40	455190	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2026	Middle School, English/Language Art, Teacher	1.00
123	Reed, Melissa J	9/1/2010	MA+30	430540	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2028	Spring Creek/ALC, SPED-Multiple Disabilities, Psychologist	1.00
124	McKay, Jaclyn D	9/1/2010	MA+30	446505	50100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2026	High School, English/Language Art, Teacher	1.00
125	Bernhard, Paul J	9/1/2010	MA+10	418457	80100	HEALTH EDUCATION	5-12	6/30/2025	Bridgewater, Physical Education, Teacher	1.00
	Bernhard, Paul J	9/1/2010	MA+10	418457	80300	PHYSICAL EDUCATION	K-12	6/30/2025	Bridgewater, Physical Education, Teacher	1.00
126	Driscoll, Ryan J	9/1/2010	MA	425151	80300	PHYSICAL EDUCATION	K-12	6/30/2026	Greenville Park, Physical Education, Teacher	1.00
	Driscoll, Ryan J	9/1/2010	MA	425151	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2026	Greenville Park, Physical Education, Teacher	1.00
127	Born, Mairin K	9/1/2010	BA	415512	180105	PRE-PRIMARY	AGE 3 - K	6/30/2025	Spring Creek, Elementary, Teacher	1.00
	Born, Mairin K	9/1/2010	BA	415512	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Spring Creek, Elementary, Teacher	1.00
128	Patterson, Rebekah A	3/9/2011	MA	447494	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Spring Creek, Title I, Licensed Instr Support Staff	0.55
	Patterson, Rebekah A	3/9/2011	MA	447494	180100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2025	Spring Creek, Title I, Licensed Instr Support Staff	0.55
129	Ziemann, Elizabeth J	9/1/2011	MA+40	333356	60219	SPANISH	K-12	6/30/2027	Greenville Park, Elementary, Teacher	1.00
	Ziemann, Elizabeth J	9/1/2011	MA+40	333356	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Greenville Park, Elementary, Teacher	1.00
130	Robb, Lisa A.K.	9/1/2011	MA+40	360715	50196	READING	K-12	6/30/2027	High School, Limited English Proficiency, Teacher	1.00
	Robb, Lisa A.K.	9/1/2011	MA+40	360715	60206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2027	High School, Limited English Proficiency, Teacher	1.00
	Robb, Lisa A.K.	9/1/2011	MA+40	360715	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	High School, Limited English Proficiency, Teacher	1.00
131	Talbot Peterson, Laura A	9/1/2011	MA+40	380954	60208	FRENCH	K-12	6/30/2027	Middle School, Mathematics, Teacher	1.00
	Talbot Peterson, Laura A	9/1/2011	MA+40	380954	110000	MATHEMATICS	7-12	6/30/2027	Middle School, Mathematics, Teacher	1.00
132	Webster, Sara A	9/1/2011	MA+40	449170	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2025	NCEC, Speech/Language Impaired & ASD, Speech/Lang Pathologist	1.00
133	Ellerbusch, Brittany R	9/1/2011	MA+40	452391	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Greenville Park, Elementary, Teacher	1.00
134	Swenson, Erik T	9/1/2011	MA+20	377423	50196	READING	K-12	6/30/2026	Bridgewater, Elementary, Teacher	1.00
	Swenson, Erik T	9/1/2011	MA+20	377423	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
135	McDonough, Tammy F	9/1/2011	MA+10	306877	130500	SCIENCE 5-9	5-9	6/30/2027	High School, Science, Teacher	0.90
	McDonough, Tammy F	9/1/2011	MA+10	306877	130200	LIFE SCIENCES	7-12	6/30/2027	High School, Science, Teacher	0.90
136	O'Connor, Catherine A	9/1/2011	MA+10	439096	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2024	NCEC, Autistic Spectrum Disorders, Teacher	1.00
	O'Connor, Catherine A	9/1/2011	MA+10	439096	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	NCEC, Autistic Spectrum Disorders, Teacher	1.00
	O'Connor, Catherine A	9/1/2011	MA+10	439096	190202	AUTISM SPECTRUM DISORDERS	B-Age 6	6/30/2024	NCEC, Autistic Spectrum Disorders, Teacher	1.00
	O'Connor, Catherine A	9/1/2011	MA+10	439096	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2024	NCEC, Autistic Spectrum Disorders, Teacher	1.00
137	Eastman, Kyle J	9/1/2011	MA	412956	120400	VOCAL AND CLASSROOM MUSIC	K-12	6/30/2025	High School, Music, Teacher	1.00
	Eastman, Kyle J	9/1/2011	MA	412956	120500	INSTR(BAND/ORCH) AND CLASSROOM MUSIC	K-12	6/30/2025	High School, Music, Teacher	1.00
138	Burnham, Renee M	9/1/2011	MA	439166	50100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2024	Longfellow/ALC, Secondary, Teacher	1.00
	Burnham, Renee M	9/1/2011	MA	439166	50196	READING	K-12	6/30/2024	Longfellow/ALC, Secondary, Teacher	1.00
139	Carlson, Stephani L	9/1/2011	MA	452136	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2026	Greenville Park, Emotional/Behavioral Disorder & ASD, Teacher	1.00
	Carlson, Stephani L	9/1/2011	MA	452136	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2026	Greenville Park, Emotional/Behavioral Disorder & ASD, Teacher	1.00
140	Wiebe, Jamie L	9/1/2011	MA	461585	940710	SCHOOL SOCIAL WORKER	PRE K-12	6/30/2027	LOA	LOA
141	Stanina, Scott G	9/1/2012	MA+40	403026	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2028	High School, English/Language Art, Teacher	1.00
142	Ackerman, Ann M	9/1/2012	MA+40	454480	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2026	Spring Creek, Speech/Language Impaired & ASD, Speech/Lang Pathologist	1.00

2023-2024 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
143	Deane, Natalie A	9/1/2012	MA+40	463932	50100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2027	Greenvale Park, Specific Learning Disability, Teacher	1.00
	Deane, Natalie A	9/1/2012	MA+40	463932	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	Greenvale Park, Specific Learning Disability, Teacher	1.00
	Deane, Natalie A	9/1/2012	MA+40	463932	190200	ELEMENTARY EDUCATION	K-6	6/30/2027	Greenvale Park, Specific Learning Disability, Teacher	1.00
	Deane, Natalie A	9/1/2012	MA+40	463932	190201	LEARNING DISABILITIES	K-12	6/30/2027	Greenvale Park, Specific Learning Disability, Teacher	1.00
144	Nivala, Jessica A.M.	9/1/2012	MA+30	454310	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Nivala, Jessica A.M.	9/1/2012	MA+30	454310	180105	PRE-PRIMARY	AGE 3 - PreK	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
145	Landry, Lily E	9/1/2012	MA+10	456237	110000	MATHEMATICS	5-8	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Landry, Lily E	9/1/2012	MA+10	456237	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Landry, Lily E	9/1/2012	MA+10	456237	180100	ELEMENTARY EDUCATION	K-12	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
146	Taylor, Lori L	9/1/2012	MA	339870	60219	SPANISH	7-12	6/30/2025	High School, Secondary/ADSI/Foreign Lang, Licensed Instr Support Staff	1.00
147	Temple, Linda M	9/1/2012	MA	345544	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	LOA	LOA
148	Bulfer, Briana M	9/1/2012	BA+20	414383	110000	MATHEMATICS	5-8	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
	Bulfer, Briana M	9/1/2012	BA+20	414383	130600	SCIENCE 5-8	5-8	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
	Bulfer, Briana M	9/1/2012	BA+20	414383	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
149	Nagy, Diane R	9/6/2012	MA	364677	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Spring Creek, Title I, Licensed Instr Support Staff	1.00
150	Gaertner, Michelle E	9/10/2012	BA+40	464494	190201	LEARNING DISABILITIES	K-12	6/30/2027	Middle School, Specific Learning Disability, Teacher	1.00
	Gaertner, Michelle E	9/10/2012	BA+40	464494	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2027	Middle School, Specific Learning Disability, Teacher	1.00
151	Jerdee, Ann M.H.	9/1/2013	MA+40	371271	50000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2026	Middle School, English/Language Art, Teacher	1.00
152	Staab, Geoffrey D	9/1/2013	MA+40	398360	110000	MATHEMATICS	5-12	6/30/2027	High School, Mathematics, Teacher	1.00
153	Dimick, Kimbra R	9/1/2013	MA+40	452158	50196	READING	K-12	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Dimick, Kimbra R	9/1/2013	MA+40	452158	130600	SCIENCE 5-8	5-8	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Dimick, Kimbra R	9/1/2013	MA+40	452158	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
154	DeVries, Sara A	9/1/2013	MA+30	465608	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2023	LOA	LOA
	DeVries, Sara A	9/1/2013	MA+30	465608	180100	ELEMENTARY EDUCATION	K-6	6/30/2023	LOA	LOA
155	Swenson, Gina Q	9/1/2013	MA+10	351379	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Spring Creek, Elementary, Teacher	1.00
	Swenson, Gina Q	9/1/2013	MA+10	351379	180102	PRE-KINDERGARTEN	Pre K	6/30/2024	Spring Creek, Elementary, Teacher	1.00
156	Matson, Maren E	9/1/2013	MA+10	436478	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Spring Creek, Kindergarten, Teacher	1.00
	Matson, Maren E	9/1/2013	MA+10	436478	180100	READING	K-12	6/30/2028	Spring Creek, Kindergarten, Teacher	1.00
157	Sasse, Anita L	9/1/2013	MA+10	472345	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2024	Spring Creek, Elementary, Teacher	1.00
	Sasse, Anita L	9/1/2013	MA+10	472345	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Spring Creek, Elementary, Teacher	1.00
158	McManus, Laura C	9/1/2013	MA	366000	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Spring Creek, Elementary, Teacher	1.00
159	Kortbein, Tiffany R	9/1/2013	MA	474180	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Greenvale Park, Kindergarten, Teacher	1.00
160	Estrella, Rafael	9/1/2013	BA	445459	20000	VISUAL ARTS	K-12	6/30/2025	Middle School, Art, Teacher	1.00
161	Bothun, Stefanie A	9/1/2013	BA	465766	120500	INSTR(BAND/ORCH) AND CLASSROOM MUSIC	K-12	6/30/2024	District-Wide, Music, Teacher	1.00
162	Kuehl, Heather H	9/6/2013	BA+30	336068	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2028	Middle School, English/Language Art, Teacher	1.00
163	Faust, Tyler L	4/16/2014	MA	478472	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2025	Bridgewater, Emotional/Behavioral Disorder, Teacher	1.00
	Faust, Tyler L	4/16/2014	MA	478472	190201	LEARNING DISABILITIES	K-12	6/30/2025	Bridgewater, Emotional/Behavioral Disorder, Teacher	1.00

2023-2024 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
164	Dorey, Amy C	8/1/2014	MA	440044	190202	AUTISM SPECTRUM DISORDERS	B-Age 6	6/30/2025	NCEC, Developmentally Delayed, Teacher	1.00
	Dorey, Amy C	8/1/2014	MA	440044	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2025	NCEC, Developmentally Delayed, Teacher	1.00
165	Otting, Kelleen K	9/1/2014	MA+40	413951	50196	READING	K-12	6/30/2025	Spring Creek, Health Disabilities - Other, Teacher	1.00
	Otting, Kelleen K	9/1/2014	MA+40	413951	190201	LEARNING DISABILITIES	K-12	6/30/2025	Spring Creek, Health Disabilities - Other, Teacher	1.00
	Otting, Kelleen K	9/1/2014	MA+40	413951	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2025	Spring Creek, Health Disabilities - Other, Teacher	1.00
166	Trebelhorn, Erica L	9/1/2014	MA+40	426782	020000	VISUAL ARTS	K-12	6/30/2025	Spring Creek, Art, Teacher	1.00
	Trebelhorn, Erica L	9/1/2014	MA+40	426782	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2025	Spring Creek, Art, Teacher	1.00
167	Sweeney, Bambijo Allison	9/1/2014	MA+40	478412	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Spring Creek, Elementary, Licensed Instr Support Staff	1.00
	Sweeney, Bambijo Allison	9/1/2014	MA+40	478412	933000	PRINCIPAL K-12	District	6/30/2024	Spring Creek, Elementary, Licensed Instr Support Staff	1.00
168	Lanza, Suzanne K	9/1/2014	MA+10	463289	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Bridgewater, Elementary, Teacher	1.00
169	Craft, Kristen A	9/1/2014	MA	355508	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Spring Creek, Elementary, Teacher	1.00
170	Nohava-Hall, Erin J	9/1/2014	MA	445937	180105	PRE-PRIMARY	Age 3-PreK	6/30/2025	Bridgewater, Elementary, Teacher	1.00
	Nohava-Hall, Erin J	9/1/2014	MA	445937	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Bridgewater, Elementary, Teacher	1.00
171	Scoville-Riazi, Christopher A	9/1/2014	MA	456345	20000	VISUAL ARTS	K-12	6/30/2026	Longfellow/AIC, Secondary, Teacher	0.66
172	Casson, Kathleen S	9/1/2014	MA	465038	60209	GERMAN	K-12	6/30/2025	High School, Foreign Language, Teacher	1.00
173	Phenow, Dustee D	9/1/2014	MA	466915	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Bridgewater, Science, Teacher	1.00
	Phenow, Dustee D	9/1/2014	MA	466915	941000	LIBRARY MEDIA SPECIALIST	K-12	6/30/2024	Bridgewater, Science, Teacher	1.00
174	Flom, Ashley D	9/1/2014	BA+10	448085	190201	LEARNING DISABILITIES	K-12	6/30/2025	Middle School, Specific Learning Disability, Teacher	1.00
	Flom, Ashley D	9/1/2014	BA+10	448085	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2025	Middle School, Specific Learning Disability, Teacher	1.00
175	Rubin, Anna M	9/1/2014	BA+10	472588	60219	SPANISH	K-12	6/30/2026	Bridgewater, Elementary, Teacher	1.00
	Rubin, Anna M	9/1/2014	BA+10	472588	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
176	Schultz, Micah T	9/15/2014	BA	479449	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2025	Longfellow/AIC, Secondary, Teacher	1.00
177	Kruse, Angela K	9/25/2014	MA	468383	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2028	Bridgewater, Speech/Language Impaired, Speech/Lang Pathologist	1.00
178	Bolton, Susan N	2/24/2015	MA	466026	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Bridgewater, ADSIS, Teacher	1.00
179	Hanson, Inger L	9/1/2015	MA+40	365367	60206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2024	AIC/Spring Creek, Limited English Proficiency, Teacher	1.00
180	Trotman, Ellen J	9/1/2015	MA+40	390961	180150	EARLY CHILDHOOD EDUCATION	Pre K-3	6/30/2026	Middle School, Limited English Proficiency, Teacher	1.00
	Trotman, Ellen J	9/1/2015	MA+40	390961	180150	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2026	Middle School, Limited English Proficiency, Teacher	1.00
181	Swan McDonald, Eric J	9/1/2015	MA+40	395024	130200	LIFE SCIENCES	7-12	6/30/2024	Longfellow/AIC, Secondary, Teacher	1.00
	Swan McDonald, Eric J	9/1/2015	MA+40	395024	130200	LIFE SCIENCES	Middle Sch	6/30/2024	Longfellow/AIC, Secondary, Teacher	1.00
182	Hebzyński, Kelly M	9/1/2015	MA+40	395763	110000	MATHEMATICS	7-12	6/30/2027	Middle School, Mathematics, Teacher	1.00
183	Hetzel, Sheila M	9/1/2015	MA+40	473301	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenville Park, Elementary, Teacher	1.00
184	Korynta, Marcy R	9/1/2015	MA+40	488421	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2026	Middle School, SPED-Multiple Disabilities, Psychologist	1.00

2023-2024 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
185	Cruse, Danielle M	9/1/2015	MA+10	489257	190201	LEARNING DISABILITIES	K-12	6/30/2028	High School, Emotional/Behavioral Disorder & SLD, Teacher	1.00
	Cruse, Danielle M	9/1/2015	MA+10	489257	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2028	High School, Emotional/Behavioral Disorder & SLD, Teacher	1.00
186	Nelson, Karen M.R.	9/1/2015	MA	368951	90101	CONSUMER AND HOME MAKING OCCUPATIONS	High School	6/30/2027	High School, FACS, Teacher	1.00
187	Clarey, Alisha K	9/1/2015	MA	413963	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	District-Wide, Teaching and Learning, Licensed Instr Support Staff	1.00
	Clarey, Alisha K	9/1/2015	MA	413963	180105	PRE-PRIMARY	AGE 3 - K	6/30/2025	District-Wide, Teaching and Learning, Licensed Instr Support Staff	1.00
188	Balow, Tyler P	9/1/2015	MA	453830	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2027	High School, Social Studies, Teacher	1.00
189	Campbell, Anne M	9/1/2015	MA	489505	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	High School, Emotional/Behavioral Disorder, Teacher	1.00
190	Timerson, Bridget L	9/1/2015	BA	360887	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
191	Spitzack, Joshua M	9/1/2015	BA	463097	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Middle School, Social Studies, Teacher	1.00
	Spitzack, Joshua M	9/1/2015	BA	463097	150000	SOCIAL STUDIES	5-8	6/30/2027	Middle School, Social Studies, Teacher	1.00
192	Rud, Jodie L	9/1/2015	BA	475040	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
193	Lindstrom, Joyce M	10/22/2015	BA+40	200685	60206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2025	Greenvale Park, Limited English Proficiency, Teacher	1.00
	Lindstrom, Joyce M	10/22/2015	BA+40	200685	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, Limited English Proficiency, Teacher	1.00
194	Whitney, Jonathan D	2/2/2016	MA	485613	150000	SOCIAL SECURITY	5-12	6/30/2028	High School, Social Studies, Teacher	1.00
195	Roth, Kyle R	2/15/2016	MA	463240	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	NCEC, Developmentally Delayed & ASD, Teacher	1.00
	Roth, Kyle R	2/15/2016	MA	463240	190497	DEAF OR HARD OF HEARING	B-12	6/30/2024	NCEC, Developmentally Delayed & ASD, Teacher	1.00
	Roth, Kyle R	2/15/2016	MA	463240	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2024	NCEC, Developmentally Delayed & ASD, Teacher	1.00
196	Foehrkolb, Kelley L	7/1/2016	MA+20	493243	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2028	District-Wide, Autistic Spectrum Disorders, Licensed Instr Support Staff	1.00
	Foehrkolb, Kelley L	7/1/2016	MA+20	493243	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2028	District-Wide, Autistic Spectrum Disorders, Licensed Instr Support Staff	1.00
	Foehrkolb, Kelley L	7/1/2016	MA+20	493243	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2028	District-Wide, Autistic Spectrum Disorders, Licensed Instr Support Staff	1.00
	Foehrkolb, Kelley L	7/1/2016	MA+20	493243	199800	LEARNING DISABILITIES	K-12	6/30/2028	District-Wide, Autistic Spectrum Disorders, Licensed Instr Support Staff	1.00
	Foehrkolb, Kelley L	7/1/2016	MA+20	493243	199810	ELEMENTARY EDUCATION	K-6	6/30/2028	District-Wide, Autistic Spectrum Disorders, Licensed Instr Support Staff	1.00
197	Warner, Lori K	7/1/2016	BA	NBCOT	104118	OCCUPATIONAL THERAPY/ASSISTIVE TECH	B-12	4/30/2025	District-Wide, SPED-Multiple Disabilities, Licensed Instr Support Staff	1.00
198	Ericksen, Molly D.B.	9/1/2016	MA+40	429426	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2027	Bridgewater, SPED-Multiple Disabilities, Psychologist	1.00
199	Kortuem, Kristi M	9/1/2016	MA+30	389360	110000	MATHEMATICS	7-12	6/30/2027	High School, Math & ADSIS, Teacher	1.00
200	McLaughlin, Anne E	9/1/2016	MA+20	393314	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Greenvale Park, Elementary, Teacher	1.00
201	Winter, Kari J	9/1/2016	MA+20	398803	180102	PRE-KINDERGARTEN	Pre K-12	6/30/2028	District-Wide, School Readiness, Teacher	1.00
	Winter, Kari J	9/1/2016	MA+20	398803	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2028	District-Wide, School Readiness, Teacher	1.00
202	Stulken, Shelley N	9/1/2016	MA+20	486864	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Spring Creek, Elementary, Teacher	1.00
203	Wiese, Diane L	9/1/2016	MA	346910	190201	LEARNING DISABILITIES	K-12	6/30/2028	Greenvale Park, Developmentally Delayed & SLD, Teacher	1.00
	Wiese, Diane L	9/1/2016	MA	346910	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2028	Greenvale Park, Developmentally Delayed & SLD, Teacher	1.00
	Wiese, Diane L	9/1/2016	MA	346910	180100	ELEMENTARY EDUCATION	1-6	6/30/2028	Greenvale Park, Developmentally Delayed & SLD, Teacher	1.00
204	Randall, Amy L	9/1/2016	MA	431709	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2027	Bridgewater, Speech/Language Impaired & SLD, Speech/Lang Pathologist	1.00
205	Alvarez, Charlie D	9/1/2016	MA	475968	060219	SPANISH	K-12	6/30/2024	LOA	LOA
	Alvarez, Charlie D	9/1/2016	MA	475968	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	LOA	LOA

2023-2024 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
206	Soderlund, Amber L	9/1/2016	MA	493716	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Spring Creek, Elementary, Teacher	1.00
	Soderlund, Amber L	9/1/2016	MA	493716	180150	EARLY CHILDHOOD EDUCATION	B-Grade 3	6/30/2027	Spring Creek, Elementary, Teacher	1.00
207	Lorang, Rebecca A	9/1/2016	MA	494546	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2027	LOA	LOA
208	Forbord, Jamie A	9/1/2016	BA+30	477498	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	High School, Health Disabilities - Other, Teacher	1.00
	Forbord, Jamie A	9/1/2016	BA+30	477498	190201	LEARNING DISABILITIES	K-12	6/30/2027	High School, Health Disabilities - Other, Teacher	1.00
209	Russell, Deborah M	9/15/2016	MA	488913	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Spring Creek, Elementary, Teacher	1.00
210	Ryan, Tiffany C	10/16/2016	BA	414849	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
211	Sawyer, Jamin V	7/3/2017	MA	MBPT	6977	PHYSICAL THERAPIST	B-12	12/31/2024	District-Wide, SPED-Multiple Disabilities, Physical Therapist	1.00
212	Malecha, Rebecca L	9/1/2017	MA+40	378616	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Spring Creek, Elementary, Teacher	1.00
213	Amy, Natalie A	9/1/2017	MA+40	486748	940310	SCHOOL COUNSELOR	K-12	6/30/2026	Middle School, Guidance, Guidance Counselor	1.00
214	Peterson, Betsy L	9/1/2017	MA+40	497978	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2028	Greenvale Park, Elementary, Teacher	1.00
	Peterson, Betsy L	9/1/2017	MA+40	497978	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Greenvale Park, Elementary, Teacher	1.00
215	Sherry, Lynsi J	9/1/2017	MA+40	502247	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2024	Greenvale Park, SPED-Multiple Disabilities, Psychologist	1.00
216	Docken, Whitney A	9/1/2017	MA+40	503746	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2028	Greenvale Park, Speech/Language Impaired & SLD, Speech/Lang Pathologist	0.75
217	Kruse, Ann C	9/1/2017	MA+30	456391	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2026	NCEC, Developmentally Delayed, Licensed Instr Support Staff	1.00
218	Driscoll, Leah S	9/1/2017	MA+20	371367	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Bridgewater, Health Disabilities - Other & SLD, Teacher	1.00
	Driscoll, Leah S	9/1/2017	MA+20	371367	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2025	Bridgewater, Health Disabilities - Other & SLD, Teacher	1.00
	Driscoll, Leah S	9/1/2017	MA+20	371367	190201	LEARNING DISABILITIES	K-12	6/30/2025	Bridgewater, Health Disabilities - Other & SLD, Teacher	1.00
	Driscoll, Leah S	9/1/2017	MA+20	371367	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2025	Bridgewater, Health Disabilities - Other & SLD, Teacher	1.00
219	Howard, Christine E	9/1/2017	MA+10	494935	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2027	SC & GVP, Speech/Language Impaired, Speech/Lang Pathologist	1.00
220	Link, Jennifer M	9/1/2017	MA	478601	80100	HEALTH EDUCATION	5-12	6/30/2025	Middle School, Autistic Spectrum Disorders, Teacher	1.00
	Link, Jennifer M	9/1/2017	MA	478601	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2025	Middle School, Autistic Spectrum Disorders, Teacher	1.00
	Link, Jennifer M	9/1/2017	MA	478601	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2025	Middle School, Autistic Spectrum Disorders, Teacher	1.00
221	David, Caitlin A	9/1/2017	MA	501175	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Bridgewater, Health Disabilities - Other, Teacher	1.00
	David, Caitlin A	9/1/2017	MA	501175	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2028	Bridgewater, Health Disabilities - Other, Teacher	1.00
222	Serie-Amunrud, Joy L	9/1/2017	MA	503697	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2028	Greenvale Park, SPED-Multiple Disabilities, Social Worker	1.00
223	Sjoberg, Caroline F	9/1/2017	MA	503868	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Spring Creek, Emotional/Behavioral Disorder, Teacher	1.00
	Sjoberg, Caroline F	9/1/2017	MA	503868	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-8	6/30/2027	Spring Creek, Emotional/Behavioral Disorder, Teacher	1.00
224	Puppe, Susan B	9/1/2017	BA+40	332848	80450	COACHING	7-12	6/30/2024	Spring Creek, Emotional/Behavioral Disorder & SLD, Teacher	1.00
	Puppe, Susan B	9/1/2017	BA+40	332848	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	Spring Creek, Emotional/Behavioral Disorder & SLD, Teacher	1.00
	Puppe, Susan B	9/1/2017	BA+40	332848	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2024	Spring Creek, Emotional/Behavioral Disorder & SLD, Teacher	1.00
	Puppe, Susan B	9/1/2017	BA+40	332848	190201	LEARNING DISABILITIES	K-12	6/30/2024	Spring Creek, Emotional/Behavioral Disorder & SLD, Teacher	1.00
225	Vind, Laura E	9/1/2017	BA	418291	190201	LEARNING DISABILITIES	K-12	6/30/2026	High School, Specific Learning Disability, Teacher	0.94
226	Cornell, Andria J	9/1/2017	BA	464386	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2027	District-Wide, School Readiness, Teacher	0.90
227	Klein, Melanie A	11/6/2017	BA+40	514894	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2024	Spring Creek, DCD: Mild-Moderate/Severely Multiply Impaired, Teacher	1.00

2023-2024 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
228	Schock, Angela A	9/1/2018	MA+40	399493	180100	ELEMENTARY EDUCATION	1-6	6/30/2028	Middle School, Elementary, Teacher	1.00
229	DuBe, Sean D	9/1/2018	MA+40	461959	50100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2027	High School, English/Language Art, Teacher	1.00
	DuBe, Sean D	9/1/2018	MA+40	461959	933000	PRINCIPAL K-12	District	6/30/2024	High School, English/Language Art, Teacher	1.00
230	Bloom, Sarah F	9/1/2018	MA+30	446657	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2028	Middle School, English/Language Art, Teacher	1.00
	Bloom, Sarah F	9/1/2018	MA+30	446657	050196	READING	K-12	6/30/2028	Middle School, English/Language Art, Teacher	1.00
	Bloom, Sarah F	9/1/2018	MA+30	446657	080100	ELEMENTARY EDUCATION	K-6	6/30/2028	Middle School, English/Language Art, Teacher	1.00
231	Johnson, Kristin G	9/1/2018	MA	271185	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	LOA	LOA
232	Smith, Janet L	9/1/2018	MA	410231	110000	MATHEMATICS	5-12	6/30/2024	High School, Mathematics, Teacher	1.00
233	Navarro, Deborah D	9/1/2018	MA	411636	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, Specific Learning Disability, Teacher	1.00
	Navarro, Deborah D	9/1/2018	MA	411636	190310	PHYSICAL AND HEALTH DISABILITIES	Pre K-12	6/30/2025	Greenvale Park, Specific Learning Disability, Teacher	1.00
	Navarro, Deborah D	9/1/2018	MA	411636	199802	MODERATE TO SEVERE MENTALLY HDPC	K-12	6/30/2025	Greenvale Park, Specific Learning Disability, Teacher	1.00
234	Yule, Brent W	9/1/2018	MA	451734	80100	HEALTH EDUCATION	5-12	6/30/2026	Greenvale Park, Physical Education, Teacher	1.00
	Yule, Brent W	9/1/2018	MA	451734	80300	PHYSICAL EDUCATION	K-12	6/30/2026	Greenvale Park, Physical Education, Teacher	1.00
	Yule, Brent W	9/1/2018	MA	451734	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2026	Greenvale Park, Physical Education, Teacher	1.00
235	Hanson, Katie A	9/1/2018	MA	451743	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2026	Middle School, Specific Learning Disability, Teacher	1.00
	Hanson, Katie A	9/1/2018	MA	451743	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2026	Middle School, Specific Learning Disability, Teacher	1.00
	Hanson, Katie A	9/1/2018	MA	451743	190201	LEARNING DISABILITIES	K-12	6/30/2026	Middle School, Specific Learning Disability, Teacher	1.00
236	Medin, Kimberly A	9/1/2018	MA	490555	190201	LEARNING DISABILITIES	K-12	6/30/2026	Bridgewater, Health Disabilities - Other & ASD, Teacher	1.00
	Medin, Kimberly A	9/1/2018	MA	490555	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2026	Bridgewater, Health Disabilities - Other & ASD, Teacher	1.00
	Medin, Kimberly A	9/1/2018	MA	490555	190202	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2026	Bridgewater, Health Disabilities - Other & ASD, Teacher	1.00
237	Kettwick, Rachel M	9/1/2018	MA	506615	110000	MATHEMATICS	5-12	6/30/2025	Longfellow/ALC, Secondary, Teacher	1.00
238	Thompson, Jonathan D	9/1/2018	MA	507723	150000	SOCIAL STUDIES	5-12	6/30/2028	High School, Social Studies, Teacher	1.00
239	Haley, Paige W	9/1/2018	MA	508431	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Bridgewater, Elementary, Teacher	1.00
240	Lynch, Angela F	9/1/2018	MA	509636	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	District-Wide, Visually Impaired, Teacher	1.00
	Lynch, Angela F	9/1/2018	MA	509636	180100	BLIND OR VISUALLY IMPAIRED	B-12	6/30/2026	District-Wide, Visually Impaired, Teacher	1.00
241	Gross, Lydia E	9/1/2018	MA	510778	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2025	NCEC, Developmentally Delayed, Teacher	0.60
242	Toure-Keita, Maimouna	7/19/2019	MA	1001217	940800	PUBLIC SCHOOL NURSE	Pre K-12	6/30/2025	District-Wide, Health Services, District Nurse	1.00
243	Wilson, Theresa M	9/1/2019	MA+40	332205	140000	BUSINESS EDUCATION -ALL-	7-12	6/30/2024	High School, Business, Teacher	1.00
	Wilson, Theresa M	9/1/2019	MA+40	332205	140710	ADMINISTRATIVE SUPPORT OCCUPATIONS	Voc High School	6/30/2024	High School, Business, Teacher	1.00
244	Holland, Cara L	9/1/2019	MA+40	509493	130600	SCIENCE 5-8	5-8	6/30/2028	Middle School, Science, Teacher	1.00
	Holland, Cara L	9/1/2019	MA+40	509493	933000	PRINCIPAL K-12	District	6/30/2024	Middle School, Science, Teacher	1.00
245	Bendett, Michelle	9/1/2019	MA+30	487188	120400	VOCAL AND CLASSROOM MUSIC	K-12	6/30/2027	Middle School, Music, Teacher	1.00
246	Ludwig, Makenzie R	9/1/2019	MA+10	514201	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2024	NCEC, Developmentally Delayed, Teacher	1.00
	Ludwig, Makenzie R	9/1/2019	MA+10	514201	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2024	NCEC, Developmentally Delayed, Teacher	1.00
247	Muniak, Edward M	9/1/2019	MA	416628	130200	LIFE SCIENCES	9-12	6/30/2025	Middle School, Science, Teacher	1.00
	Muniak, Edward M	9/1/2019	MA	416628	130600	SCIENCE 5-8	5-8	6/30/2025	Middle School, Science, Teacher	1.00
248	Otte, Molly J E	9/1/2019	MA	422331	020000	VISUAL ARTS	K-12	6/30/2026	Middle School, Art, Teacher	1.00
249	Veltri, Alicia A	9/1/2019	MA	496249	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2027	Greenvale Park, DCD: Mild-Moderate & ASD, Teacher	1.00

2023-2024 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
250	Leaphart, Ada M	9/1/2019	MA	1000733	20000	VISUAL ARTS	K-12	6/30/2027	Greenvale Park, Art, Teacher	1.00
251	Schultz, Grace E	9/1/2019	BA+10	490751	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	District-Wide, School Readiness, Teacher	1.00
252	Blatti, Ashly M	9/1/2019	BA	484979	50196	READING	K-12	6/30/2026	Bridgewater, Elementary, Teacher	1.00
	Blatti, Ashly M	9/1/2019	BA	484979	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
	Blatti, Ashly M	9/1/2019	BA	484979	180100	ELEMENTARY EDUCATION	4-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
253	Odell, Jacob W	11/1/2019	BA+40	1002708	160000	TEACHER/COORDINATOR WORK BASED LRNG	9-12	6/30/2027	High School, Work Based Learning, Teacher	1.00
	Odell, Jacob W	11/1/2019	BA+40	1002708	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2027	High School, Work Based Learning, Teacher	1.00
254	Johnson, Erin B	9/1/2020	MA+20	420165	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2027	High School, English/Language Art, Teacher	1.00
255	Rose, Heather L	9/1/2020	MA	441794	110000	MATHEMATICS	5-8	6/30/2024	Middle School, Mathematics, Teacher	1.00
	Rose, Heather L	9/1/2020	MA	441794	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Middle School, Mathematics, Teacher	1.00
256	Miller Gordinier, Leslie A	9/1/2020	MA	474210	190201	LEARNING DISABILITIES	K-12	6/30/2024	Bridgewater, Specific Learning Disability, Teacher	1.00
257	Rudebusch, Lee B	9/1/2020	MA	481155	130301	CHEMISTRY	9-12	6/30/2025	LOA	LOA
	Rudebusch, Lee B	9/1/2020	MA	481155	130600	SCIENCE 5-8	5-8	6/30/2025	LOA	LOA
258	Mikulski, Mckenzie A	9/1/2020	MA	492063	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2027	Greenvale Park, DCD: Mild-Moderate & Severe-Profound, Teacher	1.00
	Mikulski, Mckenzie A	9/1/2020	MA	492063	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	Greenvale Park, DCD: Mild-Moderate & Severe-Profound, Teacher	1.00
	Mikulski, Mckenzie A	9/1/2020	MA	492063	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Greenvale Park, DCD: Mild-Moderate & Severe-Profound, Teacher	1.00
259	Legros, Marckileine	9/1/2020	MA	494770	940310	SCHOOL COUNSELOR	K-12	6/30/2027	High School, Guidance, Guidance Counselor	1.00
260	Schwartz, Mollie A	9/1/2020	MA	502175	120400	VOCAL AND CLASSROOM MUSIC	K-12	6/30/2028	Spring Creek, Music, Teacher	1.00
261	Dunkelberger, Brent J	9/1/2020	BA	502468	110000	MATHEMATICS	5-8	6/30/2027	Middle School, Mathematics, Teacher	1.00
	Dunkelberger, Brent J	9/1/2020	BA	502468	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Middle School, Mathematics, Teacher	1.00
262	Dickerson, Thomas D	9/15/2020	MA	373661	60209	GERMAN	7-12	6/30/2027	High School, Health Disabilities - Other & SLD, Teacher	1.00
	Dickerson, Thomas D	9/15/2020	MA	373661	80450	COACHING	7-12	6/30/2027	High School, Health Disabilities - Other & SLD, Teacher	1.00
	Dickerson, Thomas D	9/15/2020	MA	373661	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	High School, Health Disabilities - Other & SLD, Teacher	1.00
263	McCabe, Shari E	11/2/2020	BA	501015	190302	DEVELOPMENTAL/ADAPTIVE PHYSICAL EDUCATION	Pre K-12	6/30/2028	Bridgewater, Physical Education, Teacher	0.60
	McCabe, Shari E	11/2/2020	BA	501015	080100	HEALTH	5-12	6/30/2028	Bridgewater, Physical Education, Teacher	0.60
	McCabe, Shari E	11/2/2020	BA	501015	080300	PHYSICAL EDUCATION	K-12	6/30/2028	Bridgewater, Physical Education, Teacher	0.60
264	Iszler-Johnson, Tammy B	2/16/2021	BA	NBCOT	100785	OCCUPATIONAL THERAPIST	B-12	12/31/2024	Bridgewater, SPED-Multiple Disabilities, Occupational Therapist	1.00
265	Healy, Samuel P	9/1/2021	MA+40	442294	50100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2025	Spring Creek, Elementary, Teacher	1.00
	Healy, Samuel P	9/1/2021	MA+40	442294	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Spring Creek, Elementary, Teacher	1.00
266	Feldmann, Amanda L	9/1/2021	MA+40	479893	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
267	Bauman, Theresa H	9/1/2021	MA	430143	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	District-Wide, Licensed Instr Support Staff & St. Dominic, Title I Teacher	0.55
	Bauman, Theresa H	9/1/2021	MA	430143	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2028	District-Wide, Instr Support - General, Licensed Instr Support Staff	0.55
268	Shroyer, Emily R	9/1/2021	MA	448476	110000	MATHEMATICS	5-8	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
	Shroyer, Emily R	9/1/2021	MA	448476	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00

2023-2024 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
269	Connor, Nicholas J	9/1/2021	MA	471734	110000	MATHEMATICS	5-12	6/30/2024	High School, Mathematics, Teacher	1.00
	Connor, Nicholas J	9/1/2021	MA	471734	130302	PHYSICS	9-12	6/30/2024	High School, Mathematics, Teacher	1.00
270	Berkvam-Peter, Tallie A	9/1/2021	MA	485862	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Spring Creek, Kindergarten, Teacher	1.00
271	Schroeder, Danielle L	9/1/2021	MA	495797	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Greenville Park, Elementary, Teacher	1.00
272	Olson, Danielle D	9/1/2021	BA+20	485786	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2026	Bridgewater, SPED-Multiple Disabilities, Social Worker	0.50
273	Schnaith, Ryan A	9/1/2021	BA	508195	110000	MATHEMATICS	5-12	6/30/2028	Middle School, Mathematics, Teacher	1.00
274	Hoppe, Carla A	9/1/2021	BA	513932	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	District-Wide, School Readiness, Teacher	1.00
	Hoppe, Carla A	9/1/2021	BA	513932	180150	EARLY CHILDHOOD EDUCATION	Pre K-3	6/30/2027	District-Wide, School Readiness, Teacher	1.00
275	Coleman, Josten K	9/27/2021	MA	476452	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Middle School, Technology and Engineering, Teacher	1.00
276	Blanck, Christian R	9/1/2022	MA+20	436066	20000	VISUAL ARTS	K-12	6/30/2028	High School, Art, Teacher	0.90
277	Moyer, Jamie L	9/1/2022	MA+20	471305	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2027	Bridgewater, Specific Learning Disability, Teacher	1.00
	Moyer, Jamie L	9/1/2022	MA+20	471305	190201	LEARNING DISABILITIES	K-12	6/30/2027	Bridgewater, Specific Learning Disability, Teacher	1.00
278	Rhoades, Ian M	9/1/2022	MA+10	366315	50100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2025	High School, English/Language Art, Teacher	0.90
279	Townzen, Kaitlyn C	9/1/2022	MA	487667	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	NCEC, Developmentally Delayed, Teacher	1.00
	Townzen, Kaitlyn C	9/1/2022	MA	487667	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2026	NCEC, Developmentally Delayed, Teacher	1.00
280	Hubbard, Brittney E	9/1/2022	MA	491269	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2026	NCEC, Autistic Spectrum Disorders, Teacher	1.00
	Hubbard, Brittney E	9/1/2022	MA	491269	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2026	NCEC, Autistic Spectrum Disorders, Teacher	1.00
281	Borgerding, Emily L	9/1/2022	BA+10	416049	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2025	Greenville Park, Elementary, Teacher	1.00
	Borgerding, Emily L	9/1/2022	BA+10	416049	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenville Park, Elementary, Teacher	1.00
	3rd Year Probationary									
282	Haefner, Ellen R	9/1/2016	BA+10	404848	180401	PARENT AND FAMILY EDUCATION	Adult	6/30/2028	District-Wide, ECFE, Teacher	0.53
	Haefner, Ellen R	9/1/2016	BA+10	404848	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2028	District-Wide, ECFE, Teacher	0.53
	Haefner, Ellen R	9/1/2016	BA+10	404848	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	District-Wide, ECFE, Teacher	0.53
283	Robertson, Caitlin I	9/2/2020	MA	442213	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Spring Creek, Specific Learning Disability, Teacher	1.00
284	Stanton, Paul M	8/19/2021	MA	1005452	940310	SCHOOL COUNSELOR	K-12	6/30/2026	Longfellow/ALC, Guidance, Guidance Counselor	1.00
285	Grisim, Leah M	8/30/2021	MA	1010173	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2026	Spring Creek, Autistic Spectrum Disorders, Teacher	1.00
286	Stanton, Elizabeth N	9/1/2021	MA	417239	180150	EARLY CHILDHOOD EDUCATION	B-Grade 3	6/30/2025	District-Wide, ECFE, Teacher	0.50
287	LaVoy, Kayla L	9/1/2021	MA	487905	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
288	Lovrien, Catherine R	9/1/2021	MA	493475	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2027	Middle School, Secondary, Teacher	1.00
289	O'Brien, Sean R	9/1/2021	MA	502540	150000	SOCIAL STUDIES	5-12	6/30/2028	High School, Social Studies, Teacher	1.00
290	Turnquist, Ryan M	9/1/2021	MA	503231	940310	SCHOOL COUNSELOR	K-12	6/30/2025	High School, Guidance, Guidance Counselor	1.00
291	Gardner, Claire E	9/1/2021	MA	1007912	50100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2024	Middle School, ADSIS/Secondary, Teacher	1.00
292	Doliscar, Jules R	9/1/2021	MA	NBCOT	359160	OCCUPATIONAL THERAPIST	B-12	7/31/2025	District-Wide, SPED-Multiple Disabilities, Occupational Therapist	1.00
293	Kelly, Anna V	9/1/2021	BA	1000818	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenville Park, Science, Teacher	1.00

2023-2024 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
294	Afsharjavan, Nahal	9/1/2021	BA	1003919	120500	INSTRUMENTAL AND CLASSROOM MUSIC	K-12	6/30/2026	High School, Music, Teacher	1.00
295	Rodgers, Sydney F	9/1/2021	BA	1005873	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Bridgewater, Kindergarten, Teacher	1.00
296	Gagnon, Noah R	9/1/2021	BA	1006804	130302	PHYSICS	9-12	6/30/2024	High School, Science/Technology & Engineering, Teacher	1.00
	Gagnon, Noah R	9/1/2021	BA	1006804	130600	SCIENCE 5-8	5-8	6/30/2024	High School, Science/Technology & Engineering, Teacher	1.00
297	El Achkar, Gisele M	9/23/2021	MA	476829	60208	FRENCH	K-12	6/30/2026	High School, Severely Multiply Impaired & DCD: Severe-Profound, Teacher	1.00
	El Achkar, Gisele M	9/23/2021	MA	476829	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2026	High School, Severely Multiply Impaired & DCD: Severe-Profound, Teacher	1.00
298	Peterson, Christine R	9/1/2023	MA+40	371544	180100	ELEMENTARY EDUCATION	1-6	6/30/2024	High School, Specific Learning Disability, Teacher	1.00
	Peterson, Christine R	9/1/2023	MA+40	371544	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2024	High School, Specific Learning Disability, Teacher	1.00
299	Golden, Naomi R	9/1/2023	MA+10	471730	130301	CHEMISTRY	9-12	6/30/2028	High School, Science, Teacher	1.00
	Golden, Naomi R	9/1/2023	MA+10	471730	130600	SCIENCE 5-8	5-8	6/30/2028	High School, Science, Teacher	1.00
300	Bartholomew, Sara A	9/1/2023	MA	264171	80300	PHYSICAL EDUCATION	K-12	6/30/2025	High School, Autistic Spectrum Disorders, Teacher	1.00
	Bartholomew, Sara A	9/1/2023	MA	264171	80450	COACHING	7-12	6/30/2025	High School, Autistic Spectrum Disorders, Teacher	1.00
	Bartholomew, Sara A	9/1/2023	MA	264171	190201	LEARNING DISABILITIES	K-12	6/30/2025	High School, Autistic Spectrum Disorders, Teacher	1.00
301	Trego, Shane M	9/1/2023	MA	393601	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	High School, Specific Learning Disability, Teacher	1.00
	Trego, Shane M	9/1/2023	MA	393601	150000	SOCIAL STUDIES	7-12	6/30/2027	High School, Specific Learning Disability, Teacher	1.00
302	Wadzinski, Lauren E	9/1/2023	MA	472256	60206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2024	Greenville Park, Limited English Proficiency, Teacher	1.00
303	Bischoff, Chelsea A	9/1/2023	MA	473890	180100	ELEMENTARY EDUCATION	K-6	6/30/2024	Bridgewater, Elementary, Teacher	1.00
304	Sanders, Lauren L	9/1/2023	MA	479930	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2025	NCEC, Autistic Spectrum Disorders, Teacher	1.00
	Sanders, Lauren L	9/1/2023	MA	479930	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2025	NCEC, Autistic Spectrum Disorders, Teacher	1.00
305	Molloy, Shawna L	9/1/2023	MA	491774	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2027	Middle School, Emotional/Behavioral Disorder, Teacher	1.00
	Molloy, Shawna L	9/1/2023	MA	491774	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2027	Middle School, Emotional/Behavioral Disorder, Teacher	1.00
306	Hotz Zenk, Mary A	9/1/2023	MA	1003392	60219	SPANISH	5-12	6/30/2026	High School, FACS, Teacher	1.00
	Hotz Zenk, Mary A	9/1/2023	MA	1003392	90100	FAMILY AND CONSUMER SCIENCES	5-12	6/30/2026	High School, FACS, Teacher	1.00
307	Boda, Elaine A	9/1/2023	MA	1020154	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2026	NCEC, Speech/Language Impaired, Speech/Lang Pathologist	0.50
308	Dayneko, Jacob J	9/1/2023	BA+40	472881	100100	TECHNOLOGY	5-12	6/30/2026	High School, Technology and Engineering, Teacher	1.00
	Dayneko, Jacob J	9/1/2023	BA+40	472881	300700	TRANSPORTATION CAREERS	7-12	6/30/2026	High School, Technology and Engineering, Teacher	1.00
309	Austin, Thomas J	9/1/2023	BA	477178	10100	AGRICULTURAL EDUCATION	5-12	6/30/2025	High School, Technology and Engineering, Teacher	1.00
310	Rodriguez, Breanna R	9/1/2023	BA	1024277	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
	2nd Year Probationary									
311	Carlson, Kathryn L	2/10/2022	MA	382139	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Greenville Park, Elementary, Teacher	1.00
312	Opatrny, Ashley K	3/14/2022	BA	1015412	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2025	Middle School, Health Disabilities - Other, Teacher	1.00
	Opatrny, Ashley K	3/14/2022	BA	1015412	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2025	Middle School, Health Disabilities - Other, Teacher	1.00
313	Schrank, Rebekka L	9/1/2022	MA	1006816	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Spring Creek, Elementary, Teacher	1.00
314	Betsinger, Sybil K	9/1/2022	MA	1010920	940710	SCHOOL SOCIAL WORKER	PRE K-12	6/30/2024	Multiple Locations, Social Worker & Cultural Liason	1.00
315	Torkelson, Nicole L	9/1/2022	BA	1010824	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	High School, Specific Learning Disability, Teacher	1.00
	Torkelson, Nicole L	9/1/2022	BA	1010824	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2025	High School, Specific Learning Disability, Teacher	1.00
	Torkelson, Nicole L	9/1/2022	BA	1010824	990000	SHORT CALL SUBSTITUTE	Pre K - Ad	6/30/2024	High School, Specific Learning Disability, Teacher	1.00

2023-2024 Teacher and Administrator Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
	1st Year Probationary									
316	Claybaugh, Chad H	9/1/2023	MA	497932	190201	LEARNING DISABILITIES	K-12	6/30/2024	Middle School, Specific Learning Disability, Teacher	0.60
317	O'Keefe, Thomas R	9/1/2023	MA	1022937	120500	INSTR(BAND/ORCH) AND CLASSROOM MUSIC	K-12	6/30/2026	High School, Music, Teacher	0.80
318	Bollum, Linnea RH	9/1/2023	BA	1024457	80100	HEALTH EDUCATION	5-12	6/30/2026	Middle School, Physical Education, Teacher	1.00
	Bollum, Linnea RH	9/1/2023	BA	1024457	80300	PHYSICAL EDUCATION	K-12	6/30/2026	Middle School, Physical Education, Teacher	1.00

Northfield Public Schools

2024-2025

School Calendar

Approved by the School Board
DRAFT 4+

July 2024						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

July	
4	Independence Day

January 2025						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

January	
1	No School, New Years Day
2	School Resumes
17	End of Second Quarter
20	No School, Dr Martin Luther King Jr Day
21 & 22	No School, Teacher Preparation Day
23	Beginning of Third Quarter

August 2024						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

August	
19	New SpEd/Elem Inservice
20-21	New teacher Inservice
22-26	Staff Development Days
27	Family Conferences
28	1/2 day Family Conf 1/2 day Staff Dev
29	Teacher Prep Day

February 2025						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

February	
17	No School; Staff Development Day President's Day

September 2024						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

September	
2	Labor Day
3	First Day of School Beginning of First Quarter

March 2025						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

March	
21	End of Third Quarter
24-28	No School; Spring Break
31	No School; Teacher Preparation Day

October 2024						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

October	
17-18	No School (MEA)
31	End of First Quarter

April 2025						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

April	
1	No School; Teacher Preparation Day
2	School Resumes; Beginning of Fourth Quarter

November 2024						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

November	
1 & 4	No School; Teacher Preparation Day
5	Beginning of Second Quarter
27	Online Learning Day (e-Learning Day Rehearsal)
28-29	No School, Thanksgiving Break

May 2025						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

May	
26	No School, Memorial Day

December 2024						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				







December	
Dec 23-Jan 1	No School; Winter Break

June 2025						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

June	
1	Graduation
6	Last Day of School (2-hr early dismissal)
	End of fourth quarter
19	No School, Juneteenth

School Cancellation Procedures:

On the second and subsequent full day closures, the e-Learning day procedures will be implemented. The latest district e-Learning day guidelines can be found online at: <https://northfieldschools.org/parents/school-closings/>

	Holidays, No School		Holidays
	No School		Kickoff Family Conferences
	No School, Teacher Prep or Staff Development Days		e-Learning Day Rehearsal

Student Days:

Term 1: 41 days
Term 2: 44 days
Term 3: 41 days
Term 4: 47 days
TOTAL: 173 days

Summary:

173 student contact days
13 non-student contact days
1 day off calendar for evening parent/teacher conferences
TOTAL: 187 contract days
85 days - first semester; 88 days - second semester

Policy 207 PUBLIC HEARINGS New

I. PURPOSE

The Northfield School District's Board of Education recognizes the importance of obtaining public input on matters properly before the school board during a public hearing. The purpose of this policy is to establish procedures to efficiently receive public input.

II. GENERAL STATEMENT OF POLICY

For the board to efficiently receive public input on matters properly before the board, the board establishes the procedures set forth in this policy.

III. PROCEDURES

A. Public Hearings

Public hearings are required by law concerning certain issues, including but not limited to, school closings, education district establishment, and agreements for secondary education. Additionally, other public hearings may be held by the board on district matters at the board's discretion.

B. Notice of Public Hearings

Public notice of a public hearing required by law shall be given as provided by the enabling legislation. Public notice of other hearings shall be given in the manner required for a regular meeting if held in conjunction with a regular meeting, in the manner required for a special meeting if held in conjunction with a special meeting, or as otherwise determined by the board.

C. Public Participation

The board retains the right to require that those in attendance at a public hearing indicate their desire to address the board and complete and file with the clerk of the board an appropriate request prior to the commencement of the hearing if the board uses this procedure. Those who wish to address the board must be: residents of the district, owners of businesses or property physically located in the district, parents/guardians, students, or an employee of the district. Any request to address the board after the commencement of the hearing will be granted only at the board's discretion.

1. **Format of Request.** The board chair will outline the procedure and process for addressing the board at the beginning of the public hearing. Each speaker will be required to share their first and last name, validate that they are a district stakeholder as outlined in Section IIIC and group they represent when applicable. The board may require a brief statement of the subject to be covered or the issue to be addressed prior to allowing the speaker to address the board.

2. Time Limitation. The board retains the discretion to limit the time for each presentation.
3. Groups. The board retains the discretion to require that any group of persons who desire to address the school board designate one representative or spokesperson. If the board requires designation of a representative or spokesperson, no other person in the group will be recognized to address the board, except as the board otherwise determines.
4. Privilege to Speak. A board member should direct remarks or questions through the chair. Only those speakers recognized by the chair will be allowed to speak. Comments by others are out of order. Individuals who interfere with or interrupt speakers, the board, or the proceedings may be directed to leave.
5. Personal Attacks. Personal attacks by anyone addressing the board are unacceptable. Persistence in such remarks by an individual shall terminate that person's privilege to address the board.
6. Limitations on Participation. Depending upon the number of persons in attendance seeking to be heard, the board reserves the right to establish other limitations and restrictions as necessary to provide an orderly, efficient, and fair opportunity to be heard.

Policy 207 Public Hearings

Adopted: INSERT DATE HERE

Board of Education

INDEPENDENT SCHOOL DISTRICT NO. 659

Northfield, Minnesota

Legal References: Minn. Stat. § 123A.15 (Establishing Education Districts)
Minn. Stat. § 123A.30 (Agreements for Secondary Education)
Minn. Stat. § 123B.51 (School Closings)

Cross References: MSBA/MASA Model Policy 206 (Public Participation in School Board Meetings/Complaints about Persons at School Board Meetings and Data Privacy Considerations)

						2023/24							
School and	September	September	September	September	October	November	December	January	February	March	April	May	End of Year
Grade Level	5th	8th	15th	22nd	2nd	1st	1st	2nd	1st	1st	2nd	1st	6/6/24
NCEC													
Early Childhood	114	108	110	115	114	121	126						
Total	114	108	110	115	114	121	126	0	0	0	0	0	0
Big 9 Online													
Grade K-2036	1	1	1	0	0	0	0						
Grade 1-2035	3	3	2	2	2	2	2						
Grade 2-2034	1	1	1	0	0	0	0						
Grade 3-2033	1	1	1	1	1	1	2						
Grade 4-2032	3	3	2	2	2	2	2						
Grade 5-2031	2	2	2	2	2	2	3						
Grade 6-2030	1	1	1	1	2	1	2						
Grade 7-2029	1	2	2	2	2	2	2						
Grade 8-2028	6	4	4	4	2	3	2						
Grade 9-2027	6	5	5	5	5	6	7						
Grade 10-2026	7	7	7	6	5	6	8						
Grade 11-2025	4	5	4	4	4	4	4						
Grade 12-2024	4	5	5	7	5	5	6						
Total	40	40	37	36	32	34	40	0	0	0	0	0	0
Greenvale Park													
Grade K-2036	62	61	62	62	62	62	61						
Grade 1-2035	101	101	101	101	99	101	100						
Grade 2-2034	80	80	81	81	81	81	81						
Grade 3-2033	82	82	82	82	82	82	82						
Grade 4-2032	84	84	85	85	85	85	87						
Grade 5-2031	72	72	72	72	72	73	74						
Total	481	480	483	483	481	484	485	0	0	0	0	0	0
Spring Creek													
Grade K-2036	61	62	62	63	63	65	66						
Grade 1-2035	70	69	69	68	69	71	71						
Grade 2-2034	74	74	74	73	73	73	73						
Grade 3-2033	66	65	65	65	65	65	66						
Grade 4-2032	90	90	91	91	91	91	90						
Grade 5-2031	93	93	93	93	93	93	93						
Total	454	453	454	453	454	458	459	0	0	0	0	0	0
Bridgewater													
Grade K-2036	102	102	102	102	102	103	103						
Grade 1-2035	77	78	78	79	79	79	79						
Grade 2-2034	90	90	91	91	91	91	91						
Grade 3-2033	98	98	98	98	97	97	97						
Grade 4-2032	96	95	95	96	97	97	97						
Grade 5-2031	97	97	97	97	97	97	97						
Total	560	560	561	563	563	564	564	0	0	0	0	0	0
Middle School													
Grade 6-2030	294	293	293	294	291	291	291						
Grade 7-2029	285	284	284	284	284	280	280						
Grade 8-2028	310	309	310	310	309	310	307						
Total	889	886	887	888	884	881	878	0	0	0	0	0	0
High School													
Grade 9-2027	327	326	328	328	328	324	325						
Grade 10-2026	317	316	317	317	317	318	315						
Grade 11-2025	327	321	322	321	321	317	315						
Grade 12-2024	321	317	316	316	316	314	313						
Total	1292	1280	1283	1282	1282	1273	1268	0	0	0	0	0	0
ALC													
Grade 9-2027	0	0	0	0	1	1	1						
Grade 10-2026	4	4	15	48	48	55	54						
Grade 11-2025	15	15	34	24	24	28	27						
Grade 12-2024	32	32	89	90	89	86	86						
Total	51	51	138	162	162	170	168	0	0	0	0	0	0
Grand Total	3881	3858	3953	3982	3972	3985	3988	0	0	0	0	0	0
(excluding EC and	3767	3750	3791	3790	3782	3790	3790						
(excluding EC and	3774	3774	3774	3774	3774	3774	3774	3774	3774	3774	3774	3774	3774
numbers in	-7	-24	17	16	8	16	16	-3774	-3774	-3774	-3774	-3774	-3774

Greenvale Park

Grade	Teacher	
K	Flicek	20
K	Schroyer	20
K	Stowe (Kortbein)	21
1	Borgerding	19
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	22
4	McLaughlin	22
4	Schroeder	22
5	Carlson	27
5	Sickler	26
5	Tacheny	21
TOTAL		485

Spring Creek

Grade	Teacher	
K	Berkvam Peter	22
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	Guggisberg	25
3	Jandro	25
3	Sasse	16
4	Fox	24
4	Haar	24
4	Healy	24
4	McManus	18
5	Baragary	24
5	Malecha	24
5	Ostermann	22
5	Stulken	23
TOTAL		459

Bridgewater

Grade	Teacher	
K	Cade	19
K	Danielson	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	25
3	Sickler	23
3	Truman	26
4	Hehr	27
4	Rodriguez	18
4	Rud	26
4	Ryan	26
5	Blatti	24
5	Kohl	25
5	Holden	26
5	Rubin	22
TOTAL		564

<u>Middle School</u>	<u>Total</u>	<u>High School</u>
Grade 6-2030	291	Grade 9 325
Grade 7-2029	280	Grade 1 315
Grade 8-2028	307	Grade 1 315
TOTAL	878	Grade 1 313
		TOTAL 1268

<u>ALC</u>	<u>F/T</u>	<u>**P/T</u>	<u>**I/S</u>	<u>Total</u>
Grade 9-2027	0	1	0	1
Grade 10-2026	37	0	17	54
Grade 11-2025	18	0	9	27
Grade 12-2024	41	1	44	86
TOTAL	96	2	70	168

	<u>Regular</u>	<u>Big 9</u>	<u>Total</u>
Early Childhood**	126		126
Kindergarten-2036	230	0	230
Grade 1-2035	250	2	252
Grade 2-2034	245	0	245
Grade 3-2033	245	2	247
Grade 4-2032	274	2	276
Grade 5-2031	264	3	267
Total K-5	1634	9	1643
Total Middle School	878	6	884
Total High School	1268	25	1293
GRAND TOTAL	3780	40	3820
ALC 9-12			168
GRAND TOTAL w/ALC and Big 9			3988
(excluding EC and			3790

<u>Early Childhood**</u>	
Boda	1
Dorey	12
Gross	14
Hubbard	7
Kruse	1
Ludwig	9
McLeese	6
O'Connor	13
Roth	17
Sanders	13
Schnorr	13
Tharp	5
Townzen	11
Webster	4
TOTAL	126

<u>Big 9 Online</u>	
Grade	Teacher
Grade K-2036	Kehler 0
Grade 1-2035	Kehler 2
Grade 2-2034	Kehler 0
Grade 3-2033	Kehler 2
Grade 4-2032	Kehler 2
Grade 5-2031	Kehler 3
Grade 6-2030	Kehler 2
Grade 7-2029	Kehler 2
Grade 8-2028	Kehler 2
Grade 9-2027	Kehler 7
Grade 10-2026	Kehler 8
Grade 11-2025	Kehler 4
Grade 12-2024	Kehler 6
TOTAL	40