# INDEPENDENT SCHOOL DISTRICT NO. 659 REGULAR SCHOOL BOARD MEETING

Monday, February 26, 2024  $\sim$  6:00 p.m.  $\sim$  Regular Board Meeting Northfield District Office Boardroom Zoom Link

#### **AGENDA**

Board Member Amy Goerwitz will participate remotely from this location: Inkaterra Machu Picchu Hotel, Pueblo de Machu Picchu, Machu Picchu 084

- 1. Call to Order
- 2. Agenda Approval/Table File
- 3. Public Comment
- 4. Announcements and Recognitions
- 5. Items for Discussion and Reports
  - a. Morris Leatherman Telephone Survey Results
  - b. Indigenous (American Indian) Parent Meeting and Service Update
  - c. Potential 2024 Northfield High School Bond Referendum Update
- 6. Committee Reports
- 7. Consent Agenda
  - a. Minutes
  - b. Gift Agreements
  - c. Personnel Items
- 8. Items for Individual Action
  - a. 2024-2025 Operating Capital and Long-Term Facilities Maintenance Budgets
  - b. Long Term Facilities Maintenance Ten Year Plan
  - c. Policy Recommendation
- 9. Items for Information
  - a. Public Schools Week
- 10. Future Meetings and Work Session
  - a. Tuesday, March 5, 2024, 4:00 p.m., Board Work Session, Northfield DO Boardroom
  - b. Monday, March 11, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
  - c. Monday, March 18, 2024, 5:00 p.m., Board Workshop, Northfield DO Boardroom
- 11. Adjournment

# NORTHFIELD PUBLIC SCHOOLS MEMORANDUM

Monday, February 26, 2024 ~ 6:00 p.m. ~ Regular Board Meeting Northfield District Office Boardroom Zoom Link

Board Member Amy Goerwitz will participate remotely from this location: Inkaterra Machu Picchu Hotel, Pueblo de Machu Picchu, Machu Picchu 084

TO: Members of the Board of Education FROM: Matthew Hillmann, Ed.D., Superintendent

RE: Explanation of Agenda Items for Monday, February 26, 2024, 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. <u>Morris Leatherman Telephone Survey Results</u>. Dr. Don Lifto from The Morris Leatherman Company will present the results of the Northfield High School facility telephone survey.
  - b. <u>Indigenous (American Indian) Parent Meeting and Service Update</u>. Superintendent Hillmann will update the board about the Indigenous Parent Advisory Committee meetings held this year. Director of Instructional Services Hope Langston and Indigenous Family Cultural Liaison Sybil Betsinger will share the activities associated with improving services to Indigenous students and families.
  - c. <u>Potential 2024 Northfield High School Bond Referendum Update</u>. Superintendent Hillmann will review what has occurred thus far regarding the potential 2024 bond referendum to address facility problems at Northfield High School. He will review the facility problems identified by the board, the community engagement efforts, the potential options to address the facility problems, the associated costs with those options, and the tax impact. He will forecast the pathway forward for the board's anticipated decision of what referendum questions, if any, to place on the November 2024 election ballot.
- 6. Committee Reports
- 7. 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 February 12, 2024.
- b. Gift Agreements. Gift agreements to be approved are attached.
- c. Personnel Items
  - i. Appointments
    - Max Albertson, Instructor Assistant with Community Ed Recreation, beginning 2/24/2024-5/31/2024. Step 4-\$14.75/hr.
    - Kalista Dahle, .20 Production Coordinator at the High School, beginning 2/14/2024-3/16/2024. \$843.40 stipend.
    - Tammy Donahue, Child Nutrition Associate I for 3.25 hours/day at Spring Creek, beginning 3/4/2024.
       \$20.84/hr.
    - 4. Khara Huffstutter, Special Ed EA PCA for 6 hours/day at Bridgewater, beginning 2/20/2024. Step 2-\$17.03/hr. Plus prorated PCA stipend.
    - 5. Lydia Montgomery, Special Ed EA PCA for 3.5 hours/day at the NCEC/Greenvale Park, beginning 2/20/2024-6/6/2024. Step 3-\$17.39/hr. Plus prorated PCA stipend.
    - Kellie O'Meara, Instructor Lead with Community Ed Recreation, beginning 2/24/2024-5/31/2024. Step 2-\$15.25/hr.

#### ii. <u>Increase/Decrease/Change in Assignment</u>

- 1. Jacob Fox, Instructor Assistant with Community Ed Recreation, changed the rate of pay to Step 2-\$14.25/hr., effective 2/19/2024-5/31/2024.
- 2. Estella Freeman, Instructor Assistant with Community Ed Recreation, add Instructor Lead with Community Ed Recreation, effective 2/15/2024-5/31/2024. Step 1-\$15.00/hr.
- 3. Ellen Haefner, Parent Educator for 25 hours/week at the NCEC, change to Parent Educator for 27 hours/week at the NCEC, effective 2/1/2024.
- 4. Beth LaCanne, Co-Head Girls Tennis Coach at the High School, add .75 Assistant Boys Tennis Coach at the High School, effective 3/25/2024. \$3,229.50 stipend.
- 5. Ruby Modory, Site Supervisor with Community Ed Recreation, add Instructor Lead with Community Ed Recreation, effective 2/15/2024-5/31/2024. Step 1-\$15.00/hr.
- 6. Karen Nelson, FACS Teacher at the High School, add Event Worker at the High School, effective 2/14/2024.
- Jake Odell, Work Based Learning Teacher at the High School, add .25 Assistant Boys Tennis Coach at the High School, effective 3/25/2024. \$1,076.50 stipend.
- 8. Libby Stanton, ECFE Teacher for 27.75 hours/week at the NCEC, change to ECFE Teacher for 30.25 hours/week at the NCEC, effective 2/1/2024.
- 9. Elizabeth (Beth) Winter, EA-General Ed for 2.5 hours/day at Greenvale Park, change to EA-General Ed for 2.67 hours/day at Greenvale Park, effective 2/14/2024.

#### iii. <u>Leave of Absence</u>

- Brooke Bulfer, HR Generalist at the District Office, FMLA Leave of Absence beginning 2/19/2024 return date TBD.
- 2. Kay Goodrich, EA at the High School, FMLA Leave of Absence beginning 3/11/2024 and will continue for up to 60 work days.
- Lisa Krueger Robb, EL Teacher at the High School, FMLA Leave of Absence beginning 1/25/2024 and will
  continue on an intermittent basis for up to 60 work days.
- 4. Brent Lothert, Systems Administrator with the District, FMLA Leave of Absence beginning on or about 4/10/2024 for 8 work days.
- 5. Sarah Smith, Special Education EA/PCA at Greenvale Park, medical leave of absence beginning March 18, 2024, through the end of the 2023-2024 school year.

#### iv. Retirements/Resignations/Terminations

- 1. Charlie Alvarez, Teacher at Greenvale Park, resignation effective at the end of the 2023-2024 school year.
- 2. Anastasia Breyer, EA at Bridgewater, resignation effective 3/8/2024.
- 3. Alexis Sanborn, EA at the High School, resignation effective 3/6/2024.

#### 8. Items for Individual Action

a. <u>2024-2025 Operating Capital and Long-Term Facilities Maintenance Budgets</u>. The board is requested to approve the 2024-2025 Operating Capital and Long Term Facilities Maintenance Budgets presented at the February 12, 2024 board meeting.

**Superintendent's Recommendation:** Motion to approve the 2024-2025 Operating Capital and Long Term Facilities Maintenance Budgets as follows:

	<u>Revenues</u>	<u>Expenditures</u>
Operating Capital	\$3,084,701	\$3,175,919
Long-Term Facilities Maintenance	\$1,416,396	\$1,198,050

b. <u>Long Term Facilities Maintenance Ten Year Plan</u>. The board is requested to approve the Long Term Facilities Maintenance Ten Year Plan and the Indoor Air Quality Management Plan as presented at the February 12, 2024 board meeting.

**Superintendent's Recommendation:** Motion to approve the Long Term Facilities Maintenance Ten Year Plan and the Indoor Air Quality Management Plan.

c. <u>Policy Recommendation</u>. The board is requested to approve the policy committee's recommendation to sunset policy 310 as presented.

**Superintendent's Recommendation:** Motion to approve the policy committee's recommendation to sunset policy 310.

9. Items for Information

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

- a. <u>Public Schools Week</u>. Public Schools Week, celebrated this year from Feb. 26-March 1, 2024, is a time for students, families, educators, and community members to come together to show support for the country's public schools. Public schools provide a level playing field for all students, serving everyone equally regardless of socioeconomic status, background, or ability. During Public Schools Week 2024, take action and support our public schools!
- 10. Future Meetings and Work Session
  - a. Tuesday, March 5, 2024, 4:00 p.m., Board Work Session, Northfield DO Boardroom
  - b. Monday, March 11, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
  - c. Monday, March 18, 2024, 5:00 p.m., Board Workshop, Northfield DO Boardroom
- 11. Adjournment

# **Reaching Out, Reaching Up:**

# THE 2027 STRATEGIC PLAN



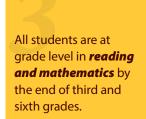
#### **VISION**

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

#### **BENCHMARKS**























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

# STRATEGIC COMMITMENTS



# People

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



#### Learner Outcomes

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



# Equity

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



## Communication

We communicate effectively and transparently with all stakeholders.



# Stewardship

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



# **Partnerships**

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

# **Community Survey Results**

**Prepared for** 

**Northfield Public Schools** 

February 2024

Community Survey Results February 2024

#### Introduction

The Morris Leatherman Company was retained by Northfield Public Schools to perform a scientific random-sample survey of the school district's registered voters in order to gauge the community's reaction to proposed improvements to the high school. This report is intended to supplement our summary presentation of overall findings and recommendations by providing additional detail about perceptions among different demographic groups.

Our survey included a random sample of 400 registered voters who were contacted between January 8<sup>th</sup> and January 20<sup>th</sup>. Interviews consisted of 34 questions with an average total duration of 10 minutes. The random sample was designed to provide a representation of the District's registered voters, with controls for age, gender, parent status and voting history among other factors. For any demographic group that was oversampled in our interviews, sample weights were adjusted to provide overall results that reflect the demographic composition of the community as a whole.

Given the size of our survey sample, our demographic controls, and the number of registered voters in the District, the estimated margin of error for this survey is approximately  $\pm 4.8\%$ . Demographic information was limited for some dimensions. As a result, the margin of error for responses based on educational attainment (N=225) is  $\pm 6.5\%$ , and for homeownership (N=307) the margin of error is  $\pm 5.5\%$ . Income estimates were available for nearly all households (N=370), so the margin of error for this group is  $\pm 5.0\%$ .

#### Who Was Called

Before interviews began, we analyzed the District's registered voter list to identify demographic targets to ensure that a representative sample of the District's voters was surveyed. These characteristics included gender, age, geographic location, parent status and voting activity.

Our completed interviews were close to targets on each demographic dimension. The largest oversampling was with voters aged 35-44, who were sampled at 3.3 points over the estimated proportion for the community. The table at right shows how close our interview sample was to the demographics of the District. For our analysis of overall results, we have applied a small re-weighting of responses to provide a representative sample of the community.

While not included as demographic controls, our survey also tracked household income, educational attainment, homeownership and whether residents took the survey via cell phone.

Approximately 75% of the interviews were completed with participants on cell phones, with the remainder reached by traditional land-line phone. The proportion of cell phone users has grown considerably over the past decade. In the first half of 2020, the National Health Interview Survey revealed that more than 60% of American homes were wireless-only.

Demographic	Target	Surveyed	Difference
Males	47.6%	49.3%	1.7%
Females	52.4%	50.8%	-1.7%
Age 18-34 years	29.3%	27.5%	-1.8%
35-44	13.5%	16.8%	3.3%
45-54	13.5%	15.0%	1.5%
55-64	15.6%	14.5%	-1.1%
65+	28.1%	26.3%	-1.9%
Northfield Ward 1	20.1%	19.8%	-0.4%
Northfield Ward 2	18.7%	18.8%	0.1%
Northfield Ward 3	14.8%	15.0%	0.2%
Northfield Ward 4	14.0%	14.0%	0.0%
Dundas/Bridgewater	12.8%	13.3%	0.5%
Townships	19.6%	19.3%	-0.4%
Parents	28.0%	25.5%	-2.5%
Non-parents	72.0%	74.5%	2.5%
Less Active/New voters (0-2 of last 9 elections)	32.7%	32.8%	0.1%
Active voters (3-5 of last 9 elections)	45.1%	46.0%	0.9%
Very Active voters (6-9 of last 9 elections)	22.1%	21.3%	-0.9%

Community Survey Results February 2024

#### **Survey Structure**

The main body of the survey asked respondents for their reactions to potential improvement projects to be undertaken at the high school. Participants were asked for their reaction both before and after hearing details about the proposed improvement projects. After hearing details about the proposal, participants were asked to react to a number of potential tax impacts.

#### **Support for High School Improvements**

This section shows detailed responses to questions regarding potential improvements to the high school. The first table shows initial support for high school improvements, asked before receiving details about the different projects that might be included. The questions were introduced with the language below:

"The School District has been evaluating high school facility issues. The Board continues to evaluate options through public discussions and building tours. Facility improvements include accessibility, HVAC systems, and lighting. Updates to classrooms, laboratories, shops, music spaces, and upgrades to the auditorium and athletic facilities are also being evaluated.

After receiving public input, the Board may ask voters to increase property taxes to provide funding to address these high school facility issues.

Based on what you know today, would you support or oppose a referendum to address these high school facility issues?"

The second table shows support levels when participants were asked a similar question after hearing details about the improvement projects which would be possible under the proposal.

Community Survey Results February 2024

Q7: Initial support for high school improvements:

	Favor	Oppose	No opinion
All Voters	66.2%	21.9%	12.0%
Male	68.2%	22.4%	9.4%
Female	64.3%	21.3%	14.4%
Parent	81.4%	10.6%	8.0%
Non-Parent	59.5%	27.9%	12.5%
Alumni Parent	63.3%	22.5%	14.3%
Age 18-34	73.3%	14.0%	12.7%
35-44	78.8%	12.4%	8.8%
45-54	68.7%	19.5%	11.8%
55-64	59.8%	25.9%	14.3%
65+	55.2%	33.3%	11.5%
Northfield Ward 1	63.9%	24.4%	11.7%
Northfield Ward 2	67.6%	27.2%	5.2%
Northfield Ward 3	70.8%	19.8%	9.4%
Northfield Ward 4	60.2%	22.3%	17.5%
Dundas/Bridgewater	68.5%	19.4%	12.0%
Townships	66.6%	17.3%	16.1%
Less Active/New Voter	69.7%	17.8%	12.4%
Active Voter	63.4%	24.1%	12.5%
Very Active Voter	66.7%	23.1%	10.2%
High School	67.5%	18.1%	14.4%
Some College	80.7%	16.9%	2.4%
Bachelor's	64.6%	25.6%	9.8%
Graduate	55.4%	30.5%	14.1%
HH Income <\$25k	74.8%	15.8%	9.3%
\$25-50k	67.3%	25.2%	7.5%
\$50-75k	68.4%	21.0%	10.6%
\$75-100k	66.6%	21.6%	11.7%
\$100-150k	62.8%	23.1%	14.1%
>\$150k	73.1%	22.5%	4.3%
Homeowner	67.0%	23.4%	9.6%
Renter	61.4%	20.8%	17.8%

Community Survey Results February 2024

Q29: Support after hearing details about improvement projects:

	Favor	Oppose	No opinion	Change in support %
All Voters	68.7%	23.3%	8.0%	2.5%
Male	69.3%	23.5%	7.3%	1.1%
Female	68.1%	23.1%	8.8%	3.8%
Parent	83.5%	10.7%	5.8%	2.1%
Non-Parent	61.0%	29.2%	9.8%	1.5%
Alumni Parent	67.4%	25.1%	7.4%	4.2%
Age 18-34	77.7%	13.1%	9.2%	4.4%
35-44	78.8%	13.4%	7.8%	0.0%
45-54	69.1%	21.4%	9.5%	0.4%
55-64	65.7%	27.7%	6.6%	5.8%
65+	56.0%	36.9%	7.0%	0.8%
Northfield Ward 1	65.9%	30.1%	4.0%	2.0%
Northfield Ward 2	70.9%	25.2%	3.9%	3.3%
Northfield Ward 3	72.8%	22.9%	4.3%	2.0%
Northfield Ward 4	67.7%	22.3%	10.0%	7.5%
Dundas/Bridgewater	68.8%	19.6%	11.6%	0.3%
Townships	66.9%	18.4%	14.7%	0.3%
Less Active/New Voter	72.5%	18.3%	9.2%	2.8%
Active Voter	65.9%	25.1%	9.1%	2.5%
Very Active Voter	68.7%	27.0%	4.3%	2.1%
High School	70.0%	18.1%	11.9%	2.4%
Some College	80.7%	16.9%	2.4%	0.0%
Bachelor's	66.5%	32.2%	1.4%	1.9%
Graduate	55.1%	34.2%	10.7%	-0.3%
HH Income <\$25k	74.8%	15.8%	9.3%	0.0%
\$25-50k	64.0%	28.3%	7.7%	-3.4%
\$50-75k	73.2%	19.9%	6.9%	4.8%
\$75-100k	69.0%	20.3%	10.6%	2.4%
\$100-150k	68.3%	24.9%	6.8%	5.4%
>\$150k	68.6%	28.5%	3.0%	-4.5%
Homeowner	68.4%	24.9%	6.7%	1.3%
Renter	68.1%	19.9%	12.0%	6.7%

Community Survey Results February 2024

#### **Reaction to Details**

The next set of questions were used to measure how people reacted to specific projects related to high school improvements. This list was introduced by the following:

"I am going to read some statements about the potential high school facility projects and upgrades.

For each of these statements, please tell me whether the information would make you much more likely, somewhat more likely, somewhat less likely, or much less likely to support a referendum to fund these projects."

Interviewers recorded responses from each participant, including occasions when a participant volunteered that they did not care one way or the other about a particular element or did not want to give an answer.

Responses indicating participants' reaction to each impact are shown on the pages which follow.

Community Survey Results February 2024

Q8. Indoor air quality would be improved by upgrading ventilation systems.

	Much more likely	Somewhat more	No difference	Somewhat less	Much less likely	No Opinion
All Voters	34.5%	35.5%	7.5%	12.9%	9.3%	0.2%
Male	34.4%	34.0%	7.7%	14.8%	8.6%	
Female	34.6%	36.9%	7.4%	11.1%	9.9%	
Parent	48.1%	33.9%	7.3%	6.7%	4.1%	
Non-Parent	29.1%	31.8%	9.6%	17.1%	11.9%	
Alumni Parent	31.3%	41.7%	5.0%	12.2%	9.8%	
Age 18-34	36.1%	37.4%	7.9%	8.9%	8.9%	
35-44	40.0%	37.1%	9.2%	10.6%	3.1%	
45-54	41.1%	34.9%	6.4%	12.6%	5.0%	
55-64	41.2%	26.1%	10.2%	10.5%	11.9%	
65+	23.6%	38.2%	5.4%	19.7%	13.1%	
Northfield Ward 1	28.9%	41.5%	7.7%	16.6%	4.1%	
Northfield Ward 2	34.4%	33.8%	7.8%	10.6%	13.5%	
Northfield Ward 3	25.3%	38.8%	12.5%	14.0%	9.3%	
Northfield Ward 4	37.5%	35.8%	4.6%	12.1%	10.0%	
Dundas/Bridgewater	41.9%	26.6%	13.5%	10.1%	7.9%	
Townships	39.7%	34.5%	1.4%	13.4%	11.0%	
Less Active/New Voter	36.6%	36.0%	7.4%	10.1%	9.2%	
Active Voter	33.5%	36.4%	7.2%	13.2%	9.6%	
Very Active Voter	33.6%	32.8%	8.3%	16.5%	8.9%	
High School	42.6%	32.4%	11.2%	3.8%	10.0%	
Some College	39.2%	39.2%	7.5%	3.3%	10.7%	
Bachelor's	35.7%	36.0%	11.1%	10.0%	7.2%	
Graduate	27.7%	33.5%	3.5%	23.0%	12.4%	
HH Income <\$25k	56.4%	26.1%	0.0%	9.3%	8.2%	
\$25-50k	40.6%	32.8%	3.1%	11.2%	12.4%	
\$50-75k	32.3%	37.8%	15.5%	7.5%	6.9%	
\$75-100k	22.3%	43.8%	6.3%	19.1%	8.4%	
\$100-150k	35.7%	34.7%	5.7%	12.8%	10.3%	
>\$150k	37.0%	30.9%	11.7%	10.3%	10.1%	
Homeowner	33.0%	37.3%	9.2%	11.3%	9.1%	
Renter	35.0%	37.5%	1.7%	17.1%	7.3%	

Community Survey Results February 2024

Q9. Natural light would be increased in classrooms and throughout the building by installing expanded windows.

	Much more likely	Somewhat more	No difference	Somewhat less	Much less likely	No Opinion
All Voters	25.9%	32.7%	10.6%	16.8%	13.8%	0.2%
Male	29.0%	31.4%	10.3%	16.4%	12.9%	
Female	23.0%	34.0%	10.9%	17.1%	14.7%	
Parent	37.3%	37.1%	5.3%	14.4%	5.9%	
Non-Parent	22.1%	26.6%	14.2%	17.3%	19.2%	
Alumni Parent	22.1%	37.5%	9.9%	17.9%	12.7%	
Age 18-34	25.1%	38.9%	11.3%	11.1%	13.5%	
35-44	30.2%	35.6%	10.1%	16.3%	6.3%	
45-54	29.7%	33.0%	9.5%	14.9%	13.0%	
55-64	25.5%	36.0%	10.6%	14.6%	13.3%	
65+	23.1%	23.1%	10.7%	24.8%	18.3%	
Northfield Ward 1	31.8%	27.3%	7.6%	17.1%	16.2%	
Northfield Ward 2	27.4%	27.2%	13.0%	18.0%	13.4%	
Northfield Ward 3	24.6%	25.0%	15.3%	23.9%	11.2%	
Northfield Ward 4	19.3%	37.5%	9.0%	18.1%	16.1%	
Dundas/Bridgewater	29.1%	35.9%	15.0%	8.2%	11.9%	
Townships	22.2%	43.1%	6.2%	15.1%	13.3%	
Less Active/New Voter	27.5%	33.7%	9.7%	15.0%	13.5%	
Active Voter	24.2%	35.6%	10.1%	15.7%	14.5%	
Very Active Voter	27.1%	25.4%	13.0%	21.6%	12.9%	
High School	22.9%	37.1%	14.8%	17.8%	5.9%	
Some College	39.3%	33.4%	7.5%	5.7%	14.0%	
Bachelor's	22.7%	36.0%	12.9%	16.1%	12.4%	
Graduate	23.4%	20.5%	14.9%	20.2%	21.0%	
HH Income <\$25k	30.2%	43.2%	8.2%	18.4%	0.0%	
\$25-50k	24.4%	34.4%	8.6%	25.2%	7.4%	
\$50-75k	27.2%	25.7%	19.2%	19.0%	8.9%	
\$75-100k	22.3%	34.4%	12.7%	17.5%	13.1%	
\$100-150k	30.2%	29.6%	7.0%	17.3%	15.9%	
>\$150k	21.8%	35.0%	11.7%	16.2%	15.4%	
Homeowner	25.9%	32.2%	13.3%	15.4%	13.1%	
Renter	25.6%	32.2%	4.4%	20.4%	16.3%	

Community Survey Results February 2024

Q10. Lighting fixtures would be updated to improve the classroom learning environment.

	Much more likely	Somewhat more	No difference	Somewhat less	Much less likely	No Opinion
All Voters	25.9%	38.9%	9.0%	14.9%	10.9%	0.4%
Male	23.7%	41.2%	9.1%	14.8%	11.2%	
Female	28.0%	36.8%	8.9%	15.0%	10.5%	
Parent	33.1%	45.3%	5.3%	12.2%	4.1%	
Non-Parent	23.4%	34.3%	11.6%	18.1%	12.6%	
Alumni Parent	23.6%	40.2%	8.3%	12.6%	13.9%	
Age 18-34	27.4%	45.8%	8.6%	12.9%	5.3%	
35-44	33.0%	38.6%	7.6%	16.2%	4.6%	
45-54	30.5%	38.5%	9.5%	11.8%	8.2%	
55-64	22.7%	40.9%	10.6%	12.1%	13.7%	
65+	20.5%	31.1%	8.9%	19.3%	19.3%	
Northfield Ward 1	27.6%	41.7%	6.2%	15.9%	8.6%	
Northfield Ward 2	28.1%	31.0%	13.0%	15.9%	12.1%	
Northfield Ward 3	26.7%	39.9%	9.2%	12.3%	10.4%	
Northfield Ward 4	19.8%	38.4%	10.0%	23.4%	8.5%	
Dundas/Bridgewater	36.3%	32.8%	10.9%	7.6%	12.4%	
Townships	18.6%	47.4%	6.0%	13.7%	13.2%	
Less Active/New Voter	25.5%	39.0%	8.9%	17.1%	8.8%	
Active Voter	25.3%	40.5%	8.7%	12.2%	12.9%	
Very Active Voter	27.7%	35.6%	9.7%	17.0%	9.9%	
High School	33.7%	28.3%	12.9%	13.6%	11.5%	
Some College	34.6%	41.0%	4.7%	8.1%	11.7%	
Bachelor's	30.4%	35.2%	11.6%	10.4%	12.3%	
Graduate	16.9%	36.8%	9.0%	24.5%	12.9%	
HH Income <\$25k	29.9%	46.6%	8.2%	7.7%	7.6%	
\$25-50k	20.2%	47.6%	8.6%	16.2%	7.3%	
\$50-75k	23.4%	32.6%	12.7%	21.6%	9.7%	
\$75-100k	33.2%	33.1%	11.5%	13.6%	7.6%	
\$100-150k	26.1%	37.9%	6.6%	15.5%	13.2%	
>\$150k	20.2%	44.7%	10.3%	9.4%	15.4%	
Homeowner	27.5%	37.7%	10.9%	12.6%	11.3%	
Renter	20.8%	44.9%	5.3%	23.7%	4.0%	

Q11. Accessibility at entrances and throughout the building would be improved for students, staff, and visitors with disabilities.

	Much more likely	Somewhat more	No difference	Somewhat less	Much less likely	No Opinion
All Voters	41.3%	33.9%	3.6%	12.0%	7.4%	1.8%
Male	37.4%	35.8%	3.4%	12.7%	8.5%	2.2%
Female	44.9%	32.1%	3.9%	11.3%	6.4%	1.4%
Parent	55.5%	28.9%	4.9%	5.6%	4.1%	1.1%
Non-Parent	33.9%	38.3%	5.0%	13.2%	7.3%	2.3%
Alumni Parent	40.1%	31.9%	0.8%	15.3%	10.3%	1.7%
Age 18-34	42.7%	36.1%	4.4%	8.6%	5.4%	2.7%
35-44	46.5%	33.4%	6.3%	10.7%	3.0%	0.0%
45-54	43.9%	35.2%	3.0%	9.6%	6.7%	1.6%
55-64	39.4%	32.2%	3.7%	11.7%	11.5%	1.5%
65+	37.0%	32.3%	1.7%	17.3%	9.8%	1.9%
Northfield Ward 1	43.4%	31.0%	2.2%	16.7%	5.2%	1.4%
Northfield Ward 2	40.2%	34.6%	4.1%	8.8%	11.0%	1.3%
Northfield Ward 3	37.5%	41.1%	5.1%	7.8%	5.4%	3.1%
Northfield Ward 4	32.9%	39.7%	3.0%	17.5%	4.7%	2.2%
Dundas/Bridgewater	43.9%	28.4%	7.7%	7.8%	12.2%	0.0%
Townships	47.1%	30.6%	1.0%	12.1%	6.7%	2.6%
Less Active/New Voter	41.1%	33.9%	3.7%	13.1%	5.1%	3.2%
Active Voter	39.1%	33.8%	2.7%	12.9%	9.8%	1.6%
Very Active Voter	45.8%	34.1%	5.3%	8.6%	6.1%	0.0%
High School	39.3%	31.4%	4.1%	10.4%	10.7%	4.1%
Some College	53.7%	27.6%	4.7%	11.2%	2.9%	0.0%
Bachelor's	45.2%	30.1%	3.6%	13.8%	6.1%	1.2%
Graduate	40.6%	37.1%	3.7%	3.1%	15.4%	0.0%
HH Income <\$25k	67.1%	15.3%	0.0%	9.3%	8.2%	0.0%
\$25-50k	37.8%	43.0%	3.1%	7.3%	8.8%	0.0%
\$50-75k	31.0%	43.7%	4.8%	9.6%	8.9%	2.1%
\$75-100k	51.2%	26.2%	3.1%	8.0%	9.3%	2.3%
\$100-150k	38.6%	33.6%	2.5%	16.4%	6.7%	2.4%
>\$150k	42.2%	29.4%	7.9%	12.1%	6.8%	1.5%
Homeowner	42.8%	31.6%	4.3%	10.2%	8.9%	2.1%
Renter	33.2%	45.2%	1.7%	15.2%	2.8%	1.9%

Q12. The comfort level in classrooms and throughout the building would be improved by installing upgraded temperature control systems.

	Much more likely	Somewhat more	No difference	Somewhat less	Much less likely	No Opinion
All Voters	27.2%	38.1%	8.0%	12.5%	12.6%	1.5%
Male	29.0%	36.3%	6.5%	12.5%	14.5%	1.1%
Female	25.6%	39.9%	9.4%	12.5%	10.8%	1.8%
Parent	39.0%	43.1%	5.4%	8.4%	4.1%	0.0%
Non-Parent	23.3%	33.1%	12.6%	14.0%	14.6%	2.5%
Alumni Parent	23.5%	41.0%	3.9%	13.8%	16.5%	1.4%
Age 18-34	31.1%	37.4%	10.7%	11.3%	7.8%	1.8%
35-44	31.9%	48.2%	9.2%	4.8%	5.8%	0.0%
45-54	19.6%	51.6%	6.5%	14.1%	6.6%	1.6%
55-64	24.1%	39.6%	10.3%	13.7%	12.3%	0.0%
65+	26.4%	27.0%	4.2%	16.1%	23.6%	2.7%
Northfield Ward 1	33.1%	37.0%	7.2%	8.4%	14.2%	0.0%
Northfield Ward 2	30.4%	27.3%	10.4%	19.3%	9.6%	3.1%
Northfield Ward 3	13.3%	48.1%	10.0%	12.3%	15.0%	1.5%
Northfield Ward 4	23.7%	44.6%	6.8%	13.8%	11.1%	0.0%
Dundas/Bridgewater	39.8%	29.3%	12.9%	1.6%	16.3%	0.0%
Townships	22.5%	43.4%	2.6%	17.4%	10.3%	3.8%
Less Active/New Voter	24.8%	42.1%	8.9%	11.8%	9.4%	3.0%
Active Voter	26.9%	36.9%	7.1%	14.0%	13.9%	1.1%
Very Active Voter	31.5%	34.9%	8.5%	10.6%	14.5%	0.0%
High School	19.0%	41.4%	11.8%	12.9%	13.2%	1.7%
Some College	31.1%	49.6%	5.3%	5.5%	8.5%	0.0%
Bachelor's	35.8%	36.3%	7.1%	5.3%	15.5%	0.0%
Graduate	17.5%	27.6%	12.0%	25.2%	17.7%	0.0%
HH Income <\$25k	8.2%	55.9%	17.6%	18.4%	0.0%	0.0%
\$25-50k	13.3%	49.4%	3.1%	20.0%	14.2%	0.0%
\$50-75k	29.0%	33.3%	11.0%	11.6%	15.2%	0.0%
\$75-100k	29.4%	35.9%	7.7%	11.7%	12.0%	3.3%
\$100-150k	31.5%	32.7%	6.9%	13.8%	12.7%	2.4%
>\$150k	24.1%	43.5%	9.0%	9.5%	13.9%	0.0%
Homeowner	29.0%	35.6%	8.3%	11.9%	13.9%	1.2%
Renter	19.6%	48.5%	6.4%	13.7%	11.8%	0.0%

Q13. Additional funding would allow completion of major maintenance projects such as HVAC, roofs, and windows that are unaffordable within current maintenance budgets.

	Much more likely	Somewhat more	No difference	Somewhat less	Much less likely	No Opinion
All Voters	34.4%	34.6%	6.6%	11.0%	12.4%	0.9%
Male	35.4%	33.8%	5.6%	12.4%	11.8%	
Female	33.5%	35.4%	7.5%	9.6%	13.0%	
Parent	47.4%	33.9%	6.6%	6.0%	5.0%	
Non-Parent	26.7%	32.1%	9.8%	13.1%	17.3%	
Alumni Parent	34.7%	38.6%	2.2%	12.0%	11.8%	
Age 18-34	32.4%	39.2%	8.9%	8.7%	9.1%	
35-44	40.3%	36.7%	7.8%	7.8%	7.4%	
45-54	35.5%	41.7%	5.1%	4.6%	11.4%	
55-64	40.2%	26.1%	8.3%	13.5%	11.9%	
65+	30.1%	30.3%	3.4%	16.4%	19.1%	
Northfield Ward 1	28.7%	38.7%	6.9%	14.0%	10.6%	
Northfield Ward 2	36.7%	31.0%	7.9%	8.2%	13.4%	
Northfield Ward 3	27.6%	40.0%	8.1%	8.0%	15.0%	
Northfield Ward 4	39.6%	23.3%	9.0%	15.9%	12.3%	
Dundas/Bridgewater	33.0%	39.0%	7.5%	6.3%	14.2%	
Townships	40.5%	35.2%	1.4%	12.4%	10.5%	
Less Active/New Voter	35.0%	35.9%	6.8%	11.9%	9.7%	
Active Voter	30.5%	35.3%	7.1%	12.6%	12.9%	
Very Active Voter	41.5%	31.4%	5.1%	6.4%	15.5%	
High School	37.5%	32.9%	7.9%	11.6%	10.0%	
Some College	39.4%	36.2%	4.7%	6.1%	13.6%	
Bachelor's	41.4%	34.5%	6.2%	9.5%	8.4%	
Graduate	25.2%	33.7%	8.2%	9.3%	23.5%	
HH Income <\$25k	29.9%	45.0%	9.3%	7.6%	8.2%	
\$25-50k	37.0%	36.3%	3.1%	3.9%	19.7%	
\$50-75k	39.0%	28.8%	11.0%	9.5%	11.7%	
\$75-100k	31.9%	35.8%	7.9%	13.5%	7.7%	
\$100-150k	31.1%	36.8%	4.0%	12.2%	15.2%	
>\$150k	39.7%	28.1%	10.4%	7.3%	14.4%	
Homeowner	34.9%	34.1%	7.9%	10.4%	12.4%	
Renter	29.2%	38.1%	5.0%	15.3%	11.0%	

Q14. Classrooms would be updated to provide teachers and students with modern and more flexible instructional spaces.

	Much more likely	Somewhat more	No difference	Somewhat less	Much less likely	No Opinion
All Voters	30.9%	32.9%	7.0%	15.3%	13.7%	0.2%
Male	30.5%	34.3%	5.2%	14.6%	15.3%	
Female	31.3%	31.5%	8.8%	15.9%	12.2%	
Parent	44.4%	40.0%	3.6%	5.4%	6.7%	
Non-Parent	26.5%	28.1%	10.2%	20.2%	14.5%	
Alumni Parent	26.4%	33.7%	5.5%	16.3%	18.2%	
Age 18-34	29.0%	39.6%	8.1%	11.9%	11.5%	
35-44	36.5%	39.7%	8.7%	10.5%	4.6%	
45-54	38.4%	32.6%	3.2%	15.9%	10.0%	
55-64	23.6%	36.9%	8.7%	17.6%	13.3%	
65+	30.7%	20.7%	6.1%	19.5%	22.3%	
Northfield Ward 1	32.3%	23.7%	7.8%	19.9%	16.3%	
Northfield Ward 2	27.0%	37.5%	10.3%	10.1%	13.8%	
Northfield Ward 3	31.7%	34.4%	4.4%	21.7%	7.8%	
Northfield Ward 4	26.2%	34.4%	9.5%	17.9%	12.0%	
Dundas/Bridgewater	31.4%	35.1%	9.8%	5.5%	18.1%	
Townships	35.6%	33.9%	1.4%	15.4%	13.6%	
Less Active/New Voter	30.1%	34.5%	9.8%	11.8%	13.8%	
Active Voter	30.6%	32.6%	6.5%	13.3%	16.5%	
Very Active Voter	32.7%	31.0%	4.2%	24.2%	7.9%	
High School	30.0%	32.1%	8.6%	12.0%	17.4%	
Some College	39.7%	43.4%	0.0%	2.4%	14.6%	
Bachelor's	28.3%	37.2%	4.7%	13.3%	16.5%	
Graduate	24.8%	20.5%	14.9%	27.6%	12.2%	
HH Income <\$25k	7.7%	67.1%	17.6%	7.6%	0.0%	
\$25-50k	31.4%	32.8%	3.1%	12.6%	20.1%	
\$50-75k	38.6%	33.2%	6.3%	8.2%	13.7%	
\$75-100k	29.1%	35.6%	7.7%	11.9%	14.7%	
\$100-150k	28.0%	31.7%	6.3%	17.6%	16.4%	
>\$150k	29.6%	32.0%	8.0%	18.2%	12.2%	
Homeowner	29.7%	32.8%	7.2%	15.8%	14.2%	
Renter	31.7%	34.6%	9.1%	16.1%	8.4%	

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Q15. Science laboratories would be updated to provide modern and effective spaces for hands-on experiments.

	Much more likely	Somewhat more	No difference	Somewhat less	Much less likely	No Opinion
All Voters	33.6%	34.2%	7.4%	14.3%	10.1%	0.5%
Male	35.3%	30.8%	7.3%	16.3%	10.2%	
Female	32.0%	37.5%	7.4%	12.3%	9.9%	
Parent	43.2%	39.5%	2.8%	7.8%	5.8%	
Non-Parent	28.5%	32.7%	9.2%	17.8%	11.2%	
Alumni Parent	32.9%	32.1%	8.6%	14.6%	11.8%	
Age 18-34	28.6%	43.4%	8.8%	12.1%	7.2%	
35-44	44.9%	31.2%	5.8%	13.5%	4.6%	
45-54	35.6%	41.3%	1.6%	9.8%	9.8%	
55-64	33.6%	37.1%	8.7%	8.3%	12.3%	
65+	32.3%	21.4%	8.8%	22.2%	14.5%	
Northfield Ward 1	28.5%	40.9%	7.2%	16.0%	7.4%	
Northfield Ward 2	41.7%	25.4%	8.7%	12.3%	10.6%	
Northfield Ward 3	32.3%	31.9%	6.0%	19.1%	10.7%	
Northfield Ward 4	29.0%	33.3%	10.0%	18.8%	9.0%	
Dundas/Bridgewater	37.0%	34.2%	9.8%	7.0%	10.2%	
Townships	33.2%	38.0%	3.8%	12.6%	12.4%	
Less Active/New Voter	29.3%	41.0%	8.6%	10.2%	10.8%	
Active Voter	31.1%	33.2%	7.8%	16.1%	10.7%	
Very Active Voter	44.8%	26.3%	4.8%	16.4%	7.6%	
High School	34.8%	29.4%	10.3%	11.6%	13.9%	
Some College	54.9%	22.9%	2.5%	10.5%	9.3%	
Bachelor's	40.7%	36.2%	3.3%	7.1%	11.5%	
Graduate	24.3%	29.2%	15.6%	21.8%	9.1%	
HH Income <\$25k	27.3%	36.8%	17.6%	10.7%	7.6%	
\$25-50k	40.8%	21.4%	9.1%	16.3%	12.4%	
\$50-75k	44.8%	28.7%	6.3%	10.5%	9.7%	
\$75-100k	29.7%	37.9%	7.1%	14.4%	9.9%	
\$100-150k	35.0%	31.7%	7.3%	15.9%	9.3%	
>\$150k	29.4%	38.4%	6.8%	12.6%	12.8%	
Homeowner	37.6%	30.5%	6.8%	14.6%	9.7%	
Renter	23.0%	40.3%	7.5%	18.6%	10.6%	

Q16. Special education classrooms and spaces would be updated to better meet the instructional needs of students with disabilities.

	Much more likely	Somewhat more	No difference	Somewhat less	Much less likely	No Opinion
All Voters	41.5%	35.9%	3.7%	10.4%	8.4%	0.0%
Male	43.2%	36.0%	4.0%	8.4%	8.4%	
Female	40.0%	35.8%	3.4%	12.3%	8.5%	
Parent	52.0%	35.3%	3.7%	4.0%	5.0%	
Non-Parent	33.9%	36.0%	4.6%	15.9%	9.7%	
Alumni Parent	43.7%	36.2%	2.5%	8.0%	9.5%	
Age 18-34	41.8%	33.4%	4.3%	14.2%	6.4%	
35-44	38.9%	44.1%	4.8%	9.1%	3.1%	
45-54	41.8%	43.7%	0.0%	6.2%	8.2%	
55-64	50.4%	24.1%	4.9%	8.8%	11.9%	
65+	37.6%	37.4%	3.7%	10.0%	11.3%	
Northfield Ward 1	41.5%	36.1%	5.0%	9.9%	7.5%	
Northfield Ward 2	34.1%	39.8%	4.3%	10.9%	10.9%	
Northfield Ward 3	38.9%	42.9%	4.8%	9.6%	3.8%	
Northfield Ward 4	48.3%	33.2%	1.6%	10.2%	6.8%	
Dundas/Bridgewater	43.3%	33.3%	5.7%	4.0%	13.7%	
Townships	44.2%	30.8%	1.2%	15.8%	8.1%	
Less Active/New Voter	40.8%	33.3%	3.8%	12.1%	10.0%	
Active Voter	38.0%	39.0%	3.9%	10.4%	8.7%	
Very Active Voter	49.8%	33.5%	3.3%	7.8%	5.6%	
High School	38.6%	34.3%	4.1%	10.6%	12.4%	
Some College	54.5%	29.0%	2.5%	0.0%	14.0%	
Bachelor's	46.4%	36.1%	2.4%	6.7%	8.5%	
Graduate	41.4%	38.3%	4.9%	5.6%	9.7%	
HH Income <\$25k	40.9%	41.5%	8.2%	9.3%	0.0%	
\$25-50k	36.6%	51.0%	0.0%	0.0%	12.4%	
\$50-75k	36.3%	39.4%	6.8%	7.7%	9.7%	
\$75-100k	41.2%	36.3%	2.3%	11.6%	8.6%	
\$100-150k	46.8%	32.1%	2.3%	10.0%	8.8%	
>\$150k	41.3%	29.1%	8.1%	14.1%	7.5%	
Homeowner	42.8%	35.3%	4.0%	8.1%	9.7%	
Renter	35.8%	43.2%	1.7%	16.2%	3.0%	

Q17. Vocational classrooms and shops would be updated to provide students and staff with appropriate spaces for career exploration.

	Much more likely	Somewhat more	No difference	Somewhat less	Much less likely	No Opinion
All Voters	40.0%	32.0%	6.0%	13.4%	8.1%	0.5%
Male	41.9%	32.2%	5.2%	12.9%	7.3%	
Female	38.2%	31.8%	6.7%	14.0%	8.8%	
Parent	55.6%	26.9%	2.8%	8.0%	6.7%	
Non-Parent	32.6%	29.4%	8.8%	20.8%	7.8%	
Alumni Parent	37.9%	39.5%	4.6%	7.7%	9.6%	
Age 18-34	37.7%	31.2%	6.1%	16.7%	7.3%	
35-44	52.6%	26.5%	8.5%	6.1%	6.3%	
45-54	39.6%	40.6%	0.0%	9.9%	9.9%	
55-64	43.1%	26.0%	6.8%	14.3%	8.4%	
65+	34.9%	34.7%	6.9%	14.7%	8.7%	
Northfield Ward 1	44.7%	26.9%	6.2%	15.7%	6.6%	
Northfield Ward 2	36.4%	29.1%	9.0%	17.3%	8.2%	
Northfield Ward 3	33.5%	33.8%	9.3%	18.9%	4.5%	
Northfield Ward 4	35.6%	42.4%	1.2%	12.9%	6.3%	
Dundas/Bridgewater	39.1%	33.7%	7.8%	5.2%	12.2%	
Townships	47.5%	29.6%	2.6%	9.8%	10.5%	
Less Active/New Voter	34.8%	34.3%	6.3%	16.3%	6.7%	
Active Voter	40.8%	30.0%	6.5%	12.1%	10.6%	
Very Active Voter	46.1%	32.8%	4.3%	11.9%	4.8%	
High School	37.5%	35.0%	7.3%	8.6%	9.8%	
Some College	55.4%	23.3%	2.5%	4.3%	14.5%	
Bachelor's	47.3%	28.0%	5.0%	11.2%	8.5%	
Graduate	30.9%	35.7%	12.6%	12.5%	8.3%	
HH Income <\$25k	47.9%	26.9%	8.2%	17.0%	0.0%	
\$25-50k	37.8%	46.1%	0.0%	8.8%	7.3%	
\$50-75k	40.2%	31.1%	8.3%	11.5%	6.8%	
\$75-100k	37.6%	34.6%	7.6%	11.6%	7.4%	
\$100-150k	40.9%	30.2%	3.9%	14.6%	10.4%	
>\$150k	40.7%	27.5%	8.1%	14.5%	9.2%	
Homeowner	41.5%	30.8%	6.8%	10.6%	9.9%	
Renter	36.0%	35.2%	5.1%	22.3%	1.4%	

Community Survey Results February 2024

Q18. Classroom spaces would be updated to support vocational programs focused on agricultural careers.

	Much more likely	Somewhat more	No difference	Somewhat less	Much less likely	No Opinion
All Voters	37.7%	30.9%	7.0%	13.1%	10.4%	1.0%
Male	37.5%	33.7%	6.1%	11.8%	9.9%	
Female	38.0%	28.2%	7.8%	14.3%	10.8%	
Parent	48.4%	27.3%	2.8%	11.8%	7.6%	
Non-Parent	29.8%	31.1%	11.6%	15.0%	11.5%	
Alumni Parent	40.1%	33.4%	4.0%	11.5%	11.0%	
Age 18-34	35.0%	30.6%	8.0%	14.8%	9.9%	
35-44	39.7%	36.3%	8.5%	9.3%	6.3%	
45-54	41.0%	37.5%	3.2%	4.8%	11.5%	
55-64	42.5%	22.3%	10.2%	14.7%	10.3%	
65+	35.4%	30.1%	5.2%	16.2%	12.3%	
Northfield Ward 1	35.8%	29.8%	8.4%	15.6%	10.4%	
Northfield Ward 2	30.3%	29.5%	9.0%	16.4%	11.9%	
Northfield Ward 3	33.5%	27.3%	7.6%	16.6%	13.2%	
Northfield Ward 4	41.6%	29.4%	6.6%	16.5%	5.8%	
Dundas/Bridgewater	50.0%	28.2%	6.1%	1.8%	13.9%	
Townships	38.0%	38.9%	4.0%	10.3%	7.6%	
Less Active/New Voter	37.2%	30.9%	8.0%	11.8%	11.4%	
Active Voter	34.0%	35.2%	8.1%	10.4%	11.1%	
Very Active Voter	46.1%	22.1%	3.1%	20.2%	7.3%	
High School	45.4%	30.7%	7.5%	7.3%	9.1%	
Some College	47.6%	33.1%	2.5%	7.9%	9.0%	
Bachelor's	45.3%	25.6%	3.7%	8.7%	16.6%	
Graduate	24.7%	27.1%	14.7%	19.5%	14.0%	
HH Income <\$25k	37.6%	26.5%	17.6%	10.7%	7.6%	
\$25-50k	44.4%	35.7%	0.0%	12.6%	7.3%	
\$50-75k	45.6%	25.6%	8.3%	9.6%	10.9%	
\$75-100k	37.0%	31.2%	8.7%	14.4%	7.4%	
\$100-150k	35.5%	34.1%	6.2%	11.6%	11.1%	
>\$150k	34.2%	27.0%	6.7%	16.7%	14.0%	
Homeowner	40.2%	28.4%	7.6%	12.2%	10.4%	
Renter	26.5%	39.5%	6.7%	19.4%	7.9%	

Q19. Music classrooms would be updated and expanded to provide band, choir, and orchestra with additional spaces for performances and rehearsals.

	Much more likely	Somewhat more	No difference	Somewhat less	Much less likely	No Opinion
All Voters	32.1%	33.5%	7.6%	14.8%	10.8%	1.1%
Male	30.3%	34.6%	4.7%	15.5%	13.2%	
Female	33.9%	32.5%	10.3%	14.3%	8.6%	
Parent	35.1%	47.6%	4.5%	3.1%	7.6%	
Non-Parent	30.8%	27.3%	8.9%	21.3%	10.4%	
Alumni Parent	31.6%	30.9%	8.3%	15.3%	13.9%	
Age 18-34	32.7%	38.9%	6.4%	13.1%	7.2%	
35-44	30.4%	44.4%	10.0%	8.9%	4.6%	
45-54	37.1%	33.3%	5.4%	12.5%	11.8%	
55-64	31.0%	33.4%	7.2%	19.0%	9.5%	
65+	30.7%	23.0%	9.0%	18.3%	17.9%	
Northfield Ward 1	32.1%	34.4%	7.0%	18.4%	8.0%	
Northfield Ward 2	33.5%	29.7%	8.7%	11.8%	15.0%	
Northfield Ward 3	33.4%	33.1%	6.2%	13.2%	14.0%	
Northfield Ward 4	29.2%	31.9%	11.4%	19.2%	8.3%	
Dundas/Bridgewater	38.7%	27.9%	7.4%	9.2%	12.5%	
Townships	27.5%	41.8%	5.4%	16.0%	8.2%	
Less Active/New Voter	31.7%	36.5%	8.3%	10.5%	11.5%	
Active Voter	31.2%	30.6%	6.4%	17.5%	13.1%	
Very Active Voter	34.5%	35.2%	9.1%	15.9%	5.3%	
High School	33.1%	32.6%	5.7%	12.8%	15.7%	
Some College	42.4%	36.2%	0.0%	7.6%	8.6%	
Bachelor's	30.8%	36.0%	8.4%	15.2%	9.7%	
Graduate	23.8%	26.2%	14.5%	18.4%	17.1%	
HH Income <\$25k	24.4%	42.4%	8.2%	17.3%	7.6%	
\$25-50k	56.6%	21.8%	5.5%	12.4%	3.7%	
\$50-75k	32.1%	45.7%	5.8%	4.7%	11.7%	
\$75-100k	35.0%	31.0%	6.8%	14.2%	13.0%	
\$100-150k	29.0%	33.1%	9.3%	17.5%	8.6%	
>\$150k	29.5%	31.7%	5.3%	15.8%	16.2%	
Homeowner	29.8%	35.7%	7.9%	12.8%	12.1%	
Renter	31.9%	31.1%	8.7%	23.9%	4.5%	

Q20. A new fieldhouse would be built to provide four multi-use courts for basketball, volleyball, tennis, and other indoor sports.

	Much more likely	Somewhat more	No difference	Somewhat less	Much less likely	No Opinion
All Voters	29.5%	30.1%	6.4%	14.6%	18.3%	1.1%
Male	28.9%	35.0%	3.5%	15.9%	16.2%	
Female	30.0%	25.5%	9.2%	13.4%	20.4%	
Parent	43.3%	32.4%	5.8%	7.9%	9.5%	
Non-Parent	24.9%	27.9%	8.4%	17.7%	19.2%	
Alumni Parent	24.8%	31.4%	4.1%	15.6%	24.1%	
Age 18-34	29.2%	39.5%	6.5%	12.2%	9.7%	
35-44	40.6%	29.4%	5.9%	13.4%	10.6%	
45-54	34.5%	32.8%	6.8%	9.2%	16.6%	
55-64	29.5%	28.3%	7.2%	11.8%	23.2%	
65+	22.0%	20.6%	5.9%	21.7%	29.0%	
Northfield Ward 1	28.8%	29.6%	6.1%	15.0%	19.2%	
Northfield Ward 2	25.9%	36.8%	4.3%	13.7%	17.6%	
Northfield Ward 3	34.6%	27.6%	6.2%	16.2%	15.4%	
Northfield Ward 4	23.9%	41.1%	6.8%	9.9%	18.2%	
Dundas/Bridgewater	27.3%	23.7%	11.6%	10.4%	25.2%	
Townships	35.2%	22.7%	4.8%	20.3%	15.5%	
Less Active/New Voter	31.2%	32.4%	7.1%	16.1%	13.4%	
Active Voter	28.8%	31.1%	4.9%	12.5%	20.9%	
Very Active Voter	28.4%	25.0%	8.5%	16.6%	20.4%	
High School	31.5%	33.3%	8.0%	8.1%	19.1%	
Some College	28.3%	29.8%	4.7%	16.8%	17.6%	
Bachelor's	28.5%	29.4%	4.0%	15.9%	22.1%	
Graduate	24.3%	22.5%	8.5%	13.4%	29.6%	
HH Income <\$25k	10.8%	56.1%	17.6%	15.6%	0.0%	
\$25-50k	29.8%	30.6%	0.0%	0.0%	35.8%	
\$50-75k	26.0%	35.8%	8.4%	7.5%	22.2%	
\$75-100k	27.5%	26.8%	8.1%	15.7%	19.4%	
\$100-150k	32.2%	28.8%	4.8%	15.4%	18.0%	
>\$150k	33.7%	22.8%	7.9%	17.1%	18.5%	
Homeowner	27.4%	28.1%	6.7%	14.7%	21.8%	
Renter	22.6%	49.1%	5.8%	12.3%	10.1%	

Community Survey Results February 2024

Q21. Expanding athletic gymnasiums and fields would allow school and youth practices to finish earlier in the evening.

	Much more likely	Somewhat more	No difference	Somewhat less	Much less likely	No Opinion
All Voters	28.0%	31.1%	8.5%	16.6%	15.5%	0.3%
Male	31.9%	31.2%	7.4%	14.6%	14.9%	
Female	24.3%	31.0%	9.6%	18.5%	16.2%	
Parent	42.6%	36.7%	4.3%	7.8%	8.5%	
Non-Parent	22.4%	29.8%	11.2%	21.6%	14.2%	
Alumni Parent	24.1%	28.4%	8.1%	16.6%	22.8%	
Age 18-34	29.8%	40.6%	6.2%	16.1%	6.3%	
35-44	37.2%	28.4%	8.6%	13.6%	12.2%	
45-54	31.1%	39.4%	6.4%	8.4%	14.7%	
55-64	27.0%	27.7%	12.1%	20.3%	12.9%	
65+	20.9%	20.6%	9.8%	20.3%	28.4%	
Northfield Ward 1	24.2%	42.7%	6.1%	11.1%	15.9%	
Northfield Ward 2	24.9%	33.8%	10.6%	17.2%	13.6%	
Northfield Ward 3	28.0%	29.5%	9.3%	19.4%	13.8%	
Northfield Ward 4	31.4%	29.3%	12.0%	18.6%	8.6%	
Dundas/Bridgewater	28.8%	23.1%	11.2%	12.7%	24.3%	
Townships	31.7%	25.2%	3.9%	20.7%	17.1%	
Less Active/New Voter	27.4%	35.1%	8.4%	15.6%	13.5%	
Active Voter	27.7%	30.3%	8.2%	17.3%	15.9%	
Very Active Voter	29.5%	26.8%	9.3%	16.6%	17.8%	
High School	30.0%	25.1%	8.0%	17.2%	19.8%	
Some College	15.9%	49.8%	4.7%	10.7%	19.0%	
Bachelor's	35.9%	26.1%	10.2%	13.3%	14.5%	
Graduate	20.0%	27.1%	11.4%	20.0%	21.5%	
HH Income <\$25k	47.9%	19.0%	17.6%	7.6%	7.9%	
\$25-50k	29.3%	34.9%	0.0%	3.7%	32.1%	
\$50-75k	16.0%	35.7%	10.5%	20.3%	17.6%	
\$75-100k	28.1%	29.7%	9.5%	17.9%	13.5%	
\$100-150k	30.5%	28.9%	8.9%	18.2%	13.4%	
>\$150k	28.5%	32.4%	7.7%	10.2%	21.2%	
Homeowner	24.1%	31.8%	9.3%	14.8%	19.6%	
Renter	28.9%	37.6%	6.0%	23.3%	4.2%	

Community Survey Results February 2024

Q22. A new fieldhouse would include a walking or jogging track and pickleball courts available for community use.

	Much more likely	Somewhat more	No difference	Somewhat less	Much less likely	No Opinion
All Voters	29.9%	31.1%	6.1%	17.9%	13.9%	1.0%
Male	31.0%	31.2%	5.0%	21.5%	10.7%	
Female	28.9%	31.1%	7.1%	14.5%	16.9%	
Parent	47.6%	29.5%	5.0%	7.5%	10.4%	
Non-Parent	22.4%	35.1%	7.4%	21.1%	12.3%	
Alumni Parent	26.3%	27.1%	5.2%	21.9%	18.8%	
Age 18-34	34.5%	35.1%	5.6%	15.5%	7.4%	
35-44	40.5%	27.9%	4.4%	13.8%	12.0%	
45-54	31.7%	36.7%	6.8%	8.2%	16.6%	
55-64	28.8%	29.7%	5.3%	18.8%	15.7%	
65+	20.0%	26.8%	7.6%	26.6%	19.0%	
Northfield Ward 1	31.8%	29.5%	4.6%	21.7%	11.0%	
Northfield Ward 2	27.2%	33.1%	5.6%	17.5%	15.5%	
Northfield Ward 3	28.8%	40.8%	6.2%	16.5%	7.8%	
Northfield Ward 4	33.1%	33.6%	9.9%	15.1%	6.6%	
Dundas/Bridgewater	25.1%	24.2%	8.1%	19.3%	23.3%	
Townships	32.7%	26.8%	3.9%	16.8%	18.5%	
Less Active/New Voter	31.1%	34.2%	7.2%	13.6%	14.0%	
Active Voter	27.8%	32.0%	4.9%	18.0%	15.6%	
Very Active Voter	32.7%	24.9%	6.9%	24.1%	10.2%	
High School	29.4%	35.0%	6.2%	18.6%	10.8%	
Some College	22.8%	40.3%	2.5%	9.5%	20.0%	
Bachelor's	36.6%	28.1%	3.0%	15.2%	17.2%	
Graduate	26.6%	17.5%	10.1%	28.9%	16.8%	
HH Income <\$25k	40.6%	33.9%	17.6%	0.0%	7.9%	
\$25-50k	34.2%	26.1%	5.5%	16.2%	17.9%	
\$50-75k	22.7%	29.8%	8.4%	24.3%	14.8%	
\$75-100k	23.2%	32.2%	7.9%	20.5%	14.2%	
\$100-150k	33.2%	30.0%	5.1%	19.0%	11.0%	
>\$150k	30.9%	32.3%	4.0%	13.8%	19.0%	
Homeowner	26.3%	28.2%	6.1%	21.6%	16.8%	
Renter	27.0%	44.3%	4.4%	17.2%	4.4%	

Q23. Safety for students, staff, and visitors would be improved through enhanced security design and improved electronic door monitoring systems.

	Much more likely	Somewhat more	No difference	Somewhat less	Much less likely	No Opinion
All Voters	47.5%	31.4%	3.3%	9.1%	8.4%	0.3%
Male	46.8%	30.9%	2.6%	10.7%	8.9%	
Female	48.1%	32.0%	4.0%	7.6%	7.8%	
Parent	61.2%	23.8%	3.8%	7.3%	4.0%	
Non-Parent	43.8%	35.4%	4.1%	8.7%	8.0%	
Alumni Parent	41.7%	32.0%	1.9%	11.2%	12.3%	
Age 18-34	47.3%	35.7%	3.8%	6.1%	7.2%	
35-44	47.8%	31.0%	3.3%	12.0%	5.8%	
45-54	49.1%	33.0%	1.7%	9.8%	6.4%	
55-64	47.0%	30.9%	4.9%	6.8%	8.5%	
65+	46.9%	26.8%	2.8%	11.8%	11.7%	
Northfield Ward 1	51.1%	30.0%	2.7%	7.7%	8.6%	
Northfield Ward 2	52.9%	30.5%	1.3%	7.0%	8.2%	
Northfield Ward 3	39.5%	40.9%	1.6%	11.1%	7.0%	
Northfield Ward 4	46.4%	35.7%	5.1%	7.6%	3.2%	
Dundas/Bridgewater	48.4%	23.9%	5.6%	11.6%	10.5%	
Townships	44.8%	28.9%	4.3%	10.4%	11.6%	
Less Active/New Voter	45.8%	34.5%	3.2%	8.7%	7.7%	
Active Voter	45.2%	29.0%	4.5%	9.6%	10.9%	
Very Active Voter	54.3%	31.7%	1.1%	8.8%	4.1%	
High School	36.9%	35.9%	5.5%	8.0%	11.5%	
Some College	50.8%	20.3%	0.0%	16.3%	12.6%	
Bachelor's	56.1%	27.2%	2.7%	7.1%	6.9%	
Graduate	45.3%	35.2%	1.7%	7.2%	10.6%	
HH Income <\$25k	29.8%	42.6%	9.3%	8.2%	0.0%	
\$25-50k	44.6%	37.9%	0.0%	8.8%	8.8%	
\$50-75k	64.3%	21.6%	4.1%	2.3%	7.7%	
\$75-100k	49.3%	26.8%	3.5%	12.5%	7.9%	
\$100-150k	44.4%	32.5%	4.1%	8.9%	10.1%	
>\$150k	43.1%	34.8%	2.8%	9.6%	9.7%	
Homeowner	45.4%	31.7%	3.1%	10.2%	9.6%	
Renter	45.0%	37.8%	3.3%	7.8%	4.2%	

Community Survey Results February 2024

Q24. If needed improvements to the high school are further delayed, inflation will significantly increase the costs.

	Much more likely	Somewhat more	No difference	Somewhat less	Much less likely	No Opinion
All Voters	29.8%	30.7%	9.4%	16.6%	11.1%	2.3%
Male	32.1%	28.9%	9.4%	14.5%	12.0%	3.0%
Female	27.6%	32.4%	9.4%	18.7%	10.2%	1.6%
Parent	35.0%	37.5%	6.7%	10.9%	6.7%	3.1%
Non-Parent	24.7%	24.7%	13.1%	21.6%	14.8%	1.1%
Alumni Parent	32.6%	33.5%	6.6%	14.4%	9.5%	3.4%
Age 18-34	24.7%	37.5%	12.6%	14.0%	8.8%	2.6%
35-44	30.9%	27.4%	10.5%	19.5%	10.1%	1.7%
45-54	35.6%	31.7%	3.3%	12.9%	16.5%	0.0%
55-64	30.6%	23.2%	9.8%	19.9%	8.0%	8.6%
65+	31.4%	29.1%	8.4%	17.9%	13.1%	0.0%
Northfield Ward 1	26.8%	32.1%	9.3%	16.2%	14.4%	1.2%
Northfield Ward 2	34.7%	25.9%	9.3%	15.7%	13.0%	1.5%
Northfield Ward 3	34.0%	26.8%	6.0%	18.7%	12.4%	2.2%
Northfield Ward 4	22.3%	31.1%	15.2%	15.6%	10.6%	5.3%
Dundas/Bridgewater	22.9%	39.5%	11.7%	18.6%	5.4%	1.9%
Townships	35.8%	30.2%	6.4%	15.9%	9.4%	2.4%
Less Active/New Voter	32.1%	28.2%	11.8%	16.0%	10.5%	1.5%
Active Voter	26.9%	31.8%	9.1%	17.2%	11.6%	3.3%
Very Active Voter	32.3%	32.3%	6.7%	16.4%	10.8%	1.4%
High School	31.0%	22.6%	13.8%	19.8%	8.2%	4.6%
Some College	32.0%	38.7%	4.7%	12.1%	10.2%	2.4%
Bachelor's	31.0%	33.8%	6.7%	16.4%	10.8%	1.4%
Graduate	24.8%	31.6%	9.5%	14.6%	19.5%	0.0%
HH Income <\$25k	18.7%	46.0%	17.6%	7.6%	0.0%	10.0%
\$25-50k	40.7%	22.3%	12.2%	13.8%	11.0%	0.0%
\$50-75k	36.1%	35.2%	13.2%	11.5%	4.0%	0.0%
\$75-100k	24.9%	32.3%	8.9%	20.4%	10.9%	2.7%
\$100-150k	32.9%	28.4%	6.4%	15.7%	13.7%	2.9%
>\$150k	30.1%	27.9%	10.6%	17.8%	13.7%	0.0%
Homeowner	30.7%	32.5%	9.4%	15.4%	10.2%	1.7%
Renter	18.6%	30.0%	7.2%	24.6%	13.5%	6.0%

Q25. A geothermal energy system at the high school would reduce operational costs and improve environmental stewardship.

	Much more likely	Somewhat more	No difference	Somewhat less	Much less likely	No Opinion
All Voters	24.6%	35.5%	7.3%	14.9%	14.9%	2.9%
Male	22.7%	39.6%	8.4%	10.5%	15.8%	3.0%
Female	26.4%	31.5%	6.2%	19.1%	14.1%	2.8%
Parent	30.8%	41.9%	3.6%	10.6%	11.3%	1.7%
Non-Parent	21.8%	30.2%	8.5%	18.4%	17.0%	4.1%
Alumni Parent	23.5%	37.5%	8.5%	13.4%	14.9%	2.2%
Age 18-34	27.6%	41.6%	5.1%	14.0%	8.1%	3.5%
35-44	22.5%	40.7%	6.0%	14.2%	10.4%	6.1%
45-54	28.9%	35.0%	3.1%	14.4%	18.6%	0.0%
55-64	22.3%	38.6%	6.7%	14.1%	15.2%	3.0%
65+	21.7%	25.1%	12.3%	16.7%	22.1%	2.0%
Northfield Ward 1	25.7%	36.3%	6.1%	7.6%	20.2%	4.0%
Northfield Ward 2	24.5%	27.8%	13.0%	20.2%	13.3%	1.3%
Northfield Ward 3	19.4%	43.1%	8.4%	19.7%	4.7%	4.6%
Northfield Ward 4	17.7%	41.2%	6.3%	17.5%	15.8%	1.4%
Dundas/Bridgewater	33.5%	34.1%	7.6%	7.7%	13.3%	3.8%
Townships	26.3%	32.6%	2.8%	16.9%	19.0%	2.4%
Less Active/New Voter	23.4%	42.6%	7.7%	14.1%	10.7%	1.6%
Active Voter	23.5%	32.9%	6.3%	15.2%	17.8%	4.3%
Very Active Voter	28.7%	30.1%	8.6%	15.4%	15.2%	2.0%
High School	27.0%	33.5%	12.5%	5.4%	20.1%	1.5%
Some College	34.5%	36.3%	0.0%	18.7%	5.7%	4.8%
Bachelor's	26.4%	35.0%	7.1%	12.3%	19.2%	0.0%
Graduate	19.4%	24.2%	12.2%	21.6%	19.3%	3.3%
HH Income <\$25k	27.1%	37.0%	8.2%	20.1%	7.6%	0.0%
\$25-50k	31.6%	34.0%	3.1%	11.1%	16.5%	3.7%
\$50-75k	17.4%	41.8%	9.0%	12.7%	17.0%	2.1%
\$75-100k	22.2%	34.4%	7.3%	18.1%	14.8%	3.2%
\$100-150k	29.0%	32.5%	6.6%	14.1%	14.6%	3.2%
>\$150k	21.4%	36.0%	10.1%	14.8%	15.4%	2.3%
Homeowner	23.9%	34.5%	8.1%	13.2%	17.1%	3.2%
Renter	21.5%	37.4%	5.3%	19.8%	13.2%	2.9%

Community Survey Results February 2024

Q26. Increased natural light and improved air quality would positively impact student and staff mental health.

	Much more likely	Somewhat more	No difference	Somewhat less	Much less likely	No Opinion
All Voters	29.7%	38.7%	7.1%	10.0%	13.3%	1.2%
Male	29.6%	38.0%	8.4%	11.7%	10.9%	
Female	29.7%	39.4%	5.8%	8.5%	15.6%	
Parent	36.8%	41.6%	4.5%	8.1%	8.1%	
Non-Parent	27.3%	36.0%	9.8%	9.0%	16.2%	
Alumni Parent	27.3%	40.1%	5.5%	12.9%	13.4%	
Age 18-34	32.7%	41.6%	7.0%	7.0%	9.1%	
35-44	33.9%	39.7%	7.6%	9.7%	7.7%	
45-54	29.0%	41.3%	3.2%	14.6%	12.0%	
55-64	27.8%	43.4%	6.8%	3.0%	19.0%	
65+	25.8%	31.5%	9.0%	15.0%	17.8%	
Northfield Ward 1	35.6%	31.6%	6.2%	12.5%	12.7%	
Northfield Ward 2	33.1%	33.4%	9.0%	8.2%	15.0%	
Northfield Ward 3	21.6%	47.6%	4.5%	14.2%	8.9%	
Northfield Ward 4	38.9%	37.5%	5.6%	3.2%	13.2%	
Dundas/Bridgewater	28.9%	36.8%	13.8%	7.8%	12.7%	
Townships	20.1%	46.5%	4.5%	12.8%	16.1%	
Less Active/New Voter	32.0%	40.4%	7.5%	7.4%	11.1%	
Active Voter	27.0%	37.2%	8.7%	11.3%	14.8%	
Very Active Voter	31.6%	39.4%	3.1%	11.2%	13.5%	
High School	16.5%	44.1%	15.0%	11.1%	11.8%	
Some College	31.1%	45.2%	2.2%	7.0%	14.5%	
Bachelor's	34.6%	35.1%	2.5%	12.2%	15.6%	
Graduate	23.6%	34.1%	12.5%	14.2%	13.8%	
HH Income <\$25k	16.8%	65.7%	9.3%	0.0%	8.2%	
\$25-50k	25.3%	51.7%	3.1%	3.9%	16.0%	
\$50-75k	32.9%	29.5%	11.3%	12.8%	11.4%	
\$75-100k	30.4%	36.6%	5.4%	13.1%	14.6%	
\$100-150k	32.1%	36.8%	7.6%	8.4%	13.6%	
>\$150k	22.0%	44.8%	8.5%	10.0%	13.6%	
Homeowner	27.5%	37.7%	7.1%	12.4%	14.1%	
Renter	33.5%	42.6%	4.5%	5.7%	10.7%	

Community Survey Results February 2024

Q27. Upgraded HVAC systems, energy efficient windows, and LED lighting would reduce operational costs.

	Much more likely	Somewhat more	No difference	Somewhat less	Much less likely	No Opinion
All Voters	35.5%	34.8%	7.3%	11.5%	10.1%	0.7%
Male	38.1%	31.3%	8.0%	11.6%	9.5%	
Female	33.1%	38.2%	6.6%	11.4%	10.7%	
Parent	45.6%	36.2%	6.3%	6.8%	5.1%	
Non-Parent	27.8%	33.5%	9.5%	14.3%	13.9%	
Alumni Parent	38.1%	35.6%	5.2%	11.4%	9.0%	
Age 18-34	32.9%	41.3%	7.8%	8.2%	8.1%	
35-44	40.0%	38.3%	9.4%	5.0%	7.4%	
45-54	40.4%	33.3%	4.9%	9.8%	11.6%	
55-64	32.7%	36.9%	6.4%	9.2%	13.3%	
65+	35.3%	26.1%	7.5%	19.9%	11.1%	
Northfield Ward 1	33.0%	40.1%	5.8%	13.7%	7.5%	
Northfield Ward 2	36.2%	27.5%	10.5%	12.4%	12.1%	
Northfield Ward 3	32.4%	38.8%	6.1%	12.6%	8.5%	
Northfield Ward 4	42.6%	27.5%	5.7%	8.1%	14.5%	
Dundas/Bridgewater	42.7%	28.1%	11.6%	10.1%	7.5%	
Townships	29.5%	43.7%	5.0%	11.1%	10.7%	
Less Active/New Voter	36.9%	35.8%	7.6%	10.6%	8.4%	
Active Voter	30.2%	35.6%	9.1%	12.6%	11.5%	
Very Active Voter	44.3%	32.0%	3.2%	10.6%	10.0%	
High School	31.6%	34.5%	14.1%	6.5%	13.3%	
Some College	39.3%	36.2%	2.4%	9.0%	10.7%	
Bachelor's	39.0%	36.5%	5.7%	9.1%	9.6%	
Graduate	30.1%	28.5%	14.2%	15.0%	12.1%	
HH Income <\$25k	46.3%	28.5%	17.6%	7.6%	0.0%	
\$25-50k	53.7%	23.4%	3.1%	8.8%	7.3%	
\$50-75k	39.0%	30.9%	11.7%	7.5%	10.9%	
\$75-100k	35.0%	35.0%	6.3%	12.7%	11.0%	
\$100-150k	33.1%	36.3%	6.1%	11.0%	12.0%	
>\$150k	28.3%	39.1%	10.9%	14.2%	7.6%	
Homeowner	38.4%	32.1%	8.7%	11.2%	9.1%	
Renter	30.5%	36.8%	5.3%	14.3%	11.7%	

Community Survey Results February 2024

Q28. Increasing natural light and improved air quality would positively impact academic performance.

	Much more likely	Somewhat more	No difference	Somewhat less	Much less likely	No Opinion
All Voters	25.5%	42.8%	8.0%	11.8%	10.5%	1.4%
Male	25.0%	45.5%	6.4%	12.0%	9.7%	1.4%
Female	26.0%	40.2%	9.5%	11.7%	11.2%	1.4%
Parent	36.9%	46.9%	4.5%	3.6%	8.1%	0.0%
Non-Parent	22.1%	38.7%	10.1%	14.0%	11.9%	3.2%
Alumni Parent	21.3%	45.2%	7.8%	15.3%	10.3%	0.0%
Age 18-34	28.3%	44.1%	8.9%	9.7%	6.4%	2.6%
35-44	29.0%	48.0%	8.9%	6.5%	6.1%	1.5%
45-54	31.1%	42.7%	4.7%	9.6%	10.4%	1.5%
55-64	24.0%	50.0%	3.4%	7.3%	15.2%	0.0%
65+	19.2%	35.1%	10.6%	20.1%	14.2%	0.9%
Northfield Ward 1	25.4%	44.8%	5.8%	11.4%	11.3%	1.4%
Northfield Ward 2	33.4%	30.6%	11.4%	12.3%	11.0%	1.3%
Northfield Ward 3	20.1%	48.2%	7.9%	13.6%	8.9%	1.4%
Northfield Ward 4	31.4%	42.3%	3.8%	9.4%	10.0%	3.1%
Dundas/Bridgewater	28.2%	37.0%	14.9%	7.8%	10.3%	1.8%
Townships	16.2%	52.6%	5.2%	15.2%	10.7%	0.0%
Less Active/New Voter	25.5%	43.9%	10.2%	9.4%	9.5%	1.6%
Active Voter	24.6%	44.0%	6.1%	12.9%	11.4%	1.0%
Very Active Voter	27.5%	38.7%	8.5%	13.2%	10.0%	2.0%
High School	19.7%	43.5%	16.8%	6.4%	12.0%	1.5%
Some College	37.1%	40.3%	0.0%	5.7%	16.9%	0.0%
Bachelor's	25.8%	43.1%	5.7%	8.5%	16.9%	0.0%
Graduate	15.7%	43.5%	12.9%	18.1%	6.6%	3.3%
HH Income <\$25k	26.8%	55.7%	17.6%	0.0%	0.0%	0.0%
\$25-50k	29.0%	44.2%	3.1%	3.9%	16.0%	3.9%
\$50-75k	22.8%	39.4%	13.9%	9.9%	12.2%	1.7%
\$75-100k	32.9%	33.9%	8.3%	16.9%	8.0%	0.0%
\$100-150k	25.7%	47.2%	3.0%	9.1%	13.5%	1.5%
>\$150k	14.1%	51.2%	11.0%	14.1%	8.3%	1.2%
Homeowner	23.5%	43.8%	8.4%	12.1%	11.1%	1.1%
Renter	26.5%	39.6%	8.8%	14.2%	7.7%	3.1%

Community Survey Results February 2024

#### **Cost Sensitivity**

After measuring feedback about the levy proposals, we tested the effects of potential tax impacts on our respondents' level of support. Participants were introduced to the questions with the following language:

"I am going to ask you some questions about the potential costs to fund facility, athletic and activity improvements and projects at the high school. Each question presents you with the annual cost for a home worth approximately \$350,000.

For each one, please tell me if knowing the cost of the proposal would make you support or oppose such a referendum."

Survey participants were given four potential cost levels for the proposed referendum, which were presented in random order in each interview to minimize the tendency for participants to give a response based on what they anticipated the next prompt would be.

Responses to the tax impact questions are shown on the following pages.

Community Survey Results February 2024

Q30. Property taxes will increase about \$20 a month or \$240 per year for a home worth approximately \$350,000.

	Favor	Oppose	No opinion
All Voters	66.9%	28.3%	4.8%
Male	67.6%	28.9%	3.5%
Female	66.1%	27.8%	6.0%
Parent	81.4%	16.3%	2.3%
Non-Parent	56.3%	35.2%	8.5%
Alumni Parent	69.8%	28.5%	1.7%
Age 18-34	71.1%	17.7%	11.2%
35-44	79.0%	21.0%	0.0%
45-54	70.5%	26.1%	3.4%
55-64	62.7%	32.4%	4.9%
65+	57.3%	41.6%	1.1%
Northfield Ward 1	67.9%	28.4%	3.8%
Northfield Ward 2	69.9%	28.8%	1.3%
Northfield Ward 3	74.1%	25.9%	0.0%
Northfield Ward 4	65.3%	29.1%	5.5%
Dundas/Bridgewater	68.7%	27.3%	4.0%
Townships	57.5%	29.9%	12.6%
Less Active/New Voter	69.7%	24.5%	5.8%
Active Voter	63.2%	31.5%	5.3%
Very Active Voter	70.2%	27.5%	2.3%
High School	66.7%	27.0%	6.3%
Some College	71.7%	25.0%	3.3%
Bachelor's	64.0%	36.0%	0.0%
Graduate	61.1%	33.2%	5.7%
HH Income <\$25k	66.3%	15.8%	17.9%
\$25-50k	68.1%	31.9%	0.0%
\$50-75k	66.9%	29.1%	4.0%
\$75-100k	68.0%	26.9%	5.1%
\$100-150k	64.3%	31.8%	3.9%
>\$150k	70.0%	26.4%	3.6%
Homeowner	66.5%	30.0%	3.5%
Renter	66.4%	25.6%	7.9%

Community Survey Results February 2024

Q31. Property taxes will increase about \$30 a month or \$360 per year for a home worth approximately \$350,000.

	Favor	Oppose	No opinion
All Voters	47.1%	48.1%	4.8%
Male	49.1%	47.4%	3.5%
Female	45.2%	48.8%	6.0%
Parent	61.0%	38.0%	1.0%
Non-Parent	37.2%	53.7%	9.1%
Alumni Parent	49.7%	48.6%	1.7%
Age 18-34	45.9%	43.0%	11.0%
35-44	60.4%	39.6%	0.0%
45-54	60.2%	36.4%	3.4%
55-64	43.7%	51.5%	4.9%
65+	37.7%	61.2%	1.1%
Northfield Ward 1	48.4%	46.4%	5.2%
Northfield Ward 2	57.5%	41.2%	1.3%
Northfield Ward 3	55.6%	44.4%	0.0%
Northfield Ward 4	38.0%	56.5%	5.5%
Dundas/Bridgewater	58.8%	37.2%	4.0%
Townships	28.4%	60.6%	11.0%
Less Active/New Voter	43.1%	51.2%	5.7%
Active Voter	47.2%	47.5%	5.3%
Very Active Voter	52.7%	45.0%	2.3%
High School	45.5%	48.2%	6.3%
Some College	60.6%	39.4%	0.0%
Bachelor's	46.1%	53.9%	0.0%
Graduate	41.6%	52.7%	5.7%
HH Income <\$25k	55.5%	26.6%	17.9%
\$25-50k	43.6%	56.4%	0.0%
\$50-75k	46.8%	49.2%	4.0%
\$75-100k	52.1%	42.8%	5.1%
\$100-150k	47.5%	48.6%	3.9%
>\$150k	50.7%	47.5%	1.8%
Homeowner	48.4%	48.1%	3.5%
Renter	31.3%	59.1%	9.6%

Community Survey Results February 2024

Q32. Property taxes will increase about \$40 a month or \$480 per year for a home worth approximately \$350,000.

	Favor	Oppose	No opinion
All Voters	31.7%	64.3%	4.0%
Male	35.7%	61.8%	2.5%
Female	27.9%	66.6%	5.4%
Parent	44.4%	54.5%	1.0%
Non-Parent	24.6%	68.0%	7.4%
Alumni Parent	31.4%	66.9%	1.7%
Age 18-34	25.5%	66.1%	8.5%
35-44	45.3%	54.7%	0.0%
45-54	44.2%	52.4%	3.4%
55-64	34.8%	60.3%	4.9%
65+	24.0%	74.8%	1.1%
Northfield Ward 1	34.7%	62.7%	2.6%
Northfield Ward 2	38.8%	61.2%	0.0%
Northfield Ward 3	41.2%	58.8%	0.0%
Northfield Ward 4	27.6%	66.9%	5.5%
Dundas/Bridgewater	34.8%	61.2%	4.0%
Townships	15.9%	73.1%	11.0%
Less Active/New Voter	26.2%	70.4%	3.4%
Active Voter	32.0%	62.7%	5.3%
Very Active Voter	39.2%	58.5%	2.3%
High School	27.7%	66.0%	6.3%
Some College	40.9%	59.1%	0.0%
Bachelor's	35.5%	64.5%	0.0%
Graduate	24.2%	70.1%	5.7%
HH Income <\$25k	17.7%	64.4%	17.9%
\$25-50k	28.9%	71.1%	0.0%
\$50-75k	35.8%	60.2%	4.0%
\$75-100k	34.5%	60.4%	5.1%
\$100-150k	33.9%	63.7%	2.5%
>\$150k	31.3%	66.9%	1.8%
Homeowner	30.0%	66.9%	3.1%
Renter	24.3%	69.2%	6.5%

Community Survey Results February 2024

Q30. Property taxes will increase about \$50 a month or \$600 per year for a home worth approximately \$350,000.

	Favor	Oppose	No opinion
All Voters	17.5%	77.7%	4.8%
Male	21.4%	75.6%	3.0%
Female	13.8%	79.8%	6.4%
Parent	27.0%	70.1%	2.9%
Non-Parent	13.2%	79.5%	7.4%
Alumni Parent	16.0%	81.3%	2.7%
Age 18-34	16.0%	73.6%	10.4%
35-44	18.2%	80.4%	1.5%
45-54	22.5%	72.5%	5.0%
55-64	22.8%	73.6%	3.5%
65+	13.5%	85.4%	1.1%
Northfield Ward 1	14.7%	80.3%	5.0%
Northfield Ward 2	21.5%	78.5%	0.0%
Northfield Ward 3	18.6%	77.8%	3.6%
Northfield Ward 4	19.4%	78.6%	1.9%
Dundas/Bridgewater	23.4%	70.5%	6.0%
Townships	10.2%	78.8%	11.0%
Less Active/New Voter	16.1%	80.8%	3.2%
Active Voter	17.6%	76.0%	6.4%
Very Active Voter	19.5%	76.7%	3.7%
High School	14.9%	80.8%	4.4%
Some College	27.9%	72.1%	0.0%
Bachelor's	22.3%	77.7%	0.0%
Graduate	10.0%	82.8%	7.2%
HH Income <\$25k	27.1%	64.4%	8.5%
\$25-50k	7.9%	92.1%	0.0%
\$50-75k	19.4%	76.6%	4.0%
\$75-100k	18.2%	75.3%	6.4%
\$100-150k	18.4%	76.1%	5.5%
>\$150k	17.3%	80.9%	1.8%
Homeowner	16.9%	79.2%	4.0%
Renter	13.8%	82.9%	3.3%

Community Survey Results February 2024

#### **Community Perceptions**

The questions in this section measured opinions about the School District itself, rather than specific projects or proposals.

The first question in this section asked respondents to give letter grades to the District. A follow-up question asked respondents for the reasoning behind the grade they gave.

The final question in the survey asked participants for their level of agreement with the following statement:

"I would never vote for a tax increase, no matter what the amount or what the money raised would be used for."

Agreement with this statement provides a general measure of the level of tax aversion the District would face if it pursued tax increases of any sort.

Community Survey Results February 2024

Q5. What grade would you give to the public schools in the Northfield School District?

	A	В	С	D	Fail	No answer
All Voters	29.3%	47.2%	15.3%	3.6%	2.3%	2.3%
Male	25.7%	49.3%	16.1%	2.3%	3.5%	3.0%
Female	32.8%	45.2%	14.4%	4.9%	1.1%	1.6%
Parent	44.1%	46.0%	5.9%	2.2%	1.8%	0.0%
Non-Parent	23.8%	42.6%	22.4%	4.1%	2.4%	4.8%
Alumni Parent	25.3%	54.3%	12.9%	4.2%	2.5%	0.7%
Age 18-34	30.5%	46.4%	11.7%	4.7%	2.4%	4.2%
35-44	39.4%	48.7%	10.3%	0.0%	1.7%	0.0%
45-54	36.3%	44.4%	12.8%	4.9%	1.7%	0.0%
55-64	16.4%	58.8%	13.3%	3.0%	5.1%	3.4%
65+	27.2%	42.3%	23.5%	4.0%	1.1%	2.0%
Northfield Ward 1	32.1%	46.5%	13.4%	2.5%	1.6%	3.8%
Northfield Ward 2	32.3%	41.1%	15.6%	3.8%	2.5%	4.7%
Northfield Ward 3	30.5%	47.5%	13.4%	4.7%	3.8%	0.0%
Northfield Ward 4	26.1%	47.6%	17.9%	1.9%	3.2%	3.2%
Dundas/Bridgewater	34.0%	53.9%	8.1%	3.9%	0.0%	0.0%
Townships	22.0%	48.2%	21.3%	4.8%	2.5%	1.2%
Less Active/New Voter	28.2%	44.5%	16.3%	4.2%	2.1%	4.7%
Active Voter	30.0%	49.6%	12.4%	4.5%	2.3%	1.2%
Very Active Voter	29.6%	46.3%	19.5%	1.0%	2.5%	1.1%
High School	25.0%	54.5%	9.9%	1.7%	6.6%	2.2%
Some College	38.4%	36.4%	14.6%	5.7%	4.8%	0.0%
Bachelor's	29.7%	54.0%	10.5%	4.6%	0.0%	1.2%
Graduate	35.7%	44.7%	14.6%	1.6%	3.4%	0.0%
HH Income <\$25k	29.5%	70.5%	0.0%	0.0%	0.0%	0.0%
\$25-50k	34.3%	42.1%	11.2%	3.6%	8.8%	0.0%
\$50-75k	24.0%	57.0%	9.5%	4.1%	2.8%	2.6%
\$75-100k	35.9%	39.6%	18.9%	3.5%	0.0%	2.1%
\$100-150k	23.5%	53.8%	13.4%	4.6%	2.2%	2.5%
>\$150k	32.9%	42.1%	20.2%	2.4%	2.5%	0.0%
Homeowner	29.4%	48.5%	15.0%	4.0%	2.2%	0.9%
Renter	25.7%	43.5%	19.1%	3.0%	2.8%	5.9%

Community Survey Results February 2024

Q6. Which of the following best describes the reasoning behind your decision?

	Financial mgmt.	Leadership & mgmt.	Student behavior	Academic standards	Quality of instruction	Other	No response
All Voters	10.1%	14.1%	9.2%	34.2%	26.4%	3.5%	2.5%
Male	11.0%	14.8%	8.3%	37.5%	21.3%	4.1%	3.0%
Female	9.3%	13.3%	10.0%	31.2%	31.3%	3.0%	2.0%
Parent	8.4%	10.0%	7.3%	36.4%	35.9%	1.9%	0.0%
Non-Parent	12.2%	15.5%	7.1%	32.6%	22.5%	4.7%	5.3%
Alumni Parent	8.6%	15.2%	13.4%	34.7%	24.2%	3.2%	0.7%
Age 18-34	9.2%	15.3%	8.5%	37.4%	21.0%	4.3%	4.2%
35-44	14.5%	10.2%	8.5%	26.9%	38.2%	1.7%	0.0%
45-54	3.2%	20.8%	9.8%	35.6%	27.3%	1.8%	1.6%
55-64	12.2%	12.3%	8.3%	23.7%	33.7%	6.5%	3.4%
65+	11.1%	12.4%	10.3%	39.6%	21.9%	2.7%	2.0%
Ward 1	8.0%	17.9%	4.1%	33.3%	29.8%	3.0%	3.8%
Ward 2	10.6%	10.6%	11.5%	37.0%	23.1%	2.6%	4.7%
Ward 3	9.7%	9.5%	9.9%	33.1%	36.1%	1.6%	0.0%
Ward 4	15.6%	11.1%	12.1%	34.5%	20.4%	1.6%	4.7%
Dundas/Bridge.	11.4%	15.8%	11.3%	31.1%	22.7%	7.7%	0.0%
Townships	7.0%	17.8%	7.8%	35.4%	26.1%	4.7%	1.2%
Less Active/New	10.8%	12.0%	7.4%	35.1%	25.3%	4.7%	4.7%
Active Voter	10.7%	14.9%	12.5%	31.1%	25.9%	3.3%	1.6%
Very Active Voter	7.9%	15.3%	5.1%	39.3%	29.0%	2.2%	1.1%
High School	7.7%	19.5%	8.6%	39.2%	16.9%	5.9%	2.2%
Some College	10.6%	12.9%	2.4%	38.8%	32.8%	2.5%	0.0%
Bachelor's	8.4%	11.2%	12.3%	30.7%	33.6%	2.5%	1.2%
Graduate	11.6%	7.4%	12.3%	39.0%	29.8%	0.0%	0.0%
HH Income <\$25k	0.0%	8.5%	0.0%	55.2%	36.2%	0.0%	0.0%
\$25-50k	8.7%	11.3%	10.7%	49.5%	12.2%	7.7%	0.0%
\$50-75k	5.5%	13.5%	11.0%	40.7%	23.8%	2.8%	2.6%
\$75-100k	9.5%	12.8%	10.3%	35.4%	25.2%	4.7%	2.1%
\$100-150k	10.0%	14.7%	8.6%	32.1%	28.6%	2.9%	3.2%
>\$150k	13.6%	17.2%	11.0%	29.5%	26.1%	2.6%	0.0%
Homeowner	10.2%	14.4%	7.8%	35.8%	28.1%	2.5%	1.2%
Renter	13.5%	9.9%	13.1%	28.3%	23.5%	5.9%	5.9%

Community Survey Results February 2024

Q34: I would never vote for a tax increase, no matter what the amount or what the money raised would be used for.

	Strongly agree	Agree	Disagree	Strongly disagree	No opinion
All Voters	3.5%	11.9%	58.1%	21.2%	5.4%
Male	2.5%	13.2%	55.6%	23.1%	5.6%
Female	4.4%	10.6%	60.5%	19.3%	5.1%
Parent	2.2%	5.6%	56.0%	35.1%	1.1%
Non-Parent	4.0%	14.3%	54.6%	17.9%	9.1%
Alumni Parent	3.7%	13.5%	64.5%	14.7%	3.7%
Age 18-34	2.8%	3.2%	57.5%	27.5%	8.9%
35-44	1.7%	4.5%	71.1%	21.2%	1.5%
45-54	1.6%	8.4%	61.3%	25.7%	3.1%
55-64	4.9%	13.0%	60.4%	13.5%	8.3%
65+	5.1%	25.2%	49.8%	16.7%	3.1%
Northfield Ward 1	2.3%	13.6%	52.8%	22.3%	9.0%
Northfield Ward 2	5.0%	10.6%	58.3%	23.3%	2.8%
Northfield Ward 3	1.6%	16.9%	59.8%	21.7%	0.0%
Northfield Ward 4	3.2%	9.7%	58.0%	24.6%	4.5%
Dundas/Bridgewater	6.1%	11.4%	48.7%	27.7%	6.2%
Townships	3.1%	9.4%	68.9%	10.5%	8.1%
Less Active/New Voter	4.4%	9.0%	55.6%	27.2%	3.8%
Active Voter	4.1%	12.4%	55.8%	19.0%	8.7%
Very Active Voter	0.9%	15.0%	66.4%	16.8%	0.9%
High School	1.7%	12.9%	60.1%	23.6%	1.7%
Some College	5.2%	10.8%	56.6%	27.4%	0.0%
Bachelor's	6.1%	11.9%	61.1%	16.6%	4.3%
Graduate	0.0%	19.5%	55.3%	19.4%	5.8%
HH Income <\$25k	0.0%	24.0%	38.1%	37.8%	0.0%
\$25-50k	3.6%	12.3%	60.5%	23.5%	0.0%
\$50-75k	2.0%	6.9%	72.2%	18.9%	0.0%
\$75-100k	6.3%	10.5%	54.9%	21.4%	6.9%
\$100-150k	4.4%	10.5%	55.6%	21.5%	8.1%
>\$150k	1.3%	20.6%	52.7%	19.9%	5.6%
Homeowner	3.9%	13.5%	60.7%	16.7%	5.2%
Renter	4.2%	6.5%	62.3%	21.1%	5.9%

Community Survey Results February 2024

#### **Survey Language**

The following pages contain the language used in the telephone surveys. Results in the analysis above were grouped into general categories, and do not correspond exactly to the order in which questions were posed to participants. Our analysis uses descriptions of the questions which should allow for ready identification in the survey instrument which follows.

3128	Dean	LEATHERMAN COMPANY Court s, Minnesota 55416	NORTHFI	ELD SCHOOL DISTRICT RESIDENTIAL SURVEY FINAL JANUARY 2024
researchild your response	arch fesidendren copinionses	of the Morris Leatherman irm located in Minneapolis. We at about the Northfield Public Sourrently in the Northfield School ons and suggestions. I want to a will be held strictly confidential be reported.	are speaking withools. Even in strict in the District in strict in the s	th a random sample of you do not have to is interested in the all individual
1.	Are y addre	you registered to vote at this ess?	YESTHAN UNSURETHAN	K & TERMINATE
2.	_	ou currently have school-aged dren living in your household?	YES NO DON'T KNOW/RE	2
	IF "Y	YES," ASK:		
	3.	Do any of your children attend one of the Northfield Public Schools?	NO	
	IF "N	NO," IN QUESTION #2, ASK:		
	4.	Do you have grown children who attended a Northfield Public School at any time in the past?	NO	
qual		re often given the grades of A, E their work. Suppose the Northfi ay.		
5.	publi	grade would you give to the c schools in the Northfield ol District?	B	

#### Community Survey Results February 2024

6. As you think about the grade you just gave, which of the following best describes the reasoning behind your decision? (ROTATE AND READ LIST)

HOW THE DISTRICT MANAGES MONEY	. <b></b> .	1
THE DISTRICT'S LEADERSHIP AND MANAGEMENT.		
STUDENT BEHAVIOR		3
ACADEMIC STANDARDS	. <b></b> .	4
QUALITY OF TEACHING AND INSTRUCTION		5
ELSE (	)	6
DON'T KNOW/REFUSED		

The School District has been evaluating high school facility issues. The Board continues to evaluate options through public discussions and building tours. Facility improvements include accessibility, HVAC systems, and lighting. Updates to classrooms, laboratories, shops, music spaces, and upgrades to the auditorium and athletic facilities are also being evaluated. After receiving public input, the Board may ask voters to increase property taxes to provide funding to address these high school facility issues.

Based on what you know now, would you	SUPPORT
support or oppose a referendum	OPPOSE2
to address these high school	UNDECIDED (VOL.)3
facility issues?	REFUSED

I am going to read some statements about the potential high school facility projects and upgrades. For each of these statements, please tell me whether the information would make you much more likely, somewhat more likely, somewhat less likely, or much less likely to support a referendum to fund these projects. (ROTATE LIST)

		$\mathtt{MML}$	SML	SLL	$\mathtt{MLL}$	NOD	DKR
8.	Indoor air quality would be improved						
•	by upgrading ventilation systems.	1	2	3	4	5	6
9.	Natural light would be increased in						
	classrooms and throughout the building by installing expanded windows.	1	2	3	4	5	6
10.	Lighting fixtures would be updated to		2	3	4	J	O
±0.	improve the classroom learning						
	environment.	1	2	3	4	5	6
11.	Accessibility at entrances and throughout						
	the building would be improved for						
	students, staff, and visitors with	_				_	
	disabilities.	1	2	3	4	5	6
12.	The comfort level in classrooms and						
	throughout the building would be						
	improved by installing upgraded						
	temperature control systems.	1	2	3	4	5	6

Community Survey Results February 2024

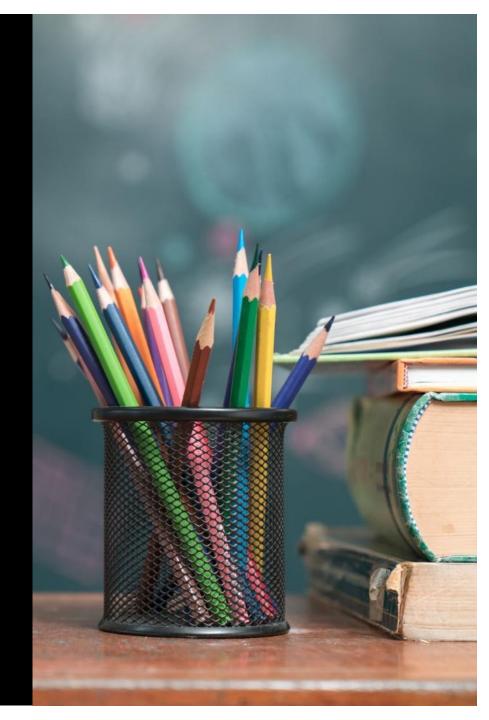
13.	Additional funding would allow completion	MML	SML	SLL	MLL	NOD	DKR
13.	of major maintenance projects such as HVAC, roofs, and windows that are unaffordable within current maintenance						
14.	budgets. Classrooms would be updated to provide	1	2	3	4	5	6
	teachers and students with modern and more flexible instructional spaces.	1	2	3	4	5	6
15.	Science laboratories would be updated to provide modern and effective spaces	_				_	
16.	for hands-on experiments.  Special education classrooms and spaces would be updated to better meet the	1	2	3	4	5	6
17.	instructional needs of students with disabilities. Vocational classrooms and shops would	1	2	3	4	5	6
17.	be updated to provide students and staff with appropriate spaces for career						
18.	exploration. Classroom spaces would be updated to support vocational programs focused on	1	2	3	4	5	6
19.	agricultural careers.  Music classrooms would be updated and	1	2	3	4	5	6
	expanded to provide band, choir, and orchestra with additional spaces for	1	2	3	4	5	6
20.	performances and rehearsals.  A new fieldhouse would be built to provide four multi-use courts for	1	۷	3	4	5	0
0.1	basketball, volleyball, tennis, and other indoor sports.	1	2	3	4	5	6
21.	Expanding athletic gymnasiums and fields would allow school and youth practices to finish earlier in the evening.	1	2	3	4	5	6
22.	A new fieldhouse would include a walking or jogging track and pickleball						
23.	courts available for community use. Safety for students, staff, and visitors would be improved through	1	2	3	4	5	6
	enhanced security design and improved electronic door monitoring systems.	1	2	3	4	5	6
24.	If needed improvements to the high school are further delayed, inflation will significantly increase the costs.	1	2	3	4	5	6
25.	A geothermal energy system at the high school would reduce operational costs	_			7		O
26.	and improve environmental stewardship.  Increased natural light and improved	1	2	3	4	5	6
	air quality would positively impact student and staff mental health.	1	2	3	4	5	6

Community Survey Results February 2024

	MML SM:	L SLL	MLL	NOD	DKR	
27.	Upgraded HVAC systems, energy efficient windows, and LED lighting would reduce					
28.	Increasing natural light and improved	2 3	4	5	6	
	air quality would positively impact academic performance.	2 3	4	5	6	
prop	that you have heard more information about the potenty taxes to fund projects addressing facility is ol					
29.	Would you support or oppose a SUPPORT referendum designed to address the facility issues identified at the high school?  SUPPORT OPPOSE UNDECIDED REFUSED	(VOL.	)		2	
faci scho appr the	going to ask you some questions about the potents lity, athletic and activity improvements and project. Each question presents you with the annual consistency \$350,000. For each one, please tell me proposal would make you support or oppose such a string POINT)	ects a ost fo if kno	at th or a owing	ne hi home g the	gh worth	of
TF R	ESPONSE IS "FAVOR," DO NOT ASK LOWER AMOUNTS; IF I		10E 1	· c " " O	DDOCE /	
	OT ASK HIGHER AMOUNTS.					′′
		SUP	OPP			<i>''</i>
DO N	OT ASK HIGHER AMOUNTS.  Property taxes will increase about \$20 a month or \$240 per year for a home worth approximately \$350,000.  Property taxes will increase about \$30 a month					"
<b>DO N</b>	Property taxes will increase about \$20 a month or \$240 per year for a home worth approximately \$350,000.  Property taxes will increase about \$30 a month or \$360 per year for a home worth approximately \$350,000.  Property taxes will increase about \$40 a month	SUP	OPP	DKI		"
30. 31.	Property taxes will increase about \$20 a month or \$240 per year for a home worth approximately \$350,000.  Property taxes will increase about \$30 a month or \$360 per year for a home worth approximately \$350,000.  Property taxes will increase about \$40 a month or \$480 per year for a home worth approximately \$350,000.	SUP	OPP 2	DKI		"
30.	Property taxes will increase about \$20 a month or \$240 per year for a home worth approximately \$350,000.  Property taxes will increase about \$30 a month or \$360 per year for a home worth approximately \$350,000.  Property taxes will increase about \$40 a month or \$480 per year for a home worth approximately	SUP  1	OPP 2 2	DKI		,,
30. 31. 32. 33.	Property taxes will increase about \$20 a month or \$240 per year for a home worth approximately \$350,000.  Property taxes will increase about \$30 a month or \$360 per year for a home worth approximately \$350,000.  Property taxes will increase about \$40 a month or \$480 per year for a home worth approximately \$350,000.  Property taxes will increase about \$50 a month or \$600 per year for a home worth approximately	SUP  1  1  1	OPP 2 2 2 2	DKI 3 3 3 3	2	

That's the end of the survey. Thank you very much for your time.

2024 Community Survey Summary of Results



The Morris Leatherman Company

INTRODUCTION

## **Survey outline**

- Survey included interviews with 400 registered voters in the Northfield School District.
- Interviews were completed between January 8<sup>th</sup> and January 20<sup>th</sup>.
- Survey included 34 questions; average interview length was 10 minutes.
- Approximate margin of error is ±4.8%.

INTRODUCTION

### Who we called

- Interview process included demographic targets intended to provide a representative sample of voters in the district.
- To the extent that any demographic dimension was under- or over-sampled, sample weights were adjusted to compensate.

INTRODUCTION

### Who we called (cont.)

- Demographic targets included:
  - Age
  - Gender
  - Parent status
  - Voting history
  - Geographic area
- Cell phones and homeownership were tracked but were not demographic targets.

SURVEY RESULTS

### **Survey structure**

- This survey focused on potential improvements to the high school.
- We measured initial support for the idea of high school improvements, then measured reactions to a variety of potential projects.
- Participants were asked for their opinion again after hearing about the potential projects.

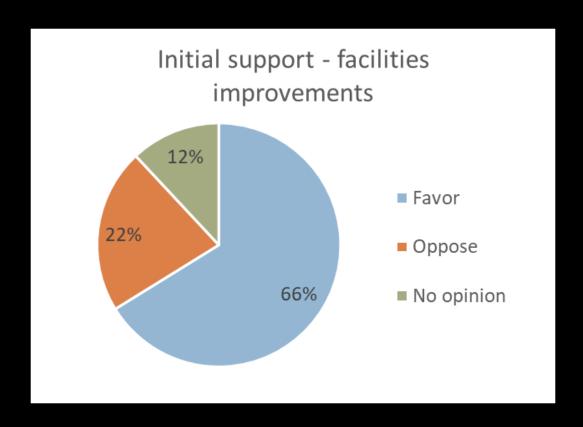
## **High school improvements – initial support**

"The School District has been evaluating high school facility issues. The Board continues to evaluate options through public discussions and building tours. Facility improvements include accessibility, HVAC systems, and lighting. Updates to classrooms, laboratories, shops, music spaces, and upgrades to the auditorium and athletic facilities are also being evaluated.

After receiving public input, the Board may ask voters to increase property taxes to provide funding to address these high school facility issues.

Based on what you know today, would you support or oppose a referendum to address these high school facility issues?"

# **Initial support**



### **Effect of information**

- Participants were asked to react to 21 potential improvement projects and related impacts to the high school which might occur if funding were approved.
- Items were presented in random order to minimize any bias due to their position on the list.

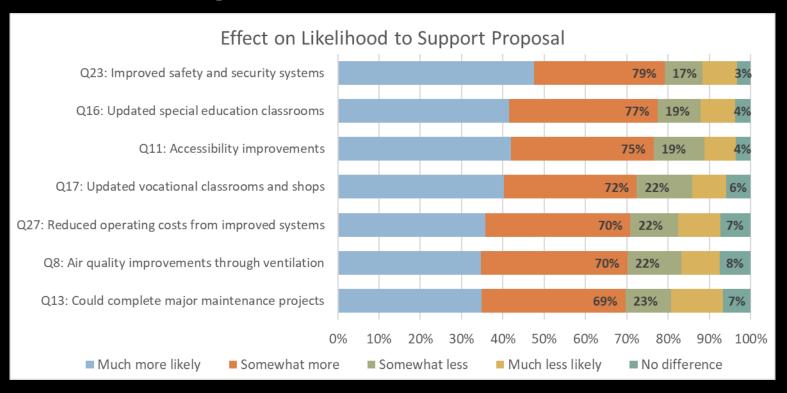


### **Effect of information**

"I am going to read some statements about the potential high school facility projects and upgrades.

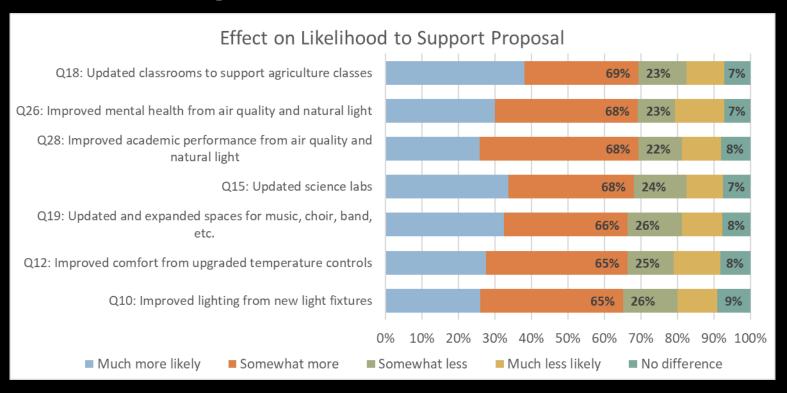
For each of these statements, please tell me whether the information would make you much more likely, somewhat more likely, somewhat less likely or much less likely to support the proposal."

## **Reaction to impacts**



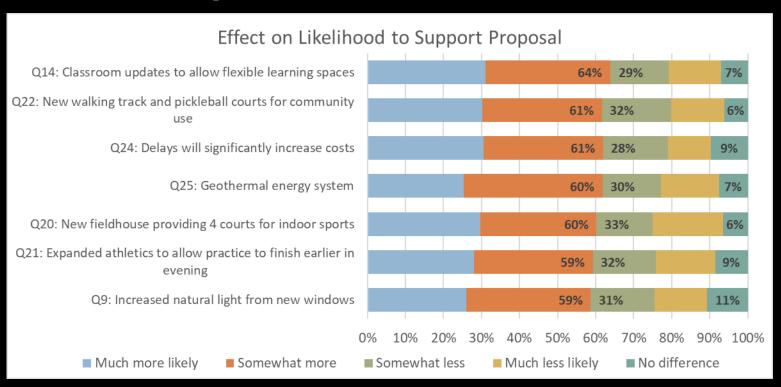
Labels show combined % for more/much more, less/much less, and no difference. Numbers may not add to 100%, as up to 2% of respondents expressed no opinion on various elements.

## **Reaction to impacts** (cont.)



Labels show combined % for more/much more, less/much less, and no difference. Numbers may not add to 100%, as up to 2% of respondents expressed no opinion on various elements.

## Reaction to impacts (cont.)

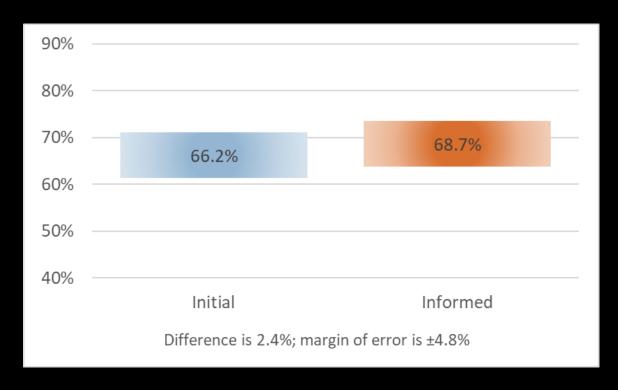


Labels show combined % for more/much more, less/much less, and no difference. Numbers may not add to 100%, as up to 2% of respondents expressed no opinion on various elements.

## **High school improvements – informed support**

"Now that you have heard more information about the potential to raise property taxes to fund projects addressing facility issues at the high school, would you favor or oppose such a proposal?"

## **Comparison – initial and informed**

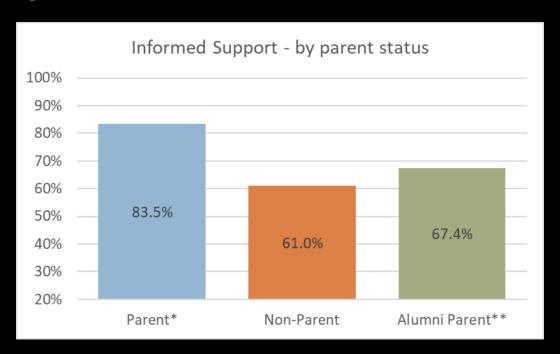


Difference is not statistically significant. In 2022 survey, initial support was 62.5% and informed support was 67.3%.

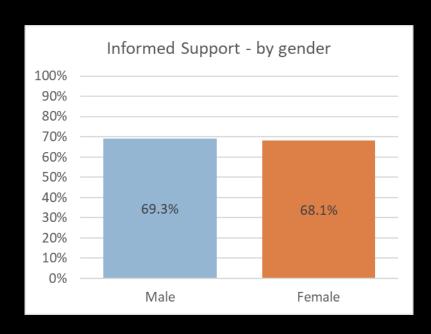
## **Demographic differences**

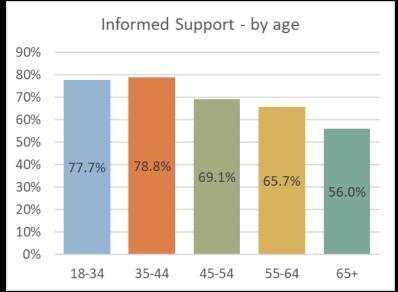
- The following slides show a quick snapshot of differences in support between demographic groups:
  - Parent status
  - Gender
  - Age
  - Location

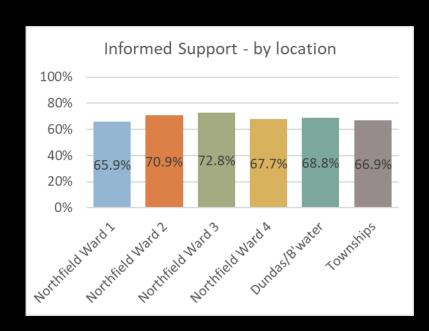
- Voting activity
- Income
- Education
- Homeownership
- Charts show level of support after hearing information about each proposal.

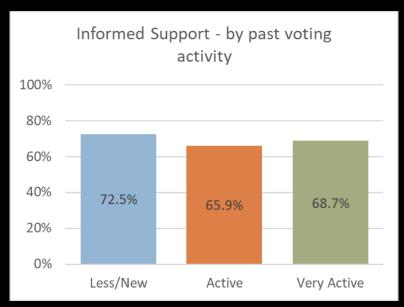


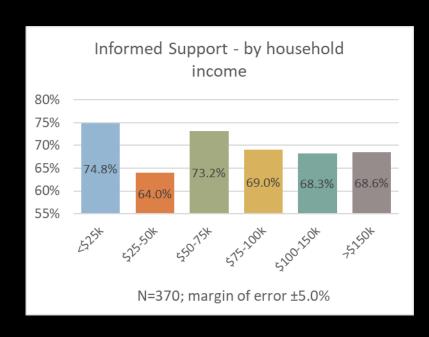
- \* "Parent" includes respondents with children attending Northfield Schools.
- \*\* "Alumni Parent" includes parents whose grown children attended Northfield Schools in the past.

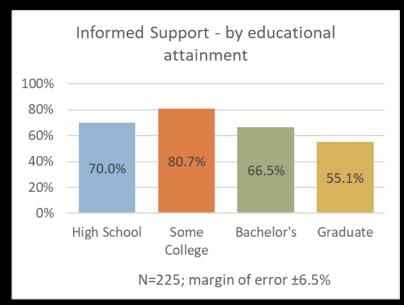


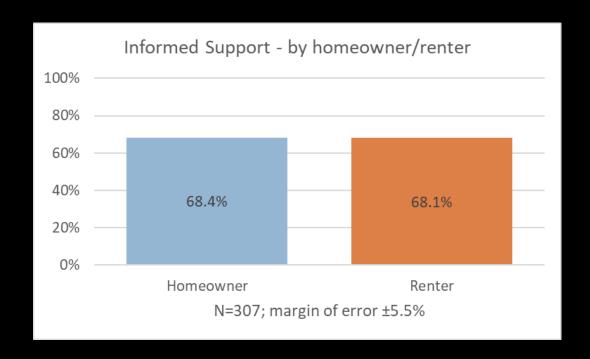














## Impact of cost information

"I am going to ask you some questions about the potential costs to fund facility, athletic and activity improvements and projects at the high school. Each question presents you with the annual cost for a home worth approximately \$350,000.

For each one, please tell me if knowing the cost of the proposal would make you support or oppose such a proposal."

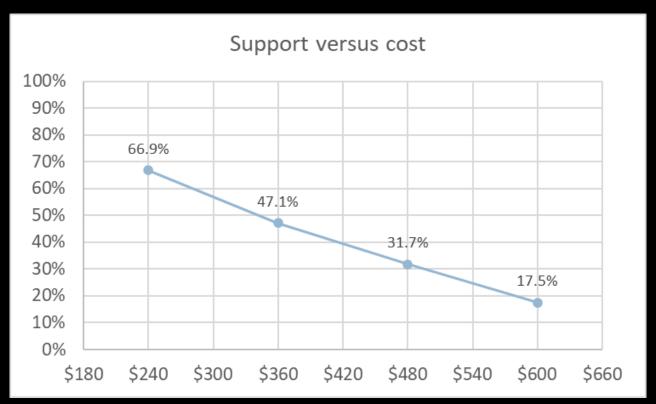
**TAX IMPACTS** 

## **Impact of cost information** (cont.)

- Participants were asked about four potential property tax increases to fund programs: \$240, \$360, \$480 and \$600 per year on an average home valued at \$350,000.
- Dollar amounts were presented in terms of both monthly and annual impacts.
- To preclude responses given in anticipation of higher or lower options, impacts were presented in random order.

#### **TAX IMPACTS**

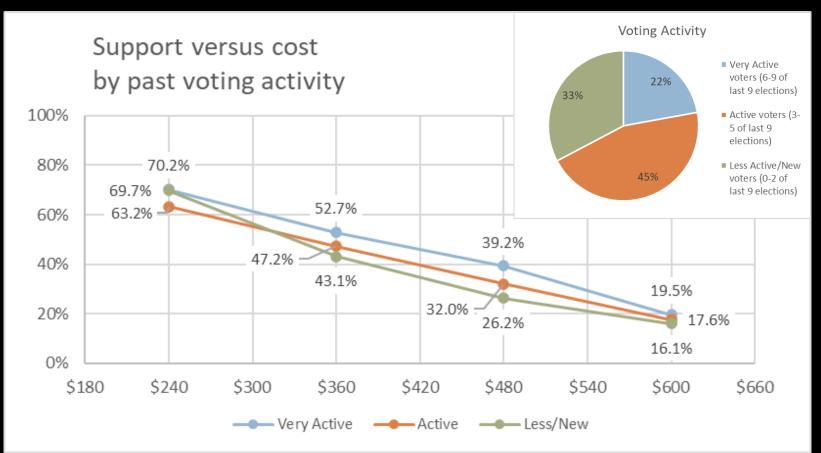
## **Impact of cost information** (cont.)



Potential tax impacts tested were \$240, \$360, \$480 and \$600 per year.

#### **TAX IMPACTS**

# **Impact of cost information** (cont.)



## **Grading the district**

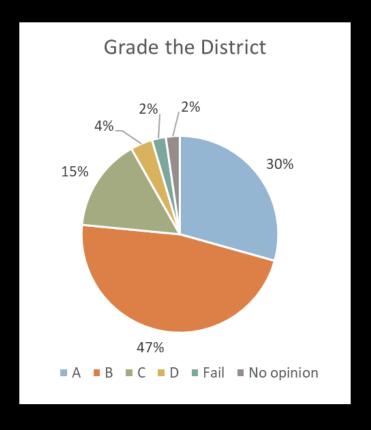
"Students are often given the grades of A, B, C, D and Fail to denote the quality of their work. Suppose the Northfield Public Schools were graded in the same way.

What grade would you give to the public schools in the Northfield School District?"

**GRADING THE DISTRICT** 

## **Grading the district** (cont.)

- 77% of participants gave the district a grade of A or B.
- 6% gave grades of D or Fail.
- 2% had no response to offer.



**GRADING THE DISTRICT** 

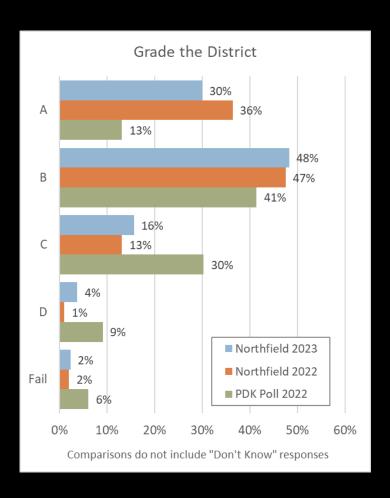
## **Benchmark comparisons**

- For comparisons, we look at the grades given by the community this year and those from previous surveys and a national benchmark.
- National benchmark is the PDK Poll of the Public's
   Attitudes Toward the Public Schools, conducted in 2022.
- For purposes of comparison between surveys, we do not include "I Don't Know" responses.

**GRADING THE DISTRICT** 

## **Benchmark comparisons** (cont.)

- Grades were better than national benchmark.
  - Higher proportion of A and B grades given to Northfield; fewer C, D and Fail grades.
- Combined A and B grades in the current survey came to 78%, compared to 83% in 2022 survey.



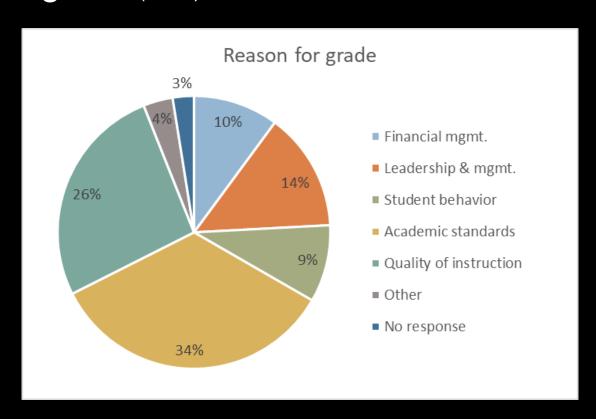
GRADING THE DISTRICT

## **Basis of grade**

- Respondents were asked for the basis of the grade they gave to the District.
- Six options were presented.

#### **GRADING THE DISTRICT**

## Basis of grade (cont.)





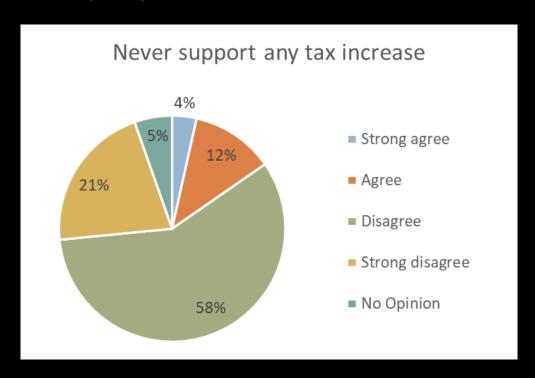
#### Tax aversion

Participants were asked how much they agreed with the following statement:

"I would never vote for a tax increase, no matter what the amount or how the money raised would be used."

#### **COMMUNITY PERCEPTIONS**

#### Tax aversion (cont.)



 Agree/strongly agree of 16% is at low end of the 15%-25% range typically seen in Minnesota school districts.

#### Findings: high school improvements

- Initial support for proposed plan was 66.2%.
  - In 2022 survey, this value was 62.5%.
- Informed support was 68.7%.
  - In 2022, this was 67.3%.
- Information about the proposal increased support by 2.5 percentage points.
  - Difference not enough to be statistically significant.

#### **Findings: high school improvements** (cont.)

- Greatest positive impacts from safety/security, special education and accessibility improvements.
- Comparatively smaller positive impacts from natural light and earlier athletic practices.
- Positive impacts ranged from 59% to 79%.
- Negative impacts ranged from 17% to 33%.

#### Findings: demographic support

- Highest support for high school improvements comes from parents, voters under 44 years of age, and households with annual income under \$25,000.
- Lowest support from voters over 65 years of age and non-parent voters.

## **Findings: potential tax impacts**

- At the time of data collection, overall support levels rise above margin of error (54.8%) at an impact of \$315 per year.
- Looking at weighted turnout of Less Active, Active and Very Active voters, support rises above margin of error at the \$325 impact level.
- Undecided voters were 4-5% at each tax impact level.

#### Findings: grading the district

- 77% gave A and B grades to the district; only 6% gave D or Fail grades.
- Fewer A grades in this survey compared to 2022.
- Grades were much better than national benchmark.

#### **Findings: tax climate**

- 16% of participants indicated that they would not support any tax increase for any reason.
  - Typical tax aversion levels seen in Minnesota school districts range from 15% to 25%.

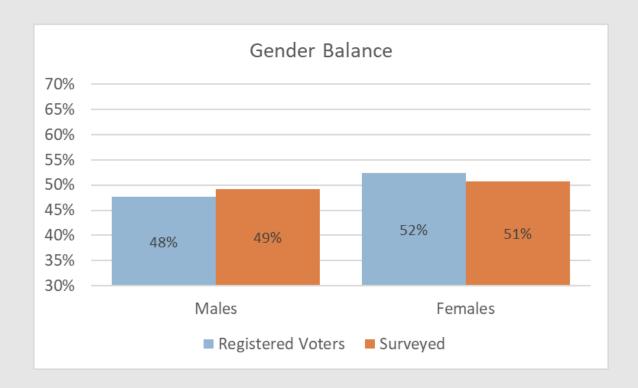
## Thank you!

The Morris Leatherman Company
612-920-0337
morris-leatherman.com

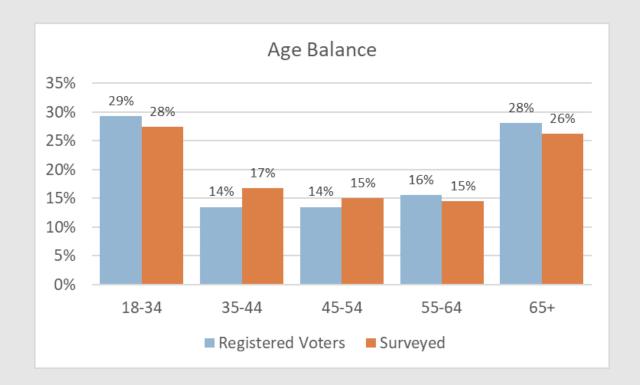
#### **Survey demographics**

- The following slides show proportions of total interviews versus targets before any sample weighting was performed.
- After re-balancing, samples were each within 1.5% of targets.

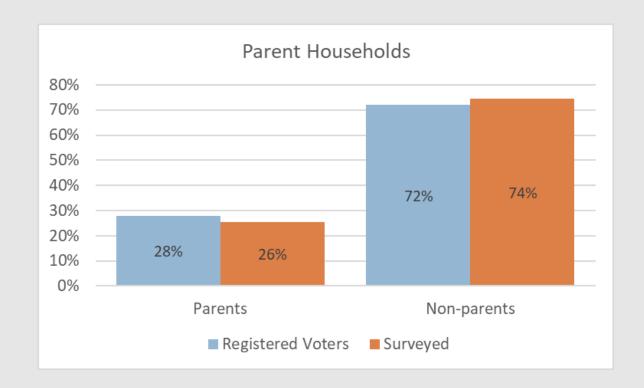
#### **Demographic targets: Gender**



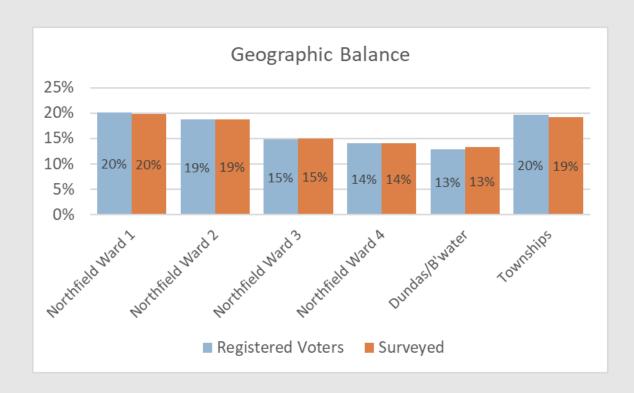
#### **Demographic targets: Age**



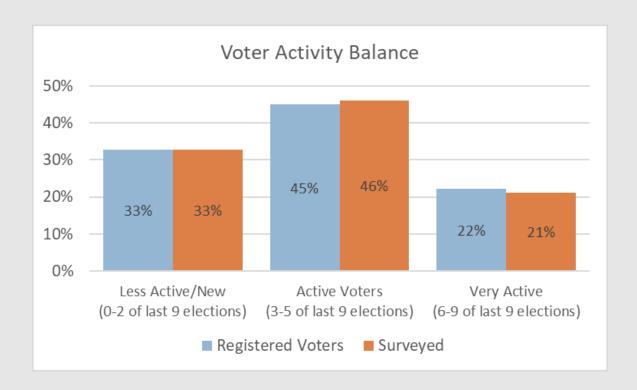
#### **Demographic targets: Parent households**



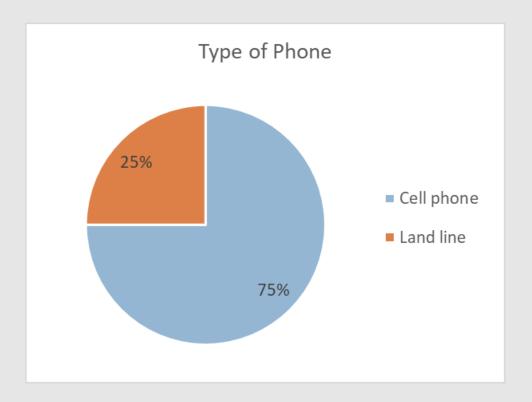
#### **Supplementary demographics: Location**



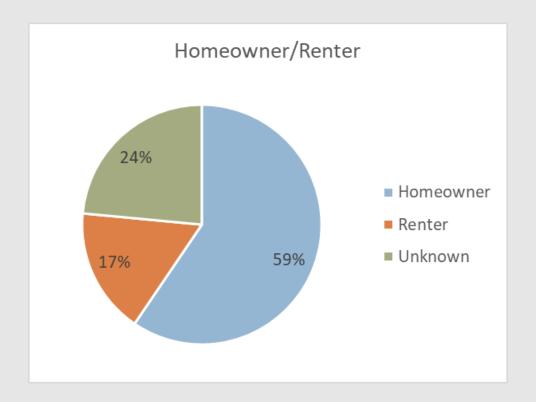
#### **Demographic targets: Past voting activity**



## **Supplementary demographics: Survey channel**



## **Supplementary demographics: Homeowner/renter**



## American Indian Programming - School Board Update

February 26, 2024

#### District Mission

#### **Our Vision**

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

#### **Our Strategic Plan**



#### Program Updates

- District Professional Development Opportunities
  - Urban Leadership Academy Meghan Bang Forms of Indigenous and Decolonial Education That Support Thriving in Times of Changing Climate
  - February 19th Professional Development
  - February/March Training
- Cultural Liaison Update

#### Northfield School District Professional Development Update

- Understand Native Minnesota: Professional development workshops to introduce K-12 educators to a variety of ways to teach Native American topics in classroom settings. They are intended for educators in Minnesota and will feature Native American authors, artists, and education experts. 27 teachers and administrators representing all buildings signed up to go, with more on the waiting list.
- ❖ 2/29/24 professional development sessions for all Northfield licenced staff included Paul Dressen, Education Director for Prairie Island Indian Community and his son Broderick, who has worked with a number of organizations including MIGIZI, a nonprofit in Minneapolis that works to close educational equity gaps for Native youth.

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#### Reflection Themes

Active Listening and Understanding Diverse Perspectives: Many reflections emphasize the importance of listening to students and understanding their unique backgrounds and experiences. This approach includes being open to students' stories, respecting their cultural norms (such as differing attitudes toward eye contact), and adjusting teaching practices to accommodate diverse needs. By prioritizing listening, educators aim to foster an environment where all voices are heard and valued, which is crucial for building trust and a sense of belonging among students.

Cultural Respect and Understanding: The presentation emphasized the importance of cultural respect and sensitivity, particularly in educational contexts. Attendees noted the significance of understanding Native American family roles, discipline, and the implications of eye contact in cultural interactions. This challenged many to think about how to deliver content in ways that are culturally respectful and to reconsider their assumptions about student behavior and engagement.

**Personal and Professional Growth:** Reflecting on their own lack of knowledge and cultural understanding, many attendees expressed a desire to learn more about Native American cultures and histories. This included specific references to the Dakota people, the importance of family in Native American cultures, and the need to avoid tokenism in educational settings.

#### Reflection Quotes

I would like to have more training on the responsive classroom. I notice this was a practice that the speakers promoted. I also need to listen to students who are Native American. Last year an Ojibwe student told me she was not able to be in a room with real bones, which we were using for a lab on structure and function. I can learn and adjust.

Even though I have lived in MN my whole life, I did not know some of the Dakota history presented today. We learned a much more white-washed version of MN history that can lead to bias. It was very helpful to learn about eye contact in regards to respect in the Dakota community.

Hard to teach this difficult history. I worry about upsetting parents and administrators.

My first job was on a reservation in SD. I thought I had a good knowledge base of the Native American culture, but today I learned I have so much more to learn.

Continue to educate myself about Native cultures, history, and current issues; don't make assumptions; be aware that there are a wide variety of cultures and customs and remain sensitive to those cultural differences.

## Cultural Liaison Update

**Sybil Betsinger** 

## Mission of the American Indian Program

Northfield Public Schools preserves, respects, and honors the traditional and spiritual values of the American Indian communities. Students across the district will receive quality education that affirms their cultural identity.

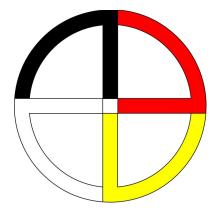
The American Indian Education Program provides services to students and families. In order to receive services the student meets the following criteria:

- An enrolled member of a Tribe, Band, or Alaskan Native.
- The child of a parent or grandparent of a member of a Tribe or Alaskan Native.

# **Eligibility Guidelines**

## Tribal Representation

Our Native families represent 16 tribes across the nation. The majority of our families belong to 6 Minnesota tribes.



## Parent Feedback

#### **Desired Supports**

- Connection to other Native families
- Cultural enrichment
- Access to Native language resources
- Opportunities to enhance Native youth self-esteem
- Post-secondary supports and career-readiness
- Cultural resources

## **Services Offered**

#### **Cultural Enrichment**

#### Native specific field trips

- Edwin Buck Jr. Memorial Buffalo Project
- Edwin Buck Jr. Memorial Buffalo Project Prairie Island Indian Community
- HocokataTi
- Group & Field Trips Mdewakanton:
   Dwellers of the Spirit Lake
- Powwows

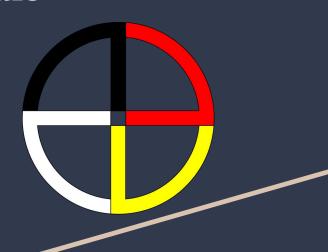
**Native language learning applications** 

**Attendance Support** 

Post-Secondary and Career Readiness Supports

**Linkage to Community Resources** 

## American Indian Education Grant Goals



- We will increase the daily attendance of our Indigenous students
- Increase reading and math proficiency scores among 3rd, sixth and 8th grade students-measured by MCAs
- Program will enhance the positive reinforcement of self-esteem among our Indigenous youth.
- District staff will report increased cultural awareness after attending professional development opportunities
- Provide cultural enrichment opportunities for Northfield School District our Indigenous youth and families

# Upcoming Event: Middle and High School Field Trip

Mdewakanton: Dwellers of the Spirit Lake at Hoċokata Ti

## **Questions or Comments?**

## Potential timeline for Northfield High School (NHS) facility update bond referendum last updated 01.16.2024 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> <li>The board considers a random stratified sample voter survey</li> <li>The board discusses the timeline for the potential 2024 bond election</li> </ul>
November 2023	<ul> <li>The board reviews previous high school discussions from 2017 and 2022 and clarifies the purpose of a potential high school bond</li> <li>The board considers options for addressing high school deficiencies</li> <li>Nov. 16: suggested work session date (5:30 pm—7:30 pm)</li> <li>Nov. 18: NHS building tour for the public (10 am—12 pm)</li> </ul>
December 2023	<ul> <li>The board considers options for addressing high school deficiencies</li> <li>Dec. 4: suggested work session (5:30 pm—7:30 pm)</li> <li>Dec. 9: bus trip to tour Owatonna High School (Depart from NHS Door No. 1 at 12:15 pm)</li> <li>Dec. 12: NHS building tour for the the public (6 pm—8 pm)</li> </ul>
January 2024	<ul> <li>The board considers options for addressing high school deficiencies</li> <li>Random stratified sample community survey is conducted by Morris-Leatherman on Jan. 8 (the process will take five-to-ten days)</li> <li>Jan. 16: board work session (5:30 pm—7:30 pm) at NHS media center</li> <li>Jan. 20: NHS building tour for the public (10 am—12 pm)</li> <li>Jan. 29: Public meeting and feedback session (6 pm—8 pm) at NHS auditorium</li> </ul>
February 2024	<ul> <li>Feb. 3: NHS building tour for the public (10 am—12 pm)</li> <li>Feb. 26: board receives random stratified sample survey results at regular meeting</li> </ul>
March 2024	<ul> <li>March 5: board work session (4:00 pm—5:59 pm) at the NHS media center</li> <li>March 11: target date for board decision about what questions to place on the Nov. 2024 ballot to address the facility issues at NHS</li> <li>Bond informational campaign</li> <li>NHS tours</li> <li>Submit review and comment</li> </ul>
April 2024	<ul> <li>Bond informational campaign</li> <li>NHS tours</li> </ul>
May 2024	<ul> <li>Bond informational campaign</li> <li>Finalize ballot language</li> </ul>
June 2024	Summer break
July 2024	Summer break
August 2024	Bond informational campaign resumes
September 2024	<ul> <li>Bond informational campaign</li> <li>NHS tours</li> </ul>
October 2024	<ul><li>Bond informational campaign</li><li>NHS tours</li></ul>
November 2024	<ul> <li>Bond informational campaign</li> <li>Nov. 5: election day</li> </ul>

**Potential high school facility bond referendum options:** The options listed below are packages that could address, at various levels, problems identified with the high school facility. Each option could be adjusted based on the board's direction.

Option	Description	Estimated cost
Option 1A	Substantial maintenance and modest renovation of the existing facility.	\$59.5
		+\$2.5 million to expand existing windows
Option 1A alternate	Address maintenance issues for HVAC, lighting, plumbing, and windows only.	\$36.1 million
	Address required ADA issues.	+\$2.5 million to expand existing windows
Option 1B	Substantial maintenance and modest renovation of the existing facility, new furniture for the entire facility, and a turf practice field for PE classes and athletic practices.	\$66.5 million
	for the entire facility, and a turn practice field for FE classes and atmetic practices.	+\$2.5 million to expand existing windows
Option 1C	Substantial maintenance and modest renovation of the existing facility, new furniture for the entire facility, a turf practice field for PE classes and athletic practices, and an	\$87.2 million
	athletic fieldhouse with room for four basketball courts.	+\$2.5 million to expand existing windows
Option 2	Reimagine the existing facility. This would include a significant, multi-story addition, demolition of the H, D, M, and S wings, and renovation of the remaining parts of the existing facility, a turf practice field for PE classes and athletic practices, and an athletic fieldhouse with room for four basketball courts.	\$117.6 million
Option 3	A new school on the existing campus, demolition of most of the existing facility (leaving gym, auditorium, and cafeteria for community use). (The athletic fieldhouse amenities would be incorporated into the new building.)	\$162.8 million—173.2 million
Option 4	A new school on a new campus.	\$172.8 million—176.4 million
Geothermal	A geothermal option could be added to any option above. Using a geothermal solution could reduce utility costs.	\$5—7 million
Fieldhouse	The fieldhouse option, intended to include four basketball courts with a walking track, could also be a separate ballot question.	\$18.8 million  * It would be more expensive as part of Option 1 due to state storm shelter requirements

**Potential bond terms:** The board could select any bond term between 20 and 30 years. The bond term is the length of time it would take for the taxpayers to repay the debt issued to complete the referendum project. Some considerations:

- The shorter the bond term, the more the annual cost to the taxpayer. However, less would be paid in total over the bond term.
- The longer the bond term, the lower the annual cost to the taxpayer. However, more would be paid in total over the bond term.

**Potential referendum ballot questions:** The board can structure the referendum question(s) in a few ways:

- A single referendum question. A single bond question includes the entirety of the project in one ballot.
- Multiple referendum questions
  - Standalone: each referendum question can pass or fail independently
  - o Contingent: second or subsequent referendum questions would only pass if the preceding question also passes.

Tax Impact: Ehlers presented the potential tax impact tables at the Feb. 12 board meeting.

#### Next steps:

- March 5 work session (4 pm—5:59 pm | District Office Board Room). The board will discuss what option, if any, they would like to pursue.
- March 11 regular meeting (6 pm | District Office Board Room). The board will be asked to vote on what referendum option, if any, they intend to include on the November 2024 election ballot.

### **Northfield Public Schools ISD #659**

**February 8, 2024** 

Estimated Sources and Uses of Funds November 5, 2024 Election

	Voter Approved School Building Bonds								
Bond Amount Project Costs Number of Levies Closing Date	\$59,575,000 \$59,522,967 20/25 2/1/2025	\$66,615,000 \$66,568,158 20/25 2/1/2025	\$87,145,000 \$87,205,658 20/25/30 2/1/2025	\$117,455,000 \$117,592,685 20/25/30 2/1/2025	\$172,660,000 \$173,274,708 20/25/30 2/1/2025	\$175,795,000 \$176,425,205 20/25/30 2/1/2025			
Sources of Funds									
Par Amount	\$59,575,000	\$66,615,000	\$87,145,000	\$117,455,000	\$172,660,000	\$175,795,000			
Investment Earnings <sup>1</sup>	783,197	875,897	1,147,443	1,547,272	2,279,930	2,321,384			
Total Sources	\$60,358,197	\$67,490,897	\$88,292,443	\$119,002,272	\$174,939,930	\$178,116,384			
Uses of Funds									
Underwriter's Discount <sup>2</sup>	\$595,750	\$666,150	\$784,305	\$998,368	\$1,122,290	\$1,142,668			
Legal and Fiscal Costs <sup>3</sup>	239,480	256,589	302,480	411,220	542,932	548,511			
Net Available for Project Costs	59,522,967	66,568,158	87,205,658	117,592,685	173,274,708	176,425,206			
Total Uses	\$60,358,197	\$67,490,897	\$88,292,443	\$119,002,272	\$174,939,930	\$178,116,384			
Initial Deposit to Construction Fund	\$58,739,770	\$65,692,261	\$86,058,215	\$116,045,413	\$170,994,778	\$174,103,822			

- 1 Estimated investment earnings are based on an average interest rate of 1.0%, and an average life of 16 months (project duration of 32 months).
- The underwriter discount is an allowance for discount bidding, which is an estimate of the compensation taken by the underwriter who provides the lowest true interest cost as part of the competitive bidding process and purchases the bonds. Ehlers provides independent municipal advisory services as part of the bond sale process and is not an underwriting firm.
- 3 Includes fees for municipal advisor, bond counsel, rating agency, paying agent and county certificates.



Page 1 Sources & Uses 24f

### Northfield Public School District No. 659

**Analysis of Tax Impact for Potential Bond Issue (20 Year Bond Term)** 

**February 8, 2024** 

Bond Issue Amount	\$59,575,000	\$66,615,000	\$87,145,000	\$117,455,000	\$172,660,000	\$175,795,000
Average Interest Rate	4.75%	4.75%	4.75%	4.75%	4.75%	4.75%
Number of Years (Bond Term)	20	20	20	20	20	20

Type of Property	Estimated Market				Estimat	ed Annual 1	ax Impact P	ayable 2025	Compared t	o 2024*			
	Value	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly
	\$100,000	\$29	\$2.42	\$36	\$3.00	\$56	\$4.67	\$87	\$7.25	\$142	\$11.83	\$145	\$12.08
	150,000	63	5.25	76	6.33	115	9.58	172	14.33	275	22.92	281	23.42
	200,000	98	8.17	117	9.75	174	14.50	258	21.50	408	34.00	417	34.75
	250,000	132	11.00	158	13.17	233	19.42	343	28.58	542	45.17	553	46.08
Residential	300,000	167	13.92	199	16.58	291	24.25	428	35.67	675	56.25	689	57.42
Homestead	350,000	202	16.83	239	19.92	350	29.17	514	42.83	808	67.33	825	68.75
	400,000	236	19.67	280	23.33	409	34.08	599	49.92	942	78.50	961	80.08
	450,000	275	22.92	325	27.08	472	39.33	688	57.33	1,079	89.92	1,101	91.75
	500,000	315	26.25	371	30.92	536	44.67	779	64.92	1,218	101.50	1,242	103.50
	550,000	357	29.75	421	35.08	607	50.58	881	73.42	1,376	114.67	1,404	117.00
	600,000	397	33.08	468	39.00	674	56.17	979	81.58	1,529	127.42	1,560	130.00
	\$100,000	\$95	\$7.94	\$112	\$9.35	\$162	\$13.49	\$235	\$19.59	\$367	\$30.58	\$374	\$31.20
Commercial/	250,000	270	22.49	318	26.49	459	38.21	666	55.50	1,040	86.65	1,061	88.40
Industrial <sup>#</sup>	500,000	587	48.95	692	57.66	998	83.17	1,449	120.79	2,263	188.58	2,309	192.40
	750,000	905	75.41	1,066	88.83	1,538	128.13	2,233	186.08	3,486	290.52	3,557	296.40
	1,000,000	1,222	101.86	1,440	119.99	2,077	173.09	3,016	251.37	4,709	392.45	4,805	400.40
	\$7,000	\$0.67	\$0.06	\$0.79	\$0.07	\$1.13	\$0.09	\$1.65	\$0.14	\$2.57	\$0.21	\$2.62	\$0.22
Agricultural	8,000	0.76	0.06	0.90	0.07	1.29	0.11	1.88	0.16	2.94	0.24	3.00	0.25
Homestead**	9,000	0.86	0.07	1.01	0.08	1.46	0.12	2.12	0.18	3.30	0.28	3.37	0.28
(average value per acre	10,000	0.95	0.08	1.12	0.09	1.62	0.13	2.35	0.20	3.67	0.31	3.74	0.31
of land & buildings)	11,000	1.05	0.09	1.23	0.10	1.78	0.15	2.59	0.22	4.04	0.34	4.12	0.34
	12,000	1.14	0.10	1.35	0.11	1.94	0.16	2.82	0.24	4.40	0.37	4.49	0.37
	\$7,000	\$1.33	\$0.11	\$1.57	\$0.13	\$2.27	\$0.19	\$3.29	\$0.27	\$5.14	\$0.43	\$5.24	\$0.44
Agricultural	8,000	1.52	0.13	1.80	0.15	2.59	0.22	3.76	0.31	5.87	0.49	5.99	0.50
Non-Homestead**	9,000	1.71	0.14	2.02	0.17	2.91	0.24	4.23	0.35	6.61	0.55	6.74	0.56
(average value per acre	10,000	1.91	0.16	2.24	0.19	3.24	0.27	4.70	0.39	7.34	0.61	7.49	0.62
of land & buildings)	11,000	2.10	0.17	2.47	0.21	3.56	0.30	5.17	0.43	8.07	0.67	8.24	0.69
	12,000	2.29	0.19	2.69	0.22	3.88	0.32	5.64	0.47	8.81	0.73	8.99	0.75

<sup>\*</sup> Estimated tax impact includes principal and interest payments on the new bonds. The amounts in the table are based on school district taxes for bonded debt levies only, and do not include tax levies for other purposes. Tax increases shown above are gross increases, not including the impact of the homeowner's Homestead Credit Refund ("Circuit Breaker") program. Owners of homestead property may qualify for a refund, based on their income and total property taxes. This will change the net effect of the proposed bond issue for those property owners.



<sup>\*</sup> For all agricultural property, includes a 70% reduction due to the School Building Bond Agricultural Credit. Average value per acre is the total estimated market value of all land & buildings divided by total acres. If the property includes a home, then the tax impact on the house, garage, and one acre of land will be calculated in addition to the taxes per acre, on the same basis as a residential homestead or non-homestead property. If the same property owner owns more than \$3.5 million of agricultural homestead land and buildings, a portion of the property will be taxed at the higher non-homestead rate.

### Northfield Public School District No. 659

**Analysis of Tax Impact for Potential Bond Issue (25 Year Bond Term)** 

**February 8, 2024** 

Bond Issue Amount	\$59,575,000	\$66,615,000	\$87,145,000	\$117,455,000	\$172,660,000	\$175,795,000
Average Interest Rate	5.00%	5.00%	5.00%	5.00%	5.00%	5.00%
Number of Years (Bond Term)	25	25	25	25	25	25

Type of Property	Estimated Market	Estimated Annual Tax Impact Payable 2025 Compared to 2024*											
	Value	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly
	\$100,000	\$20	\$1.67	\$26	\$2.17	\$45	\$3.75	\$72	\$6.00	\$122	\$10.17	\$125	\$10.42
	150,000	47	3.92	59	4.92	93	7.75	145	12.08	239	19.92	244	20.33
	200,000	73	6.08	91	7.58	142	11.83	217	18.08	355	29.58	363	30.25
	250,000	100	8.33	124	10.33	191	15.92	290	24.17	471	39.25	483	40.25
Residential	300,000	127	10.58	156	13.00	240	20.00	363	30.25	588	49.00	602	50.17
Homestead	350,000	154	12.83	188	15.67	288	24.00	435	36.25	704	58.67	721	60.08
	400,000	181	15.08	221	18.42	337	28.08	508	42.33	820	68.33	840	70.00
	450,000	212	17.67	257	21.42	390	32.50	585	48.75	941	78.42	963	80.25
	500,000	244	20.33	295	24.58	444	37.00	663	55.25	1,062	88.50	1,087	90.58
	550,000	277	23.08	335	27.92	503	41.92	750	62.50	1,201	100.08	1,229	102.42
	600,000	308	25.67	373	31.08	559	46.58	833	69.42	1,334	111.17	1,366	113.83
	\$100,000	\$74	\$6.16	\$89	\$7.45	\$134	\$11.18	\$200	\$16.66	\$320	\$26.69	\$328	\$27.31
Commercial/	250,000	210	17.46	253	21.11	380	31.66	567	47.21	907	75.61	929	77.39
Industrial #	500,000	456	38.00	551	45.94	827	68.91	1,233	102.75	1,975	164.57	2,021	168.43
	750,000	703	58.54	849	70.78	1,274	106.16	1,900	158.29	3,042	253.53	3,114	259.47
	1,000,000	949	79.09	1,147	95.61	1,721	143.41	2,566	213.84	4,110	342.49	4,206	350.51
	\$7,000	\$0.52	\$0.04	\$0.63	\$0.05	\$0.94	\$0.08	\$1.40	\$0.12	\$2.24	\$0.19	\$2.29	\$0.19
Agricultural	8,000	0.59	0.05	0.72	0.06	1.07	0.09	1.60	0.13	2.56	0.21	2.62	0.22
Homestead**	9,000	0.67	0.06	0.80	0.07	1.21	0.10	1.80	0.15	2.88	0.24	2.95	0.25
(average value per acre	10,000	0.74	0.06	0.89	0.07	1.34	0.11	2.00	0.17	3.20	0.27	3.28	0.27
of land & buildings)	11,000	0.81	0.07	0.98	0.08	1.48	0.12	2.20	0.18	3.52	0.29	3.61	0.30
	12,000	0.89	0.07	1.07	0.09	1.61	0.13	2.40	0.20	3.84	0.32	3.93	0.33
	\$7,000	\$1.04	\$0.09	\$1.25	\$0.10	\$1.88	\$0.16	\$2.80	\$0.23	\$4.48	\$0.37	\$4.59	\$0.38
Agricultural	8,000	1.18	0.10	1.43	0.12	2.15	0.18	3.20	0.27	5.12	0.43	5.24	0.44
Non-Homestead**	9,000	1.33	0.11	1.61	0.13	2.41	0.20	3.60	0.30	5.76	0.48	5.90	0.49
(average value per acre	10,000	1.48	0.12	1.79	0.15	2.68	0.22	4.00	0.33	6.41	0.53	6.56	0.55
of land & buildings)	11,000	1.63	0.14	1.97	0.16	2.95	0.25	4.40	0.37	7.05	0.59	7.21	0.60
	12,000	1.77	0.15	2.15	0.18	3.22	0.27	4.80	0.40	7.69	0.64	7.87	0.66

<sup>\*</sup> Estimated tax impact includes principal and interest payments on the new bonds. The amounts in the table are based on school district taxes for bonded debt levies only, and do not include tax levies for other purposes. Tax increases shown above are gross increases, not including the impact of the homeowner's Homestead Credit Refund ("Circuit Breaker") program. Owners of homestead property may qualify for a refund, based on their income and total property taxes. This will change the net effect of the proposed bond issue for those property owners.



<sup>\*&#</sup>x27; For all agricultural property, includes a 70% reduction due to the School Building Bond Agricultural Credit. Average value per acre is the total estimated market value of all land & buildings divided by total acres. If the property includes a home, then the tax impact on the house, garage, and one acre of land will be calculated in addition to the taxes per acre, on the same basis as a residential homestead or non-homestead property. If the same property owner owns more than \$3.5 million of agricultural homestead land and buildings, a portion of the property will be taxed at the higher non-homestead rate.

### Northfield Public School District No. 659

**Analysis of Tax Impact for Potential Bond Issue (30 Year Bond Term)** 

**February 8, 2024** 

Bond Issue Amount	\$87,145,000	\$117,455,000	\$172,660,000	\$175,795,000
Average Interest Rate	5.25%	5.25%	5.25%	5.25%
Number of Years (Bond Term)	30	30	30	30

Type of Property	Estimated Market	Estimated Annual Tax Impact Payable 2025 Compared to 2024*								
	Value	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	
	\$100,000	\$38	\$3.17	\$64	\$5.33	\$111	\$9.25	\$114	\$9.50	
	150,000	82	6.83	130	10.83	218	18.17	223	18.58	
	200,000	125	10.42	196	16.33	325	27.08	332	27.67	
	250,000	168	14.00	262	21.83	432	36.00	442	36.83	
Residential	300,000	211	17.58	327	27.25	539	44.92	551	45.92	
Homestead	350,000	254	21.17	393	32.75	646	53.83	660	55.00	
	400,000	298	24.83	459	38.25	753	62.75	769	64.08	
	450,000	345	28.75	529	44.08	863	71.92	882	73.50	
	500,000	393	32.75	600	50.00	976	81.33	997	83.08	
	550,000	446	37.17	679	56.58	1,103	91.92	1,127	93.92	
	600,000	496	41.33	754	62.83	1,226	102.17	1,253	104.42	
	\$100,000	\$119	\$9.91	\$181	\$15.09	\$294	\$24.51	\$301	\$25.05	
Commercial/	250,000	337	28.09	513	42.75	833	69.45	852	70.98	
Industrial <sup>#</sup>	500,000	734	61.13	1,116	93.04	1,814	151.16	1,854	154.48	
	750,000	1,130	94.17	1,720	143.33	2,794	232.87	2,856	237.98	
	1,000,000	1,527	127.21	2,323	193.62	3,775	314.58	3,858	321.48	
	\$7,000	\$0.83	\$0.07	\$1.27	\$0.11	\$2.06	\$0.17	\$2.10	\$0.18	
Agricultural	8,000	0.95	0.08	1.45	0.12	2.35	0.20	2.40	0.20	
Homestead**	9,000	1.07	0.09	1.63	0.14	2.65	0.22	2.71	0.23	
(average value per acre	10,000	1.19	0.10	1.81	0.15	2.94	0.25	3.01	0.25	
of land & buildings)	11,000	1.31	0.11	1.99	0.17	3.24	0.27	3.31	0.28	
	12,000	1.43	0.12	2.17	0.18	3.53	0.29	3.61	0.30	
	\$7,000	\$1.67	\$0.14	\$2.53	\$0.21	\$4.12	\$0.34	\$4.21	\$0.35	
Agricultural	8,000	1.90	0.16	2.90	0.24	4.71	0.39	4.81	0.40	
Non-Homestead**	9,000	2.14	0.18	3.26	0.27	5.29	0.44	5.41	0.45	
(average value per acre	10,000	2.38	0.20	3.62	0.30	5.88	0.49	6.01	0.50	
of land & buildings)	11,000	2.62	0.22	3.98	0.33	6.47	0.54	6.61	0.55	
	12,000	2.85	0.24	4.35	0.36	7.06	0.59	7.21	0.60	

Estimated tax impact includes principal and interest payments on the new bonds. The amounts in the table are based on school district taxes for bonded debt levies only, and do not include tax levies for other purposes. Tax increases shown above are gross increases, not including the impact of the homeowner's Homestead Credit Refund ("Circuit Breaker") program. Owners of homestead property may qualify for a refund, based on their income and total property taxes. This will change the net effect of the proposed bond issue for those property owners.



For all agricultural property, includes a 70% reduction due to the School Building Bond Agricultural Credit. Average value per acre is the total estimated market value of all land & buildings divided by total acres. If the property includes a home, then the tax impact on the house, garage, and one acre of land will be calculated in addition to the taxes per acre, on the same basis as a residential homestead or non-homestead property. If the same property owner owns more than \$3.5 million of agricultural homestead land and buildings, a portion of the property will be taxed at the higher non-homestead rate.





Discussion Item	Information	Reactions	Options	Team Decision
Infrastructure (critical systems at end of life and other needed updates)  Necessary maintenance Building envelope/layout Windows Ensuring accessibility Lighting fixtures (controllable lighting) HVAC — climate control and energy efficiency Air exchange Comfort and climate Restroom facilities (more access and individual facilities) Building traffic flow and wayfinding Kitchen and dining experience	<ul> <li>B3 benchmarking</li> <li>Need information about current energy/insualtion, etc. (r-value)         <ul> <li>Estimated R value of walls is under 2.</li> <li>Code minimum today is 13.3 for walls</li> </ul> </li> <li>Wold Facility Assessment         <ul> <li>Energy Performance Index</li> <li>NHS Existing Wall Sections Analysis</li> <li>NHS Google Earth View</li> <li>NHS Map</li> </ul> </li> </ul>	<ul> <li>Dealing with an older building — difficult to remodel at a practical cost. Costing of remodel vs. build? What is the cost ratio?</li> <li>HVAC question is much more complicated than initially thought it would be.</li> <li>Question about how last year's hybrid proposal would have factored into HVAC plan given limited room for updates.</li> <li>How do you tie the remaining parts of the building into any "reimagined" facility.</li> <li>Distance between classrooms is problematic in some instances.</li> <li>Climate and comfort — difficulty in telling students what to wear to accommodate.</li> <li>Amount of energy/money that it takes to keep the</li> </ul>	<ul> <li>The board heard five different draft options and associated estimated costs at its Jan. 16 work session:</li> <li>Option 1A: Substantial maintenance and modest renovation of the existing facility. Estimated cost: \$59.5 million</li> <li>Option 1B: Substantial maintenance and modest renovation of the existing facility, new furniture for the entire facility, and a turf practice field for PE classes and athletic practices. Estimated cost: \$66.5 million.</li> <li>Option 1C: Substantial maintenance and modest renovation of the existing facility, new furniture for the entire facility, a turf practice field for PE classes and athletic practices, and an athletic fieldhouse with room</li> </ul>	





Discussion Item	Information	Reactions	Options	Team Decision
Classroom, laboratory, shop, and learning space updates  • Natural lighting • Every teacher should have their own classroom space • Music space insufficient • Designing physical space to align with best practice • Updated Vocational/Career Prep Spaces	<ul> <li>Article list</li> <li>Staff &amp; student input on adequacy</li> <li>NHS Map</li> </ul>	<ul> <li>Dealing with an older building — difficult to remodel at a practical cost. There would be better design aspects today.</li> <li>Might be more reactions after we visit Owatonna HS.</li> <li>All issues are important — the task force's prioritization challenges are apparent.</li> <li>The Greenvale Park improvement/template. <ul> <li>Greenvale Park tour?</li> </ul> </li> <li>Natural light — what classrooms at the HS do not have natural light? [See map]</li> <li>Preservation may be important but may not be important but may not be important in the scope of student's education.</li> <li>Furniture</li> </ul>	for four basketball courts. Estimated cost: \$87.2 million.  • Window expansion for Option 1A, 1B, or 1C: This would not just replace but expand the windows for more natural light. This would add \$2.5 million to the costs listed above.  • Option 2: Reimagine the existing facility. This would include a significant, multi-story addition, demolition of the H, D, M, and S wings, and renovation of the remaining parts of the existing facility, a turf practice field for PE classes and athletic practices, and an athletic fieldhouse with room for four basketball courts. Estimated cost: \$117.6 million.  • Option 3: A new school on the existing campus,	
Activities spaces and community	Auditorium renovation	Do we have adequate	demolition of most of the	





Discussion Item	Information	Reactions	Options	Team Decision
<ul> <li>Auditorium updates needed</li> <li>Expanded gym space: athletics and academic space</li> <li>Weight room</li> <li>Community use of high school</li> <li>Locker rooms</li> </ul>	budget comments from Liam Fisher.  Staff & student input on adequacy	Inadequate equipment (audio, lighting, etc. — end of usable life)  Inadequate equipment (audio, auditor community)  fieldhouse incorpe building range:  million  Option	existing facility (leaving gym, auditorium, and cafeteria for community use). (The athletic fieldhouse amenities would be incorporated into the new building.) Estimated cost range: \$162.8 million—173.2 million.  Option 4: A new school on a new campus. Estimated cost	
Safety/security	• NHS Map	<ul> <li>Too many doors is probably more of a concern than a benefit</li> <li>Potential reduction in behavioral issues due to better supervision sight lines?</li> </ul>	new campus. Estimated cost range: \$172.8 million—176.4 million.  Potential geothermal solution: this could be added to any of the options. Estimated cost: \$7 million.  You can see more detailed of these draft estimates and test fit solutions here. These are also part of the Jan. 22 board packet.  You can see the tax impact tables here. These are also part of the Feb. 12 board packet.	





#### **General Reactions**

- What obligation do we have to give the students the space that best matches their abilities and experiences.
- Comparing heating and cooling with what a geothermal system would cost?
- More financial analysis?
- What rates are we seeing?
- What questions or question structure?



### Northfield High School Options Budget Recommendations

Option	Description	Budget Recommendation - Low end range	Budge - High	t Recommendation end range	Notes
Option 1A	Maintenance Only	? Pending scope	\$	59,522,967	
Option 1B	Maintenance plus furniture/practice turf	? Pending scope	\$	66,568,158	
Option 1C	Same as above, add fieldhouse	? Pending scope	\$	87,205,658	Storm shelter discussion
Option 2	Reimagine existing (major add/demo)	? Pending scope	\$	117,592,685	
Option 3	New building on same site, keep some existing	\$ 162,823,432	\$	173,274,708	Pending use of partial existing
Option 4	New building on new site	\$ 172,797,474	\$	176,425,205	Pending demo of existing



Area	Description	Budget	
	_	Recomm	
M / D Wings	Provide new DDC controls for ERU, VAV systems installed in 2005 (east side).	\$	171,118
M / D Wings	Provide new DDC controls for ERU, VAV systems installed in 2005 (west side).	\$	252,434
M / D Wings	Add 5% of the total locker count to accommodate ADA standards.	\$	21,920
M / D Wings	Replace VCT flooring in existing area A classrooms	\$	1,336,414
M / D Wings	Replace existing casework in area A classrooms	\$	557,193
All	Replace all fluorescent/ballasted lighting with LED/driver luminaires and low voltage dimming contro	\$	2,107,150
All	Replace acoustic ceiling tiles in all corridors.	\$	325,265
All	Replace any remaining battery exit signs with exit signs connected to a dedicated life safety branch	\$	388,903
All	Replace the Public Address System with EPIC system.	\$	1,272,775
All	Update the Notifier Fire Alarm System with voice evacuation capability and function.	\$	353,549
S Wing	Provide new DDC controls for ERU, VAV systems installed in 2004.	\$	226,978
S Wing	Replace 190 ton air cooled chiller installed in 2004. Provide new chiller with heat recovery.	\$	557,193
S Wing	Demolish all existing casework and finishes in existing science labs, renovate in place.	\$	928,419
S Wing	Bring fire rating around existing science rooms up to code compliance & add second exit to each room	\$	185,967
S Wing	Replace casework in existing FACS cooking lab.	\$	79,902
S Wing	Replace VCT flooring in existing area B classrooms	\$	481,533
S Wing	Replace acoustic ceiling tiles in area B classrooms	\$	140,712
S Wing	Replace existing casework in area B classrooms	\$	159,097
V Wing	Replace art room 2002 MZ AHU. Provide new AHU, distribution ductwork, VAV, HW, remote DX, DI	\$	649,822
V Wing	Replace print shop 2002 AHU. Provide new AHU, distribution ductwork, VAV, HW, remote DX, DDC	\$	464,563
V Wing	Replace woodshop HVAC. Provide new RTU, distribution ductwork, CV, HW, integral DX for classro	\$	371,226
V Wing	Replace auto shop HVAC. Provide new RTU, distribution ductwork, CV, HW, integral DX for classro	\$	371,226



V Wing	Replace metal shop HVAC. Provide new RTU, distribution ductwork, CV, HW, integral DX for classro	\$ 371,226
V Wing	Replace wood shop dust collector and distribution ductwork. Verify current use of shop equipment a	\$ 278,596
V Wing	Provide a high efficiency gas boiler to match the 2015 installation for redundancy. Reconfigure piping	\$ 649,822
V Wing	Replace domestic hot water heating with centralized high recovery system located in the boiler room	\$ 649,822
V Wing	Replace domestic water distribution piping installed in the original contruction. Allowance provided.	\$ 2,285,338
V Wing	Replace fuel oil pumps and monitoring system installed in 1997. Existing 12,000 gallon underground	\$ 65,053
V Wing	Update panel boards and associated power distribution in Shop Area.	\$ 134,348
V Wing	Remove Motor Control Center as mechanical loads are updated with Variable Frequency Drives	\$ 176,774
V Wing	Add ADA accessible sink to two art rooms.	\$ 8,485
Gym / Cafeter	ia Replace gymnasium HVAC. Provide new RTU, distribution ductwork, CV, HW, CHW, de-strat fans, I	\$ 649,822
Gym / Cafeter	ia Replace locker room HVAC (east of gym). Provide new roof mounted heat recovery, distribution duc	\$ 579,113
Gym / Cafeter	ia Replace locker room HVAC (west of gym). Provide new roof mounted heat recovery, distribution duc	\$ 852,052
Gym / Cafeter	ia Replace health, wrestling HVAC. Provide new RTU's, distribution ductwork, CV, HW, CHW, DDC co	\$ 579,113
Gym / Cafeter	ia Replace band/choir HVAC. Provide new AHU in mech mezzanine, distribution ductwork, VAV, HW,	\$ 822,354
Gym / Cafeter	ia Replace weight rm/aux gym HVAC. Provide RTU, distribution ductwork, CV, HW, CHW, DDC contro	\$ 822,354
Gym / Cafeter	ia Replace HVAC in 1970 addition. Provide new RTU, distribution ductwork, VAV, HW, CHW, DDC cor	\$ 615,882
Gym / Cafeter	ia Replace gymnastics HVAC. Provide new AHU in mech mezzanine, distribution ductwork, CV, HW, C	\$ 464,563
Gym / Cafeter	ia Replace cafeteria HVAC. Provide new RTU, distribution ductwork, CV, HW, CHW, DDC controls	\$ 464,563
Gym / Cafeter	ia Replace kitchen HVAC. Provide new RTU, distribution ductwork, VAV, HW, CHW. DDC controls. Cr	\$ 325,265
Gym / Cafeter	ia Replace HVAC in remaining areas served by original 1964 system. RTU, VAV, HW, CHW, DDC con	\$ 779,928
Gym / Cafeter	ia Replace auditorium HVAC. Provide new air handling unit in the location of the existing CV, HW, CH	\$ 835,789
Gym / Cafeter	ia Replace commons area 1997 RTU. Provide new RTU CV, HW, CHW, DDC controls.	\$ 464,563
Gym / Cafeter	ia Replace media center 2002 RTU. Provide new RTU CV, HW, CHW, DDC controls.	\$ 510,524
Gym / Cafeter	ia Replace media center 2002 classroom MZ RTU. Provide new RTU, convert area to VAV, HW, CHW	\$ 464,563



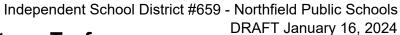
Gym / Cafeteria Replace computer server room cooling units. Two redundant CV, DX remote condenser, DDC cor	ntr \$	278,596
Gym / Cafeteria Replace area E interior HVAC. Provide new air handling unit, distribution ductwork, VAV, HW, CH	W \$	510,524
Gym / Cafeteria Create a new air cooled chilled water plant to serve the Southside of the building. Approximately 4	0(\$	1,484,904
Gym / Cafeteria Remove Wired Lathem Clock System and update any remaining wired clocks to wireless type.	\$	35,355
Gym / Cafeteria Replace roof over the media center	\$	206,472
Gym / Cafeteria Add lift to media center digital lab	\$	93,337
Gym / Cafeteria Add lift to make the weight and fitness area accessible from both sides of the gym.	\$	93,337
Gym / Cafeteria Demolish all lockers, fixtures, and finishes in locker rooms and rebuild to current standards.	\$	5,832,138
Gym / Cafeteria Demolish and replace VCT flooring in band and choir suite	\$	115,964
Gym / Cafeteria Replace existing doors and hardware in south portion of area D	\$	260,212
H Wing Provide new DDC controls for ERU, VAV systems installed in 2004.	\$	260,212
H Wing Replace VCT flooring in existing area E classrooms	\$	846,395
H Wing Replace acoustic ceiling tiles in area E classrooms	\$	247,484
H Wing Replace existing casework in area E classrooms	\$	497,089
Auditorium Replace roof over the lower commons and auditorium	\$	668,207
Auditorium Provide new wall tile at multistall toilet room off of lower commons.	\$	33,234
Auditorium Provide new floor tile at multistall toilet room off of lower commons.	\$	40,305
Auditorium Replace existing toilet partitions at multistall toilet room off of lower commons.	\$	42,426
Auditorium Replace carpet flooring in Auditorium	\$	97,579
Auditorium Replace existing auditorium seats	\$	227,685
Auditorium Replace theatrical A/V, Lighting, Controls and Rigging System	\$	2,784,549
Auditorium Replace toilet partitions in multistall toilet room in area F	\$	45,961
All Reconstruct Remaining Uninsulated Envelope from 1964	\$	5,925,000
All Reconfigure the hot water system for variable secondary - reduce the number of existing pumps. F	Re \$	1,207,015



Assumes November 2024 election

All	Replace all remaining pneumatic controls to fully convert the building to DDC. Allowance budgeted	\$ 241,827
All	Replace finned tube radiation and heating terminals installed in the orginal building construction. Inc	\$ 371,226
All	Replace roof mounted PRV's - an allowance budgeted. Priority exhaust fans to be determined.	\$ 93,337
All	Replace plumbing fixtures that are beyond their useful life. An allowance budgeted at \$0.5 / sq. ft.	\$ 278,596
All	Replace all exterior parking lot poles except Areas A and E and tennis court light poles.	\$ 139,298
All	Reclaim and replace all exterior asphalt on site.	\$ 3,898,227
All	Replace dugouts at varsity baseball field	\$ 111,721
All	Replace press box at memorial field	\$ 278,596
All	Replace tennis courts	\$ 1,559,149
All	Replace existing single pane exterior window system throughout entire building.	\$ 2,436,657
All	General tuckpointing allowance around the entire building	\$ 93,337
All	Replace exterior aluminum doors in storefront systems	\$ 464,563
All	Demolish existing staff toilets that do not meet ADA and rebuild in place.	\$ 296,981
All	Demolish and renovate multistall toilet rooms that do not meet ADA standards.	\$ 1,503,996
All	Painting updates throughout building	\$ 668,207

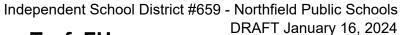
\$ 59,522,967





## Option 1B Maintenance, Furniture, Turf Budget Recommendation

Area	Description		Budget R	Recommendation	Notes
All	Replacement Furniture			4,045,191	See "Furniture Budget" tab
All	Maintenance Needs			59,522,967	See "Option 1A" tab for breakdown
Site	Artificial Turf Field (Practice)		\$	3,000,000	Includes lights and fencing
			\$	66,568,158	





## Option 1B Maintenance, Furniture, Turf, FH Budget Recommendation

Area	Description	Recommended Budget	Notes
All	Replacement Furniture	4,045,191	See "Furniture Budget" tab
All	Maintenance Needs	59,522,967	See "Option 1A" tab for breakdown
Storm Shelter	Storm Shelter Component	1,875,000	
Fieldhouse (4 station)	4 Station Fieldhouse	18,762,500	
Site	Artificial Turf Field (Practice)	\$ 3,000,000	Includes lights and fencing
		\$ 87,205,658	



## Option 2 Reimagine Budget Recommendation

Area	Description	Recommended Budget								Notes
D/H/S/M Wings	Demolition of D, H, S, M wing	\$	1,374,141	102,500 square feet of demo, plus some tunnels (added 10%)						
New Construction	Reconstruct Classrooms, Cafeteria/Commons, Music	\$	56,082,994	3rd music could serve as black box						
New Construction	Storm Shelter	\$	1,875,000							
New Construction	Fieldhouse (4 station)	\$	18,762,500							
Renovation	Reconstruct Remaining Uninsulated Envelope from 1964	\$	2,655,000							
Light Renovation	Auditorium Renovation	\$	3,939,946	See "Option 1A" tab for breakdown (lights, AV, seats, carpet)						
Medium Renovation	Medium Renovation of V Wing	\$	7,287,500							
Light Renovation	Light Renovation of Media Center & other remaining space	<b>=</b> \$	3,953,125							
Heavy Renovation	Gymnasium Renovation	\$	1,976,563							
Heavy Renovation	Music Rooms Renovation	\$	1,870,000	What to do with the old music rooms?						
Heavy Renovation	Locker Room Renovation	\$	4,147,500							
Kitchen	Replacement Kitchen Equipment (50%)	\$	875,000							
All	New Flexible Furniture	\$	4,045,191	See "Furniture Budget" tab						
Site	Parking Lot	\$	3,898,227	See "Option 1A" tab for breakdown (replace all asphalt onsite)						
Site	Reconstruct Tennis Courts	\$	1,850,000	See "Option 1A" tab for breakdown (replace tennis courts)						
Site	Artificial Turf Field (Practice)	\$	3,000,000	Includes lights and fencing						
		\$	117,592,685							



## Option 3 New HS @ Same Site Budget Recommendation

Area	Description	Recor Budge	mmended et	Notes
D/H/S/M Wings	Demolition of majority of building	\$	2,145,000	160,000 square feet of demo, plus some tunnels (added 10%)
New Construction	New Building for 1,400 Students	\$	144,572,474	
New Construction	Storm Shelter	\$	1,875,000	
Light Renovation	Auditorium Renovation	\$	3,939,946	See "Option 1A" tab for breakdown (lights, AV, seats, carpet)
Heavy Renovation	Gymnasium Renovation	\$	1,976,563	
Heavy Renovation	Music Rooms Renovation	\$	1,870,000	
Heavy Renovation	Locker Room Renovation	\$	4,147,500	Includes reconstruction of boiler room
Site	Parking Lot	\$	3,898,227	See "Option 1A" tab for breakdown (replace all asphalt onsite)
Site	Reconstruct 2 Baseball, 3 Softball	\$	4,000,000	Leave softball?
Site	Reconstruct Tennis Courts	\$	1,850,000	See "Option 1A" tab for breakdown (replace tennis courts)
Site	Artificial Turf Field (Practice)	\$	3,000,000	Includes lights and fencing
		\$	173,274,708	
		\$	162,823,432	Cost if entire HS is demolished (yellow lines voided, demo up)



## Option 4 New HS @ New Site Budget Recommendation

Area	Description	Recommended Budget N		Notes
Existing	Demolition of Existing Building	\$	3,627,731	270,600 square feet of demo - needs discussion
New Construction	New Building for 1,400 Students	\$	144,572,474	
New Construction	Storm Shelter	\$	1,875,000	
Site	Parking Lot	\$	4,000,000	
Site	3 Baseball Fields, 2 Softball Fields	\$	4,000,000	
Site	8 Tennis Courts	\$	1,850,000	
Site	New Stadium	\$	10,500,000	
Site	Artificial Turf Field (Practice)	\$	3,000,000	Includes lights and fencing
Site	Land Acquisition	\$	3,000,000	Varies significantly
		\$	176,425,205	
		\$	172,797,474	If building is not demo'd - remove yellow line above

### NORTHFIELD PUBLIC SCHOOLS School Board Minutes

February 12, 2024 District Office Boardroom

#### 1. Call to Order

School Board Chair Claudia Gonzalez-George called the Regular meeting of the Northfield Board of Education of Independent School District No. 659 to order at 6:00p.m. Present: Butler, Goerwitz, Gonzalez-George, Nelson, Quinnell and Stratmoen. Absent: Miller. This meeting was open to the public, live-streamed and recorded, and access to the recording was posted to the school district website.

#### 2. Agenda Approval/Table File

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

#### 3. Public Comment

There were public comments.

#### 4. Announcements and Recognitions

- The Minnesota School Boards Association and the Northfield Board of Education congratulate Corey Butler for completing the MSBA Leadership Development Program, which Corey successfully completed by attending the Leadership Workshop Series Phase I, II, III, and IV.
- Northfield Public Schools benefits every day from the leadership and vision of our school board members. February is
  Minnesota School Board Recognition Month, and we thank our dedicated school board members who devote hours of
  their time each week to provide leadership for our school district!
- We are proud of Northfield Middle School students Charles Schmelzer, Olivia Stebbins, and Cale Schramm.
   These students represented the district at the Regional Spelling Bee in Rochester. We are impressed with their accomplishments!
- Congratulations to our Hiliner Dance Jazz team, coached by Jasmin Kotek, as they have qualified for the state tournament for the first time in 17 years! They will have a chance to dance at the Target Center this Friday for a state championship.
- Congratulations to our Raider girls hockey team, coached by Paige Haley, for a thrilling win on Saturday over Owatonna. They advance to the Section Championship game vs. Lakeville South on Thursday at 7:30 p.m.
- Seniors Sonia Brunelle and Jackson Hessian have advanced to Finalist Standing in the National Merit Scholarship Program. In March the National Merit Scholarship Corporation (NMSC) will begin notifying scholarship winners by email with confidential notification sent to each recipient's high schools.

#### 5. Items for Discussion and Reports

- a. Proposed 2024-2025 Operating Capital and Long-Term Facilities Maintenance Budget. Val Mertesdorf, Director of Finance, presented the 2024-2025 Operating Capital Budget and Long-Term Facilities Maintenance Plan. Justin Raabolle, Director of Buildings & Grounds, was available for questions. This will be an item for individual action at the next board meeting.
- b. Long-Term Facilities Maintenance Ten Year Plan. Director Raabolle and Director Mertesdorf reviewed the Long-Term Facilities Maintenance ten year plan. In addition, the Indoor Air Quality Management Plan is part of the ten year plan and must be reviewed annually. This will be an item for individual action at the next board meeting.
- c. <u>Arcadia and Prairie Creek Site Visits</u>. Superintendent Hillmann and Director Daryl Kehler visited Prairie Creek Charter School on Jan. 29, 2024, and Arcadia Charter School on Feb. 2, 2024. Dr. Hillmann provided a brief report regarding both visits.
- d. <u>Policy Committee Recommendation</u>. Dr. Hillmann presented the policy committee's recommendation to sunset policy 310. This will be an item for individual action at the next board meeting.
- e. <u>Superintendent Focus Areas Quarterly Report</u>. Superintendent Hillmann presented a quarterly progress report on the superintendent's 2023-24 focus areas.

- f. <u>Legislative Session Preview</u>. Superintendent Hillmann previewed the 2024 Minnesota Legislature's session and briefly reviewed the Minnesota School Boards Association and the Minnesota Association of School Administrators platforms.
- g. Potential 2024 Northfield High School Bond Referendum Update and Potential Tax Impact. Superintendent Hillmann reviewed what has occurred thus far regarding the potential 2024 bond referendum to address facility problems at Northfield High School. The Jan. 29, 2024, public meeting presentation slide deck was included in the board packet. Tax impact tables for the six potential referendum options were reviewed. The tax impact document was prepared by Ehlers, Inc. and Jeff Seeley from Ehlers was available via Zoom to answer questions.

#### 6. Consent Agenda

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

- a. Minutes. Minutes of the Regular School Board meeting held on January 22, 2024.
- b. Gift Agreements. Gift agreements included in the board packet.

#### c. Financial Reports.

<u>Financial Report - October 2023</u>. Director of Finance Mertesdorf requested the board approve paid bills totaling \$3,014,797.53, payroll checks totaling \$3,700,702.69, a wire transfer totaling \$500,000.00 from Frandsen General to Frandsen Sweep, a wire transfer totaling \$250,000.00 from Frandsen Sweep to Frandsen General, and the financial reports for October 2023. At the end of October 2023 total cash and investments amounted to \$26,213,680.20.

<u>Financial Report - November 2023</u>. Director of Finance Mertesdorf requested the board approve paid bills totaling \$2,843,544.76, payroll checks totaling \$3,744,088.75, a wire transfer totaling \$300,000.00 from Frandsen General to Frandsen Sweep, a wire transfer totaling \$300,000.00 from Frandsen Sweep to Frandsen General, and the financial reports for November 2023. At the end of November 2023, the total cash and investments amounted to \$26,315,148.34.

#### d. Grant Applications.

TORCH Director Tessa Kiesow requested school board approval for \$309,331 over five years from the Minnesota Department of Education for the Grow Your Own Grant - Pathway for Secondary Students. Each year, recruitment and outreach about the TORCH program will begin in the summer and continue throughout the school year. TORCH will host all club meetings and disseminate information about service-learning opportunities available in the community. College visits will bring students to colleges that offer teacher preparation programs. Ongoing academic advising and tutoring will be provided to all club members to support their academic and on-time high school graduation success. This will provide a pipeline of potential secondary students to enter the field of education and be supported by the Grow Your Own - Post Secondary Grant.

Director of Community Education Erin Bailey requested school board approval for \$34,000 (for each year of this two-year grant) from Rice County Family Services Collaborative. This grant would allow for the continued expansion of wrap-around services for youth and families at each of the three community school sites in Northfield (Greenvale Park Elementary, Spring Creek Elementary, and Bridgewater Elementary) from July 1, 2024 to June 30, 2026.

e. Overnight Field Trip. High School Principal Shane Baier and Theresa Wilson, High School Business Education Teacher, requested board approval to take four high school students to the Business Professionals of America state competition March 14-16, 2024.

#### f. Personnel Items

#### i. Appointments

- 1. Neina Abdulai, Target Services MSYC Club Leader for 8 hours/week at the Middle School, beginning 2/5/2024-5/16/2024. \$24.30/hr.
- 2. Lucy Chambers, Community School Site Assistant for up to 12 hours/week at Greenvale Park, beginning 2/7/2024-5/18/2024. Step 1-\$14.90/hr.

- 3. Lucy Chambers, Community School Club Leader for up to 12 hours/week at Greenvale Park, beginning 2/7/2024-5/18/2024. \$24.30/hr.
- 4. Tammy Donahue, Child Nutrition Associate I for 3.25 hours/day at Spring Creek, beginning 2/15/2024. \$20.84/hr.
- 5. Elizabeth Eaker, 1.0 FTE Long Term Substitute Elementary Music Teacher at Greenvale Park, beginning 4/20/2024-6/6/2024. MA, Step 6
- 6. Jacob Fox, Instructor Assistant with Community Ed Recreation, beginning 2/10/2024-5/31/2024. Step 1-\$14.00/hr.
- 7. Tyler Hupton, Instructor Assistant with Community Ed Recreation, beginning 2/10/2024-5/31/2024. Step 1-\$14.00/hr.
- 8. Savannah Metcalf, Lifeguard with Community Ed Recreation, beginning 2/24/2024-5/31/2024. Step 1-\$14.00/hr.
- 9. Kayden Oakland, Instructor Assistant with Community Ed Recreation, beginning 2/10/2024-5/31/2024. Step 2-\$14.25/hr.
- 10. Zachariah Simmons, Instructor Lead with Community Ed Recreation, beginning 2/10/2024-5/31/2024. Step 6-\$16.25/hr.
- 11. Sarah Wolter, .3 Assistant Girls Golf Coach at the High School, beginning 3/18/2024. \$1,291.80.
- 12. Carolee Closmore, Special Ed EA PCA for 3.60 hrs/day at the NCEC, beginning 2/26/2024-6/6/2024. Step 4-\$18.06/hr. plus prorated PCA Stipend.

#### ii. <u>Increase/Decrease/Change in Assignment</u>

- 1. Laura Albers, Building Supervisor with Community Ed Recreation, change to ongoing effective 1/23/2024.
- 2. Scott Broughton, Assistant Track Coach at the Middle School, change to Head Track Coach at the Middle School, effective 4/1/2024. \$3,230
- 3. Jan Ensrud, English Teacher at the Middle School, add Targeted Services MSYC Teacher for up to 8 hours/week at the Middle School, effective 1/29/2024-5/16/2024. \$40.00/hr.
- 4. Naomi Golden, Science Teacher at the High School, add Community School Teacher for up to 2 hours/week at Spring Creek, effective 1/24/2024-5/16/2024. \$40.00/hr.
- 5. Alexis Groves, Custodian at the High School, change to Custodian at the High School and Greenvale Park, effective 2/6/2024.
- 6. Daniel Hollerung, Building Supervisor with Community Ed Recreation, change to ongoing effective 1/23/2024.
- 7. Erna Janssens, Building Supervisor with Community Ed Recreation, change to ongoing effective 1/23/2024.
- 8. Cindy Keogh, Building Supervisor with Community Ed Recreation, change to ongoing effective 1/23/2024.
- 9. Kristi Korteum, Building Supervisor with Community Ed Recreation, change to ongoing effective 1/23/2024.
- 10. Adam Kreig, Custodian at Spring Creek, change to Custodian Lead at Spring Creek, effective 12/27/2023. Current rate plus \$.30.
- 11. Sara Lahti, Building Supervisor with Community Ed Recreation, change to ongoing effective 1/23/2024.
- 12. Betsy McLaughlin, Building Supervisor with Community Ed Recreation, change to ongoing effective 1/23/2024.
- 13. Savannah Metcalf, Lifeguard wit Community Ed Recreation, add Instructor Lead and Instructor Assistant with Community Ed Recreation, effective 2/24/2024-5/31/2024. Lead Step 1-\$15.00/hr. Assistant Step 1-\$14.00/hr.
- 14. Melvin Miller, Building Supervisor with Community Ed Recreation, change to ongoing effective 1/23/2024.
- 15. Kimberly Norton, Special Ed EA for 35 hours/week at Bridgewater/NCEC, change to Special Ed EA for 31.5 hours/week at NCEC, effective 1/29/2024.
- 16. Kevin O'Brien, Building Supervisor with Community Ed Recreation, change to ongoing effective 1/23/2024.
- 17. Johan Ponciano, Special Ed EA PCA for 33.75 hours/week at the High School, change to Special Ed EA PCA for 31.33 hours/week at the High School, effective 9/4/2023-6/6/2024.
- 18. Tony Rezac, Custodian at the Middle School, hours changing from 3:00 p.m.-11:00 p.m. to 11:00 a.m.-7:00 p.m., effective 2/5/2024.

- 19. Steve Rinderknecht, Custodian at the NCEC, change to Substitute Custodian with the District, effective 3/4/2024.
- 20. Zachariah Simmons, Instructor Lead with Community Ed Recreation, add Instructor Assistant with Community Ed Recreation, effective 2/10/2024-5/31/2024. Step 6-\$15.25/hr.
- 21. Melissa Spitzack, Building Supervisor with Community Ed Recreation, change to ongoing effective 1/23/2024.
- 22. Bubba Sullivan, English Teacher at the High School, add Assistant Softball Coach at the High School, effective 1/22/2024. \$4,306-Stipend
- 23. Erik Swenson, Grade 2 Companeros Teacher at Bridgewater, add Head Boys Tennis Coach at the High School, effective 1/24/2024. \$6,459-stipend
- 24. John Watkins, Building Supervisor with Community Ed Recreation, change to ongoing effective 1/23/2024.
- 25. Ashley Flom, Special Ed Resource Teacher at the Middle School, add Special Education MCA Test Coordination and Planning with the District, effective 2/12/2024-6/6/2024.
- 26. Amy Hales, Special Ed EA at the Middle School, add Assistant Track and Field Coach at the Middle School, effective 4/1/2024. \$2,691 stipend.
- 27. Kristi Kortuem, Co-Head Girls Swim and Dive Coach at the High School, change to Head Girls Swim and Dive Coach at the High School, effective 8/12/2024. \$7,207 stipend
- 28. Jenny Link, Special Ed Teacher at the Middle School, add Special Education MCA Test Coordination and Planning with the District, effective 2/12/2024-6/6/2024.
- 29. Brian Porter, Co-Head Girls Swim and Dive Coach at the High School, change to Assistant Girls Swim and Dive Coach at the High School, effective 8/12/2024. \$4,990 stipend
- 30. Angela Schock, Grade 6 Mathematics Teacher at the Middle School, add Assistant Track and Field Coach at the Middle School, effective 4/1/2024. \$2,691 stipend.

#### iii. Leave of Absence

- 1. Paige Haley, Kindergarten Teacher at Bridgewater, FMLA Leave of Absence beginning on or about 6/2/2024 for 12 work weeks.
- 2. Jenny Link, Special Ed Teacher at the Middle School, FMLA Leave of Absence beginning 3/20/2024 and continue through approximately 3/31/2024.
- 3. Sean O'Brien, Social Studies Teacher at the High School, FMLA Leave of Absence beginning on or about 4/1/2024 and continue through approximately 4/12/2024.
- 4. Mark Snare, Custodian at Greenvale Park, Leave of Absence through 7/15/2024.

#### iv. Retirements/Resignations/Terminations

- 1. Martha Donahoe, Office Specialist at the NCEC, retirement effective 4/15/2024.
- 2. Brian Link, Custodian at the Middle School, termination of employment effective 1/31/24.
- 3. Natalie Morales, Child Nutrition Associate I at Spring Creek, resignation effective 2/16/2024.
- 4. Mark Welinski, Assistant Boy's Tennis Coach at the High School, resignation effective 1/24/2024.
- 5. Mary Beth Youngblut, Teacher at Greenvale Park, retirement effective at the end of the 2023-2024 school year.
- 6. Savannah Metcalf, Lifeguard with Community Education Recreation, declined the position effective 2/12/2024.

#### 7. Items for Individual Action

a. Resolution Requiring Administration to Make Recommendations Regarding Programming and Staffing for Next Year. On a motion by Gonzalez-George, seconded by Butler, the board unanimously authorized the administration to make recommendations for additions and reductions in programs and for adding or discontinuing positions. On a roll call vote, voting 'yes' was Butler, Goerwitz, Gonzalez-George, Nelson, Quinnell, and Stratmoen. No one voted 'no'.

#### 8. Items for Information

a. Enrollment Report. Superintendent Hillmann reviewed the February 2024 enrollment report.

#### 9. Future Meetings and Work Session

- a. Monday, February 26, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
- b. Tuesday, March 5, 2024, 4:00 p.m., Board Work Session, Northfield DO Boardroom
- c. Monday, March 11, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
- d. Monday, March 18, 2024, 5:00 p.m., Board Workshop, Northfield DO Boardroom

On a motion by Gonzalez-George, seconded by Goerwitz, the board unanimously moved to recess for ten minutes. The board reconvened after a ten minute recess.

10. Closed Session: Labor Negotiations Strategy (Minnesota Statute 13D.03)
On a motion by Butler, seconded by Goerwitz, the board unanimously moved to close the meeting as permitted by Minnesota Statute 13D.03 to discuss labor negotiations.

#### 11. Adjournment

On a motion by Quinnell, seconded by Nelson, the board unanimously approved to adjourn the closed session at 8:31 p.m.

On a motion by Stratmoen, seconded by Quinnell, the board unanimously approved to adjourn the regular board meeting at 8:31p.m.

Amy Goerwitz School Board Clerk

### **RESOLUTION ACCEPTING DONATIONS**

The f	e following resolution was moved by and seconded by	у	<i></i> :
distri that l of pu	HEREAS, Minnesota Statutes 123B.02, Sub. 6 provides: "The trict, bequests, donations, or gifts for any proper purpose and aget behalf, the board may act as trustee of any trust created for the pupils thereof, including trusts created to provide pupils of the empletion of high school, in the advancement of education."; and	pp e l	ply the same to the purpose designated. In benefit of the district, or for the benefit
grant accor religi	HEREAS, Minnesota Statutes 465.03 provides: "Any city, coun ant or devise of real or personal property and maintain such protordance with the terms prescribed by the donor. Nothing hereingious or sectarian purposes. Every such acceptance shall be by a two-thirds majority of its members, expressing such terms in	pe n s res	erty for the benefit of its citizens in shall authorize such acceptance or use for esolution of the governing body adopted
	HEREAS, every such acceptance shall be by resolution of the giority of its members, expressing such terms in full;	301	overning body adopted by a two-thirds
	HEREFORE, BE IT RESOLVED, that the School Board of tefully accepts the following donations as identified below:	N	Northfield Public Schools, ISD 659,
The '	e vote on adoption of the Resolution was as follows:		
Aye: Nay: Abse	y:		
When	nereupon, 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?
2/8/24	\$500.00	Northfield Insurance Agency, Inc.	NMS 8th Grade Fun Fest Donation
2/9/24	\$250.00	Heritage Bank	NMS 8th Grade Fun Fest Donation
1/8/24	\$300.00	Healthy Community Initiative	High School global studies field trip bus reimbursement
2/5/2024-2/8/2024	\$6.00	Various Greenvale 2nd Grade families	Greenvale 2nd Grade Science Museum field trip scholarships
2/8/2024-2/12/2024	\$26.00	Various Greenvale 3rd Grade families	Greenvale 3rd Grade Science Museum field trip scholarships
2/8/24	\$500.00	College City Beverage	NMS 8th Grade Fun Fest Inflatable Wipe Out course sponsor
2/8/24	\$500.00	Capital Construction	NMS 8th Grade Fun Fest Donation
2/12/24	\$500.00	Benjamin Bus, Inc	NMS 8th Grade Fun Fest Donation
2/18/24	\$500.00	Paul Weitz	NMS 8th Grade Fun Fest Donation
2/8/2024-2/19/2024	\$108.00	Various Bridgewater 4th Grade families	Bridgewater 4th Grade The Works Museum field trip scholarships
2/13/2024-2/15/2024	\$48.00	Various High School music families	MN Music Educators Association field trip bus fee scholarships
2/16/2024-2/21/2024	\$51.00	Various Bridgewater 2nd Grade families	Bridgewater 2nd Grade Sciencue Museum field trip scholarships
2/21/24	\$21.96	Various Spring Creek 4th Grade families	Spring Creek 4th Grade recorders scholarships
2/12/24	\$600.00	Greenvale Park PTO	Kindergarten - Toys for classroom donation
2/9/24	\$40 Value	Engage Print	Contribution off Senior Night Girls basketball programs

### 2024-25 Operating Capital and Long Term Facilities Maintenance | Proposed Budget | 2.12.24 Val Mertesdorf | Director of Finance

<u>Strategic Commitment | Stewardship</u>: We responsibly manage our personnel, finances, property, time and environmental impact.

#### What is Capital?

Our capital budget is a segment of our general fund budget that we present separately as required by the Minnesota Department of Education. Our capital budget has four revenue components.

- 1) Operating Capital must be used for equipment and facility needs. The calculation is \$79 per adjust pupil unit plus \$109 multiplied by our average building age. We receive approximately \$221 per pupil unit. This formula is a mix of levy and state aid.
- 2) Lease Levy this is a levy source of revenue to pay for rent of leased facilities. The calculation for our total authority is \$212 per pupil unit. Northfield has a cap of approximately \$876,000. We currently utilize about 47% of this revenue.
- 3) Capital Levy this is a voter approved levy. This is used to support technology, curriculum and facilities. The voters authorized a renewal and increase of this levy in November 2022. The additional revenue is reflected in this budget.
- 4) Long Term Facilities Maintenance (LTFM) The formula is a combination of aid and levy. This funding is for capital expenditures and maintenance projects necessary to prevent further erosion of facilities. The calculation is \$380 per pupil unit, pro-rated based on average building age.

The Capital and Long Term Facilities Maintenance programs have restricted expenditure categories. This means that MN State Statute dictates what we can spend the money on. We **cannot** use either operating capital or LTFM for salaries/benefits. The exception to this is funding for Technology Services staff only. These funding streams are intended to support technology, curriculum, facilities and infrastructure needs. Each program also has a restricted fund balance category. This means if we don't spend all of our revenue in a given year the remainder is set aside for only these types of expenditures in the future. Each year in December, we project our capital revenue and if there is a projected surplus, the Capital Committee prioritizes needs and comes to consensus on how to allocate the remaining funds.

#### **Projected Revenue**

For 2024-25, The voter approved capital projects levy is our largest source at 42%. LTFM and Operating Capital are the next largest with 31% and 17%, respectively. Our total capital revenue is projected to be \$4,501,097 which is a substantial increase from the prior year due to the additional \$1.2 million of voter approved capital projects levy.

#### **Projected Expenditures**

We are projecting capital expenditures of approximately \$3,175,919. The lease purchase agreement was decreased because we are nearing the payoff of the Spring Creek addition from 2009-2010. Textbooks and digital curriculum received an increase as well. This was one of the items we outlined in the voter approved capital projects levy campaign. There are several large curriculum purchases on the horizon and these funds will allow us to update curriculum without sacrificing other capital needs across the district.

Technology leases increased, this is not related to our staff/student devices, but a 24 hour per day cybersecurity monitoring lease. With the recent data breaches, it became evident that this service will be a long term protection from the incredible liability these breaches impose.

As stated before, on-going salaries and benefits are not eligible expenses in these restricted funds. However, the staff cost for technicians servicing the equipment/network that operating capital pays for is allowable. The \$600,000 is a direct savings to the general fund and aligns with what we told the voters we would do with this funding.

The capital committee approved a wide variety of expenditures due to the additional resources provided by the voter approved capital projects levy increase! Expenditures such as a sign for the new Bridgewater entrance on Hwy 246, upgrading two district trucks and snow plows, updating the district firewall and some network switches, and so many other small and meaningful projects and purchases.

The LTFM funding has a ten-year plan that the Board approves each year. Based on the funding available and projects listed, Director of Buildings and Grounds, Justin Raabolle and myself prioritize projects and set the expenditures for the year. For fiscal year 2024-25 we plan do some routine tuckpoint/caulking, replace the public announcement system at Spring Creek, resurface the middle school pool and a variety of other projects and annual inspections.

#### **Financial Summary**

At the end of 2024-25 we are projecting that the operating capital fund balance will be \$152,683. The LTFM fund balance is projected to be \$810,364. Our fund balance goal is to maintain a minimum of \$200,000 in operating capital and \$600,000 in LTFM. While the operating capital fund balance is projected below the goal, we know the sale of iPads generated more revenue than was budgeted. I anticipate both the operating capital and LTFM fund balances to be higher than the goal at the end of the 2024-25 school year.

We are fortunate to live in a community that supports public education when the State fails to do so properly. We will continue to allocate our resources as effectively and efficiently as possible to ensure our facilities are adequately maintained and our students and staff have access to the necessary technology and tools to continue providing a world class education.

### 2024-25 PROPOSED BUDGET

Operating Capital & Long Term Facilities Maintenance



### Reaching Out, Reaching Up:

### THE 2027 STRATEGIC PLAN

#### VISION

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

#### BENCHMARKS



All students exhibit

physical, social and

emotional well-being.

All students graduate

from high school with

a plan to reach their

full potential.















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



### STRATEGIC COMMITMENTS



#### People

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



#### Learner Outcomes

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



#### Equity

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



#### Communication

We communicate effectively and transparently with all stakeholders.



### Stewardship

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



#### **Partnerships**

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

### **GVP Infill**





# What is Capital?

- The capital budget consists of 4 revenue streams
  - Operating Capital levy/aid formula
  - <u>Lease Levy</u> levy for certain lease commitments
  - Capital Levy voter approved levy
  - Long Term Facility Maintenance funding for repairs and maintenance of facilities
- The capital budget is included in the general fund
- Restricted expenditures
- Fund Balance restriction
- There is a portion of the operating capital money each year that is prioritized by the Capital Committee this committee meets to discuss building and district priorities and comes to consensus on the proposed spending



### NCEC Added Classroom Update

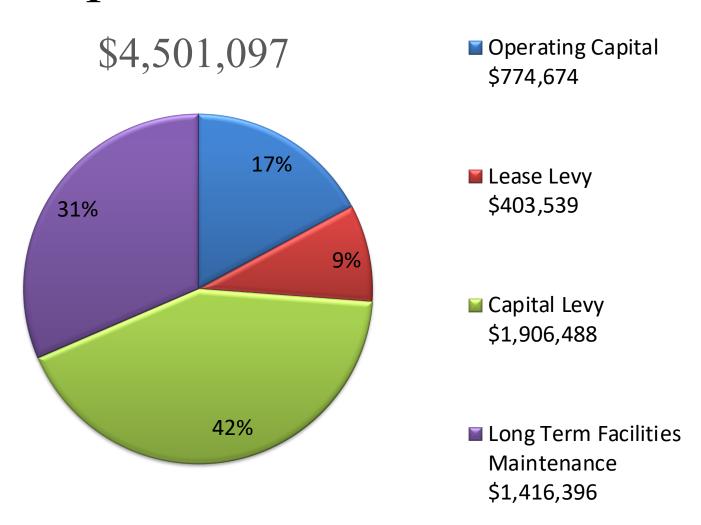








# Capital and LTFM Sources





# Revenue Summary

Revenue Summary		2021-22 Audit Results		2022-23 Audit Results		2023-24 Revised Budget		2024-25 Proposed Budget	
Operating Capital	\$	755,922	\$	756,646	\$	761,823	\$	774,674	
Capital Projects Levy	\$	750,000	\$	744,481	\$	750,000	\$	1,906,488	
Lease Levy	\$	353,449	\$	407,986	\$	382,517	\$	403,539	
Long Term Facility Maintenance	\$	1,487,915	\$	1,401,654	\$	1,313,087	\$	1,416,396	
Sale of Equipment	\$	141,004	\$	25,100	\$	100,000	\$	-	
Total Revenues	\$	3,488,290	\$	3,335,867	\$	3,307,427	\$	4,501,097	



### HS Locker Removal and Flex Seating



the hallway for student collaboration



# **Expenditure Summary**

Expenditure Summary	2021-22 Audit Results	2022-23 Audit Results	2023-24 Revised Budget	2024-25 Proposed Budget
Leased Facility Space/Assessments	\$ 393,276	\$ 393,618	\$ 417,722	\$ 413,968
Lease Purchase Agreement	\$ 212,352	\$ 212,352	\$ 212,352	\$ 132,135
Building/Program Allocation	\$ 138,061	\$ 208,392	\$ 140,763	\$ 157,316
Textbooks/Digital Curriculum	\$ 194,858	\$ 324,167	\$ 250,000	\$ 400,000
Technology Leases	\$ 529,431	\$ 656,331	\$ 582,825	\$ 671,192
Network Administration	\$ 350,000	\$ -	\$ -	\$ 600,000
Capital Committee Recommendations	\$ 480,376	\$ 358,718	\$ 184,150	\$ 801,308
Long Term Facility Maintenance	\$ 1,593,168	\$ 1,910,751	\$ 1,287,350	\$ 1,198,050
Total Expenditures	\$ 3,891,522	\$ 4,064,329	\$ 3,075,162	\$ 4,373,969



## HS Media Center Update



Removed computer banks to open space for bookshelves

Expanded open seating area and added technology for large group meetings!





## PROJECTS FOR 2024-25

### **Capital Recommendations**

- Bridgewater sign along 246
- Replace/update 2 B&G trucks and snow plows
- Server room battery backups
- Update MS computer lab devices
- Gym curtain at SC
- District firewall
- Network switches
- Many more! Thanks to our amazing voters!

#### **LTFM**

- Tuckpoint/Caulk BW
- Tuckpoint/Caulk at MS
- Replace PA system at SC
- Resurface MS Pool
- Painting/Flooring updates
- MS Parking Lot
- Replace bathroom sinks in BW classroom wings



# Financial Summary

Fund Summary	2021-22 Audit Results	2022-23 Audit Results	2023-24 Revised Budget	1	2024-25 Proposed Budget
Beginning Balance	\$ 1,735,348	\$ 1,332,116	\$ 603,654	\$	835,919
Revenue	\$ 3,488,290	\$ 3,335,867	\$ 3,307,427	\$	4,501,097
Expenditures	\$ 3,891,522	\$ 4,064,329	\$ 3,075,162	\$	4,373,969
Ending Balance	\$ 1,332,116	\$ 603,654	\$ 835,919	\$	963,047
Operating Capital	\$ 256,738	\$ 37,373	\$ 243,901	\$	152,683
Long Term Facility Maintenance	\$ 1,075,378	\$ 566,281	\$ 592,018	\$	810,364
Ending Fund Balance	\$ 1,332,116	\$ 603,654	\$ 835,919	\$	963,047

Fund Balance Goal

- Operating Capital: minimum of \$200,000

- LTFM: minimum of \$600,000



## LTFM 10 Year Plan

	2024	2025	2026	2027	2028
Revenue	\$ 1,416,396	\$ 1,302,695	\$ 1,301,855	\$ 1,301,173	\$ 1,279,648
Expenditures	\$ 1,198,050	\$ 1,198,050	\$ 1,407,350	\$ 1,154,450	\$ 785,400
Difference	\$ 218,346	\$ 104,645	\$ (105,495)	\$ 146,723	\$ 494,248
Beginning Fund Balance	\$ 592,018	\$ 810,364	\$ 915,009	\$ 809,514	\$ 956,237
Ending Fund Balance	\$ 810,364	\$ 915,009	\$ 809,514	\$ 956,237	\$ 1,450,485
					_
	2029	2030	2031	2032	2033
Revenue	\$ 1,281,748	\$ 1,284,058	\$ 1,286,578	\$ 1,285,318	\$ 1,284,163
Expenditures	\$ 1,042,300	\$ 781,700	\$ 535,500	\$ 502,500	\$ 170,000
Difference	\$ 239,448	\$ 502,358	\$ 751,078	\$ 782,818	\$ 1,114,163
Beginning Fund Balance	\$ 1,450,485	\$ 1,689,933	\$ 2,192,290	\$ 2,943,368	\$ 3,726,186
<b>Ending Fund Balance</b>	\$ 1,689,933	\$ 2,192,290	\$ 2,943,368	\$ 3,726,186	\$ 4,840,349



## Questions?

Thank you!



#### NORTHFIELD PUBLIC SCHOOLS



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## Management Plan for Indoor Air Quality

#### **Northfield Public Schools**

#### **Management Plan for Indoor Air Quality**

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#### **Appendices:**

- A Indoor Air Quality Walkthrough Reports
- B Annual Notification Documentation
- C Indoor Air Quality Assessment Reports

**Contact Person:** Justin Raabolle

**Phone Number:** 507-645-3435

Email Address: jraabolle@northfieldschools.org

\*Northfield Public Schools\* Annual Review Form \*Management Plan for Indoor Air Quality\*

Certification

I certify that I have reviewed the information provided and accept this written management plan. With assistance from our EHS consultant, the District will implement the policies and procedures noted within this plan. The written plan is a working document that will be reviewed and revised annually, or as needed.					
Justin Raabolle Print Name	Signature Justin Raabolls	2/5/2024 Date			

#### Program reviews and follow-up of program-related issues are documented below.

Date	Actions/Comments	Reviewed by:
02/04/2021	Created new version with updated policy	Cassie Bowser, IEA
2/8/2022	Updated contact person	Cassie Bowser, IEA
02/24/23	Annual review – no change	Cassie Bowser, IEA
02/02/24	Annual review – no changes	Cassie Bowser, IEA

#### 1.0 Introduction

Good quality indoor air contributes to a favorable learning environment for students, productivity for teachers and staff, and a sense of comfort, health, and well-being for all school occupants. This management plan describes procedures and guidelines relating to indoor air quality (IAQ) for Northfield Public Schools and references the Tools for Schools Action Kit from the Environmental Protection Agency (EPA).

#### 2.0 Responsibilities

The program coordinator, or designee, is responsible for the following:

- Oversee the implementation of the management plan
- Provide resources needed to implement the plan
- Determine when outside professional assistance is needed
- Ensure the annual notification to staff, students and parents is completed
- Register IAQ questions from staff, students, and parents

#### 3.0 Communication

The management plan for IAQ and other related reports are located at the District Office with the District's health and safety programs.

A statement is distributed annually via the school website, informing the staff, students, and parents about the location of the management plan for Indoor Air Quality and how to contact the IAQ coordinator. This information is documented with this program.

#### 4.0 Procedures for Handling IAQ Concerns and Remediation

The following describes the process to be implemented if a building occupant is concerned about IAQ:

- A person who has concerns about IAQ contacts the building principal or head custodian in their building for reporting and assistance with concerns.
- After reviewing the situation, the building custodian will investigate to try to resolve the problem
  internally. If the concern cannot be alleviated, the building custodian will notify the IAQ coordinator
  and a questionnaire may be provided to the affected person. The completed questionnaire would
  be returned to the IAQ coordinator.
- The IAQ coordinator will review the questionnaire and contact the appropriate outside firm to help investigate and/or remediate the problem, if deemed necessary.
- Remediation will be conducted and may require an outside contractor.
- The IAQ coordinator, or designated consultant, will communicate with the initiating party during the
  process of investigating and remediating the issue.

Northfield Public Schools may have an IAQ assessment and sampling performed in an area in response to symptoms experienced by a staff member or student. If the assessment and sampling does not identify a condition or concern that might account for the symptoms experienced by an individual, involvement of a physician is often warranted as the next step. It is recommended that an allergist or other specialist (not a general physician) conduct the examination and help to determine if there are specific triggers or allergens that might be affecting the individual. The specialist may show that the individual is sensitive to or affected by low levels of a specific contaminant that does not usually affect the general population. If a specific trigger or contaminant is identified, further sampling might then be warranted.

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#### 5.0 Building Walkthroughs

Building walkthrough inspections are completed annually to identify potential IAQ issues. The walkthrough is modeled after the EPA Tools for Schools checklists and reports of walkthroughs are located in Appendix A. The walkthrough uses sight, sound, and smell to assess if there are obvious water intrusion problems (interior and exterior), obvious ventilation failures and/or problems, obvious building/structural failures and/or problems, overall cleanliness of buildings and classrooms, and operations and maintenance programs. It is intended to be a quick overall assessment of each room for obvious problems that may impact indoor air quality. The reports are reviewed by the IAQ coordinator or designee, who will then take appropriate action to address problems that were identified.

#### 6.0 Indoor Air Quality Teacher Surveys

An IAQ survey may be distributed annually to provide an avenue for reporting any IAQ concerns and to inform employees on what they can do to improve IAQ in their own areas. The survey may cover the following topics: animals, thermal comfort, ventilation, building maintenance, moisture concerns and general cleanliness.

The IAQ coordinator reviews the surveys and any concerns discovered are addressed. The surveys may be completed online, and a final report is maintained with the management plan.

#### 7.0 Ventilation Assessments

A ventilation assessment is completed each year by the head engineers or designated consultant. The ventilation assessment is maintained with this program and covers the following topics:

- Outdoor Air Intakes
- System Cleanliness
- Control for Outdoor Air Supply
- Air Distribution
- Exhaust Systems

#### 8.0 Facility Cleanliness

The current maintenance program involves vacuuming of carpeted rooms and dusting regularly. Dusting of personal items is the responsibility of the classroom teacher. A deep cleaning of furniture and flooring is conducted in each room over the summer break.

The District maintains a routine heating, ventilation, and air conditioning (HVAC) inspection and maintenance program that includes coil and drain pan cleaning and inspection, adjustment of motor operators and dampers, regular filter changes, unit cleaning, and checking of damper controls and settings.

#### 9.0 Related Guidelines

#### 9.1 Animals in the Classroom

The goal of the IAQ program is to decrease student and staff exposure to potentially harmful animal allergens. Bringing animals into the buildings should be discouraged. If animals are to be allowed in the classroom, the protocol will be as follows:

- Before bringing an animal into the building, the teacher will ask the principal for permission. The principal will consult with facilities staff.
- All animals are required to be properly vaccinated.
- The location of the habitat for the animal will include consideration of HVAC components. Animal habitats will not be placed near air supply or return air vents and will not be kept near unit ventilators. The habitat will be placed on a hard floor surface. The animal will not be allowed to wander around the room (especially on carpet).

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- A cleaning schedule will be implemented for the habitat and surrounding area. The classroom teacher is responsible for regularly cleaning the cage, as well as the table or floor the cage rests upon. Students will not be allowed to clean cages or equipment.
- The teacher will always be present when animals are handled by a student.
- All staff and students will wash their hands before and after handling animals, cage debris, or animal supplies.
- Concerns regarding the health issues or care of the animal should be brought to the building principal for immediate consideration.

#### 9.2 Pest Management

Integrated Pest Management (IPM) is a coordinated approach to pest control using the most costeffective means to prevent unacceptable levels of pests, while causing the least possible hazard to people, property, and the environment. IPM uses a combination of methods that include:

- Reducing or not allowing food or snacks in the classroom, especially when the room is carpeted
- Inspection and monitoring of pest population sites
- Managing waste by keeping refuse in tight containers and locating waste containers away from buildings, if possible
- Maintaining structures (fixing leaking pipes promptly, sealing cracks)
- Adding physical barriers to pest entry and movement (screens for chimneys, doors, and windows)
- Modifying habitats (removing clutter, relocating outside light fixtures away from doors)
- Using traps (light traps, snap traps, and glue boards)
- Using pesticides judiciously

#### 9.3 Food Services

Cooking activities generate odors, moisture, food waste, and other trash, which, if not managed carefully, can lead to IAQ problems. The District ensures the following precautions are taken:

#### **Cooking Area**

- The exhaust fans are inspected to make sure they are working properly. If problems are noted, the building custodian is contacted.
- Exhaust fans are operational whenever cooking, washing dishes, or cleaning.
- Any leaks or odors of combustion gas are reported immediately to the building custodian.
- The kitchen is cleaned after use as required by the district and Department of Health policy.
- Signs of mold, mildew, or algae are reported to the building custodian.
- Pest problems are reported to the building custodian.

#### Food Handling and Storage

- Food service areas are regularly checked for signs of insects or vermin.
- Food handling and storage practices followed are as recommended by the District and the Department of Health.
- General cleanliness is maintained.

#### Waste Management

- The District's policy of recycling waste is followed.
- Waste is stored in appropriate sealed containers.
- Dumpsters are located away from air intake vents and operable windows.

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#### 9.4 Latex

Latex allergy is a reaction to certain proteins in latex rubber. The amount of latex exposure needed to produce sensitization or an allergic reaction is unknown. Increasing the exposure to latex proteins increases the risk of developing allergic symptoms. In sensitized persons, symptoms usually begin within minutes of exposure; but they can occur hours later and can be quite varied. Mild reactions to latex involve skin redness, rash, hives, or itching. More severe reactions may involve respiratory symptoms such as runny nose, sneezing, itchy eyes, scratchy throat, and asthma (difficult breathing, coughing spells, and wheezing).\*

Because gloves and balloons are the most common and accessible sources of latex, the District has chosen to prohibit their use in District buildings. If an employee or student has a severe latex allergy, other forms of latex will be assessed in that particular building.

\* Information from NIOSH Publication #98-113: Latex Allergy, A Prevention Guide.

#### 9.5 Fragrances

Exposure to fragrances and scents can cause some staff and/or students to experience asthma or allergic reactions, including upper respiratory irritation, headaches, and other symptoms. All District employees are encouraged to use personal products (such as perfume, cologne, after-shave, hairspray, and body lotion) that are low odor or fragrance free. In addition, the district selects maintenance and cleaning products that are low in odor.

As a district policy essential oils may not be used as follows:

- In diffusers
- Applied to any student, even if the parent requests staff to administer, without a Health Care Provider order
- In professional development sessions
- Any circumstance that is disruptive or puts another's health at risk

If essential oils are found:

- In diffusers:
  - o Diffuser is removed and disposed of properly
- On students/staff which are disruptive or putting another's health at risk
  - O Do not use water to wash off as it may increase irritation by spreading the oils.
  - o Offer clean clothing, as needed and as available

#### 10.0 Annual Review

The Northfield Public Schools IAQ coordinator, along with a designated safety consultant, reviews the IAQ plan on an annual basis. Changes to the plan are identified on the annual review form found at the beginning of this plan.

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### **Appendix A**

Indoor Air Quality Walkthrough Reports and Teacher Surveys (Maintained in the District Office)

### **Appendix B**

### **Annual Notification Documentation**

Linked on website: <a href="https://northfieldschools.org/wp-content/uploads/Indoor-Air-Quality.Right-to-Know.Asbestos.etc">https://northfieldschools.org/wp-content/uploads/Indoor-Air-Quality.Right-to-Know.Asbestos.etc</a> .FINAL-2021-22.pdf

## **Appendix C**

Indoor Air Quality Assessment Reports (Maintained in the District Office)

#### Policy 310 RECRUITMENT AND SELECTION OF PRINCIPALS

#### I. <u>PURPOSE</u>

The District will make every effort to attract, secure, and hold the highest qualified personnel for all Principal and Assistant Principal positions. All candidates will be considered on the basis of their qualifications and the District needs.

#### II. GENERAL STATEMENT OF POLICY

There will be no discrimination in the hiring process due to race, color, creed, religion, national origin, sex, sexual orientation, gender identity, age, disability, marital or parental status, or status with regard to public assistance.

Policy 310 Recruitment and Selection of Principals Adopted: 2/14/05; Revised: 12.09.2019

School Board INDEPENDENT SCHOOL DISTRICT 659 Northfield, Minnesota