

INDEPENDENT SCHOOL DISTRICT NO. 659
REGULAR SCHOOL BOARD MEETING

Monday, March 11, 2024 ~ 6:00 p.m. ~ Regular Board Meeting
Northfield District Office Boardroom

[Zoom Link](#)

AGENDA

1. Call to Order
2. Agenda Approval/Table File
3. Public Comment
4. Announcements and Recognitions
5. Items for Discussion and Reports
 - a. Proposed 2024-25 Debt Service Fund Budget
 - b. Proposed 2024-25 Internal Service Fund Budget
 - c. Northfield High School Referendum Plan Discussion
 - d. American Indian Parent Advisory Committee Report
 - e. Policy Committee Recommendation
6. Consent Agenda
 - a. Minutes
 - b. Gift Agreements
 - c. Financial Report
 - d. Grant Application
 - e. Policy Revision
 - f. Personnel Items
7. Items for Individual Action
 - a. Northfield High School Facility Referendum Plan and Election Date
8. Items for Information
 - a. Enrollment Report
 - b. Board Workshops
9. Future Workshop and Meetings
 - a. Monday, March 18, 2024, 5:00 p.m., Board Workshop, Northfield DO Boardroom
 - b. Monday, April 8, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
 - c. Monday, April 22, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
 - d. Monday, May 13, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
10. Adjournment

NORTHFIELD PUBLIC SCHOOLS
MEMORANDUM

Monday, March 11, 2024 ~ 6:00 p.m. ~ Regular Board Meeting
Northfield District Office Boardroom
[Zoom Link](#)

TO: Members of the Board of Education
FROM: Matthew Hillmann, Ed.D., Superintendent
RE: Explanation of Agenda Items for Monday, March 11, 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. Proposed 2024-25 Debt Service Fund Budget. Director of Finance Mertesdorf will present the 2024-2025 Debt Service Fund Budget. The board will be asked to adopt the budget at the May 28, 2024 board meeting.
 - b. Proposed 2024-25 Internal Service Fund Budget. Director of Finance Mertesdorf will present the 2024-2025 Internal Service Fund Budget. The board will be asked to adopt the budget at the May 28, 2024 board meeting.
 - c. Northfield High School Referendum Plan Discussion. The board will review its March 5 work session and discuss what referendum options will be placed on the November 2024 ballot, the ballot question structure, and the proposed bond term.
 - d. American Indian Parent Advisory Committee Report. Superintendent Hillmann will share the latest report from the American Indian Parent Advisory Committee and its vote of concurrence.
 - e. Policy Committee Recommendation. Dr. Hillmann will present the policy committee's recommendation to sunset policy 723. This will be an item for individual action at the next board meeting.
6. Consent Agenda
Recommendation: Motion to approve the following items listed under the Consent Agenda.
 - a. Minutes. Minutes of the Regular School Board meeting held on February 26, 2024.
 - b. Gift Agreements. Gift agreements to be approved are attached.
 - c. Financial Report.
Financial Report - December 2023. Director of Finance Mertesdorf requests the board approve paid bills totaling \$1,716,174.65, payroll checks totaling \$3,746,255.54, a wire transfer totaling \$650,000.00 from Frandsen General to Frandsen Sweep, a wire transfer totaling \$300,000.00 from Frandsen Sweep to Frandsen General, and the financial reports for December 2023. At the end of December 2023 total cash and investments amounted to \$25,421,706.84.
 - d. Grant Application. Director of Child Nutrition Stephany Stromme requests school board approval for a Farm to School - Full Tray Grant for \$15,000 (food) and \$25,000 (equipment) from the Minnesota Department of Agriculture for the period Jan. 31, 2024 to Jan. 30, 2027. This grant would provide for a double combi oven and installation and continued support to provide local farm produce for school meals.

- e. Policy Revision. The revision to policy 410 is directly related to changes in federal or Minnesota law and recommended by the Minnesota School Boards Association. Because the district endeavors to have policy align with state and federal law it is recommended that the board adopt the revision presented.
- f. Personnel Items
 - i. Appointments
 1. Update: Tammy Donahue, Tammy Donahue, Child Nutrition Associate I for 3.25 hours/day at Spring Creek, beginning 4/2/2024. \$20.84/hr.
 2. Vincent Garcia, Targeted Services Club Leader for up to 6 hours/week at the Middle School, beginning 3/6/2024-5/16/2024. \$24.30/hr.
 3. Katherine LaCanne, Instructor Assistant with Community Ed Recreation, beginning 3/5/2024-5/31/2024. Step 1-\$14.00/hr.
 4. Lizbeth Ramirez, Special Ed EA PCA for 5.75 hours/day at Greenvale Park, beginning 3/4/2024. Step 2-\$17.03/hr. Plus prorated PCA stipend.
 5. Guillermina Velasquez Herrera, 1.0 FTE Custodian at the High School, beginning 3/7/2024. Step 5-\$21.45/hr.
 6. Northfield Community Education Summer 2024 Brochure Instructors.
 - ii. Increase/Decrease/Change in Assignment
 1. Mark Auge, Science Teacher at the High School, add ALC Summer Teacher for 5 hours/day at the ALC, effective 6/7/2024-7/25/2024. Lane/step
 2. Michelle Bauer, Instructional Coach at the District Office, add ALC Summer Teacher for 5 hours/day at the ALC, effective 6/7/2024-7/25/2024. Lane/step
 3. Renee Burnham, English Teacher at the ALC, add ALC Summer Teacher for 5 hours/day at the ALC, effective 6/7/2024-7/25/2024. Lane/step
 4. Lindsey Dietiker, Child Nutrition Manager I at Greenvale Park, add Summer Child Nutrition Associate for up to 6 hours/day Mon.-Thurs. at the Middle School, effective 7/2/2024-8/8/2024. \$26.54/hr. (includes stipend)
 5. Jill Kohel, English Teacher at the High School, add ALC Summer Teacher for 5 hours/day at the ALC, effective 6/7/2024-7/25/2024. Lane/step
 6. Emyla Lewis, Community School Club Leader for 12 hours/week at Greenvale Park, change to Community School Club Leader for 8 hours/week and Community School Site Assistant for up to 5 hours/week at Greenvale Park, effective 3/4/2024-5/17/2024. Site Assistant Step 1-\$14.90/hr.
 7. Darrell Sawyer, Social Studies Teacher at the Middle School, add ALC Summer Teacher for 5 hours/day at the ALC, effective 6/7/2024-7/25/2024. Lane/step
 8. Eric Swan McDonald, Science Teacher at the ALC, add ALC Summer Teacher for 5 hours/day at the ALC, effective 6/7/2024-7/25/2024. Lane/step
 9. Sarah Swan McDonald, Social Studies Teacher at the High School, add ALC Summer Teacher for 5 hours/day at the ALC, effective 6/7/2024-7/25/2024. Lane/step
 10. Lillian Tharp, .50 FTE Special Education Teacher at the NCEC, change to .58 FTE Special Education Teacher at the NCEC, effective 1/31/2024-6/6/2024.
 - iii. Leave of Absence
 1. Danielle Schroeder, Grade 4 Teacher at Greenvale Park, FMLA Leave of Absence, beginning 8/22/2024-11/21/2024.
 - iv. Retirements/Resignations/Terminations
 1. Monika Burkhead, Grade 6 Teacher at the Middle School, retirement effective at the end of the 2023-2024 school year.
 2. Whitney Docken, Speech and Language Pathologist at Greenvale Park, resignation effective at the end of the 2023-2024 school year.
 3. Lydia Gross, Special Ed Early Childhood Teacher at the NCEC, resignation effective 6/6/2024.
 4. Dan Kust, Grade 6 Teacher at the Middle School, retirement effective at the end of the 2023-2024 school year.
 5. Quinn Line, KidVentures Site Assistant with Community Education, resignation effective 3/15/2024.
 6. Pamela Palmquist, Speech and Language Pathologist at the Middle School, retirement effective at the end of the 2023-2024 school year.
 7. Cindy Thomas, Special Ed EA PCA at the High School, resignation effective 3/5/2024.
 8. Carrie Zupfer-Rice, Special Ed Teacher at Greenvale Park, retirement effective at the end of the 2023-2024 school year.
 - v. Administration is recommending the approval of the following employment agreements covering the period of July 1, 2024 through June 30, 2026:
 1. Confidential Employees
 2. Technology Employees

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

7. Items for Individual Action

- a. Northfield High School Facility Referendum Plan and Election Date. The board is requested to provide administrators with a direction for a high school facility referendum option, question structure, and bond length for a November 2024 election. While previous boards have discussed this issue several times in the past decade, the current board began discussing this issue in October 2023. The board identified the current high school facility deficiencies and commissioned a professional, random and stratified voter survey in January 2024 to gauge the community's perspective on the issue, including support for tax increases at various levels that would fund projects under consideration. That report was presented to the board on Feb. 26, 2024. The board held four work sessions about the topic, has discussed it at each board meeting since October, held four tours of Northfield High School, hosted a tour of the new Owatonna High School, and held a public meeting designed for district stakeholders to give the board advice about what projects to pursue at the high school facility.

Superintendent's Recommendation: Motion to direct administration to prepare a bond referendum to address the facility deficiencies at Northfield High School with details to be determined by the board at the meeting.

8. Items for Information

- a. Enrollment Report. Superintendent Hillmann will review the March 2024 enrollment report.
- b. Board Workshops. The board has a workshop scheduled for Monday, March 18, 2024, 5:00 p.m. - 9:00 p.m. in the DO Boardroom. The next board workshop is scheduled for Monday, July 22, 2024, 5:00 p.m. - 9:00 p.m. in the DO Boardroom.

9. Future Meetings

- a. Monday, March 18, 2024, 5:00 p.m., Board Workshop, Northfield DO Boardroom
- b. Monday, April 8, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
- c. Monday, April 22, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
- d. Monday, May 13, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom

10. 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

| | | |
|--|---|--|
| 1 All children are ready for kindergarten . | 2 All students are connected to the community . | 3 All students are at grade level in reading and mathematics by the end of third and sixth grades. |
| 4 All students exhibit physical, social and emotional well-being . | 5 All students have a connection with a caring adult beyond their parents as they transition to middle school. | 6 All students have interests, goals and a vision for the future by the end of eighth grade. |
| 7 All students graduate from high school with a plan to reach their full potential. | 8 All employees report satisfaction in the workplace. | 9 All parents report satisfaction with their children's educational experience. |
| 10 The district maintains 14% of its annual expenditures in its unassigned fund balance to ensure financial stability . | 11 Community education provides relevant and accessible learning opportunities for all residents. | Note: The first seven benchmarks are aligned with the language identified by Northfield Promise, a collective impact consortium of 20 community organizations committed to helping Northfield's youth thrive "from cradle to career." |

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.

2024-25 Debt Service Proposed Budget | March 11, 2024

Val Mertesdorf, Director of Finance

Debt Service Fund

State statute requires the district to ask the voters for authority to bond. This means that property taxes are the main source of revenue for the debt service fund. The majority of our bonds are voter approved and we are required by statute to levy 105% of our debt service payments annually. This is part of our levy certification process we do each fall. The expenditures of the debt service fund are restricted for principal and interest payments as well as any potential service fees we might incur from the debt.

As you can see the debt service fund revenue has been consistent. For FY2024-25 you will notice that our property tax revenue dropped substantially. The reason being, we paid off the Middle School debt. This decrease in our debt service levy helped offset the increase in the General Fund levy for the voter approved capital projects levy. We intentionally structure debt to be similar from year to year to provide as much consistency as possible for tax payers. The proposed revenue budget is estimated at \$4.3 million. The debt service principal and interest amounts tie to our current debt schedules. The other fees are annual fees that cover payment of the bond as well as required reporting. The proposed expenditures are \$4 million.

The 2024-25 ending fund balance is slightly higher than we expect for the debt service fund. This is common as the extra 5% levy accumulates overtime. I expect the MN Department of Education to increase our debt service excess adjustment for the 2024 Pay 2025 levy. For the 2024-25 school year we have five outstanding bonds with principal totaling \$2.445 million and interest totaling \$1,575,009. These five issues have a total debt of \$55,113,896 to be paid over the next eighteen years.



Debt Service Fund
Proposed Budget
2024-25

Debt Service Basics

Debt Service Revenue:

- Levy - 105% of debt principal and interest payments
- State - LTFM Aid, Ag credit and other state credits
- Offset of operating capital and LTFM
- Other financing sources – Interest payment from LTFM, refunding bonds, capitalized interest

Debt Service Expenditures:

- Outstanding principal and interest payments
- Other debt costs, i.e. service fees
- Other financing uses – Refunding bond and capitalized interest

Debt Service Revenue

| | 2021-22 | | 2022-23 | | 2023-24 | | 2024-25 | |
|-------------------------|---------|-----------|---------|-----------|---------|-----------|----------|-----------|
| | Audit | | Audit | | Revised | | Proposed | |
| Revenue Summary | Results | | Results | | Budget | | Budget | |
| Local property Taxes | \$ | 4,981,365 | \$ | 4,917,608 | \$ | 5,462,320 | \$ | 3,346,396 |
| Interest on Investments | | 4,841 | | 113,523 | | 3,000 | | 50,000 |
| State of MN | | 803,669 | | 835,958 | | 835,890 | | 926,304 |
| Other Sources | | - | | 71,072 | | - | | - |
| Total Revenues | \$ | 5,789,875 | \$ | 5,938,161 | \$ | 6,301,210 | \$ | 4,322,700 |

Debt Service Expenditures

| Expenditure Summary | 2021-22 Audit Results | 2022-23 Audit Results | 2023-24 Revised Budget | 2024-25 Proposed Budget |
|----------------------------|--------------------------------------|--------------------------------------|---------------------------------------|--|
| Bond Principal | \$ 3,650,000 | \$ 3,955,000 | \$ 4,130,000 | \$ 2,445,000 |
| Bond Interest | 2,185,017 | 1,964,053 | 1,775,409 | 1,575,009 |
| Other Debt Service Fees | 5,462 | 6,950 | 7,000 | 7,000 |
| Other Uses | - | - | - | - |
| Total Expenditures | \$ 5,840,479 | \$ 5,926,003 | \$ 5,912,409 | \$ 4,027,009 |

Debt Service Summary

| Fund Summary | 2021-22 Audit Results | 2022-23 Audit Results | 2023-24 Revised Budget | 2024-25 Proposed Budget |
|------------------------|--------------------------------------|--------------------------------------|---------------------------------------|--|
| Revenue | \$ 5,789,875 | \$ 5,938,161 | \$ 6,301,210 | \$ 4,322,700 |
| Expenditures | 5,840,479 | 5,926,003 | 5,912,409 | 4,027,009 |
| Net | (50,604) | 12,158 | 388,801 | 295,691 |
| Beginning Fund Balance | 1,387,627 | 1,337,023 | 1,349,181 | 1,737,982 |
| Ending Fund Balance | <u>\$ 1,337,023</u> | <u>\$ 1,349,181</u> | <u>\$ 1,737,982</u> | <u>\$ 2,033,673</u> |

Principal and Interest Schedule

| Issue Date | Net Interest | Original Issue | Purpose | Final Maturity | FY 2024-25 Payments | | |
|------------|--------------|----------------|----------------------------|----------------|---------------------|---------------------|---------------------|
| | Rate | | | | Principal | Interest | Total |
| 5/13/2014 | 2.0-3.0% | \$ 1,525,000 | GVP/HS Roofs | 2/1/2025 | \$ 165,000 | \$ 4,950 | \$ 169,950 |
| 3/23/2017 | 1.93% | \$ 1,325,000 | BW Roof | 2/1/2027 | \$ 140,000 | \$ 13,050 | \$ 153,050 |
| | | | Elementary/Early Childhood | | | | |
| 1/31/2019 | 3.22% | \$ 39,255,000 | Childhood | 2/1/2039 | \$ 935,000 | \$ 1,422,381 | \$ 2,357,381 |
| 11/4/2020 | 0.37% | \$ 9,665,000 | Refund '11A/'12A | 2/1/2025 | \$ 1,205,000 | \$ 60,250 | \$ 1,265,250 |
| 2/17/2022 | 1.95% | \$ 3,120,000 | LTFM MS Roof | 2/1/2042 | \$ - | \$ 74,378 | \$ 74,378 |
| | | | | | \$ 2,445,000 | \$ 1,575,009 | \$ 4,020,009 |

Maturity Schedule

| Fiscal Year | Principal | Interest | Total |
|-------------|----------------------|----------------------|----------------------|
| 2025 | 2,445,000 | 1,575,009 | 4,020,009 |
| 2026 | 2,085,000 | 1,458,859 | 3,543,859 |
| 2027 | 2,230,000 | 1,357,509 | 3,587,509 |
| 2028 | 2,360,000 | 1,249,009 | 3,609,009 |
| 2029 | 2,470,000 | 1,132,759 | 3,602,759 |
| 2030 | 2,590,000 | 1,011,059 | 3,601,059 |
| 2031 | 2,680,000 | 919,484 | 3,599,484 |
| 2032 | 2,785,000 | 816,084 | 3,601,084 |
| 2033 | 2,865,000 | 734,484 | 3,599,484 |
| 2034 | 2,950,000 | 650,534 | 3,600,534 |
| 2035 | 3,040,000 | 564,084 | 3,604,084 |
| 2036 | 3,140,000 | 464,371 | 3,604,371 |
| 2037 | 3,240,000 | 361,353 | 3,601,353 |
| 2038 | 3,350,000 | 251,178 | 3,601,178 |
| 2039 | 3,465,000 | 137,228 | 3,602,228 |
| 2040 | 230,000 | 15,165 | 245,165 |
| 2041 | 235,000 | 10,450 | 245,450 |
| 2042 | 240,000 | 5,280 | 245,280 |
| | \$ 42,400,000 | \$ 12,713,896 | \$ 55,113,896 |

Questions?

Thank you!

Internal Service Fund | 2024-25 Proposed Budget

Val Mertesdorf, Director of Finance | March 11, 2024

The Internal Service Fund is used to account for the district's self insured health and dental plans. The dental plan was established in FY06 and the health plan was established in FY12. The revenue is generated by the premiums that the district, our employees and our retirees pay. The Benefits Advisory Committee set the premiums that we charge. Expenditures are actual claims expense and the cost to administer the plan. Our plan administrators are Delta Dental and Blue Cross Blue Shield. The Internal Service Fund is a proprietary fund that is presented separately in the financial statements.

DENTAL:

Our dental participation continues to be very consistent year over year. The dental fund has historically been self sustaining. After 18 years of no increase in premiums, the claims and medical inflation has put us in a position that a modest increase is reasonable to ensure fund stability. The benefits advisory committee recommended increasing the premium by 5%. This was the first premium increase since we went self insured with our dental plan in 2005.

On the financial summary you will see the proposed budget for 2024-25. The 2024-25 proposed budget shows a slight increase in charges for services related to the premium increase. The insurance claims are projected to increase at a rate slightly higher than medical inflation. We have seen an increase in claims over the past few months and anticipate this will continue. We anticipate ending 2024-25 with \$245,707 which is slightly below our minimum fund balance goal. This is the reason we increased the premium.

HEALTH:

The health plan participation decreased from previous years. The benefits advisory committee recommended a 7.0% increase in our premiums effective January 1, 2024. This was in response to the continued high claims experience we have seen for the past few years. The district made a substantial investment in our staff by increasing the district contribution over the past two years to ensure affordable coverage.

From 1/1/23 – 12/31/23 our health plan had thirty-two (32) claimants exceed 50% of the stop loss (\$62,500). These thirty-two claimants made up 36.72% of our total claim spend. Fifteen of the thirty-two (32) claimants exceeded our stop loss liability by a cumulative \$1.3 million. For comparison, in 2016 we had thirteen claimants exceed 50% of the stop loss. These thirteen claimants made up 19.5% of our total claim spend. Two of the thirteen claimants exceeded stop loss liability by a cumulative \$24,544. The analytics indicate that this trend is likely to continue for the foreseeable future.

| STOP LOSS SUMMARY | 1.1.23-12.31.23 | 1.1.22-12.31.22 | 1.1.21-12.31.21 | 1.1.20-12.31.20 | 1.1.19-12.31.19 |
|------------------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| # of Claimants +\$62,500 | 32 | 25 | 24 | 23 | 18 |
| # of Claimants exceeding SL | 15 | 11 | 11 | 9 | 3 |
| Total \$ of Claims | \$4,716,370 | \$3,812,808 | \$3,770,400 | \$3,195,617 | \$2,131,770 |
| Total \$ Stop Loss | \$1,383,220 | \$1,200,620 | \$1,196,641 | \$906,743 | \$307,789 |
| Total Plan Paid | \$3,333,151 | \$2,612,187 | \$2,573,760 | \$2,288,875 | \$1,823,981 |
| Percentage of Total Claims | 36.72% | 32.74% | 31.50% | 33.66% | 25.95% |

The 2024-25 proposed budget shows a decrease in charges for services (premium revenue) due to decreased participation. We've seen the prescription rebate revenue continue to increase slightly. With the carrier change from Medica to BCBS, we are budgeting conservatively. The claims and administrative costs were calculated based on actual historical claims experience and medical inflation.

A common question I receive is why we have significant administrative fees. The administrative fee is what we pay to BCBS to administer the plan. They send out insurance cards to members, answer member questions, pay all the claims that are submitted from health institutions while verifying that the claims are legitimately covered by our plan. A few large districts do this in house, but it does not make financial sense for a district our size.

The proposed budget shows a slight net increase for 2024-25. This means the increases we've implemented were appropriate to stabilize the fund. The fund balance at the end of 2024-25 is projected to be \$3,540,297. This is slightly less than our fund balance goal. We will continue to incrementally increase the premium and manage expenditures to increase the fund balance while balancing the budget impact to our employees and the district.

SUMMARY:

The health market is difficult to predict. Currently the self-insurance funds appear stable. I am incredibly proud of the district's financial management. Our stewardship allowed us to step up our district contribution to stabilize the self-insurance fund while protecting employees from the burden of a significant increase in premiums. We will continue to ensure financial stability of each fund.



Internal Service Fund
Proposed Budget
2024-25

Internal Service Fund Basics

- Stand alone fund that accounts for our self insured health and dental plans
- Dental was established in FY06 and Health was added in FY12
- Revenue is from the premiums paid by the District, Employees and Retirees
- Expenditures reflect actual claims paid and the administration of the plan
- Currently using Delta Dental and Blue Cross Blue Shield (effective 1/1/2024)
- Stand alone fund that is presented separately on our financial statements
- Stop-loss insurance coverage is \$125,000 per member per year

Dental Fund

| ENROLLMENT | | | | | | |
|------------|---------|---------|---------|---------|---------|---------|
| | 2024-25 | 2023-24 | 2022-23 | 2021-22 | 2020-21 | 2019-20 |
| Single | 203 | 202 | 219 | 195 | 189 | 199 |
| Family | 396 | 412 | 405 | 410 | 405 | 404 |
| Total | 599 | 614 | 624 | 605 | 594 | 603 |
| Change | -2.4% | -1.6% | 3.1% | 1.9% | -1.5% | 1.3% |

| PREMIUM | | | | | | |
|---------|-----------|-----------|-----------|-----------|-----------|-----------|
| | 1.1.2024 | 1.1.2023 | 1.1.2022 | 1.1.2021 | 1.1.2020 | 1.1.2019 |
| Single | \$ 39.97 | \$ 38.07 | \$ 38.07 | \$ 38.07 | \$ 38.07 | \$ 38.07 |
| Family | \$ 117.82 | \$ 112.21 | \$ 112.21 | \$ 112.21 | \$ 112.21 | \$ 112.21 |

Dental Financial Summary

| | 2021-22 AUDIT RESULTS | 2022-23 AUDIT RESULTS | 2023-24 PROPOSED BUDGET | 2024-25 PROPOSED BUDGET |
|---------------------------------|-----------------------------|-----------------------------|-------------------------------|-------------------------------|
| Beginning Balance | \$473,777 | \$447,720 | \$410,322 | \$325,017 |
| Charges for Services | 643,521 | 634,777 | 647,048 | 657,248 |
| Interest Earnings | 706 | 15,198 | 100 | 5,000 |
| Total Sources | 1,118,004 | 1,097,695 | 1,057,470 | 987,265 |
| Insurance Claims | 630,301 | 649,440 | 691,875 | 701,971 |
| Administrative Fees | 39,983 | 37,933 | 40,578 | 39,586 |
| Total Expenditures | 670,284 | 687,373 | 732,453 | 741,558 |
| Ending Fund Balance | \$447,720 | \$410,322 | \$325,017 | \$245,707 |
| Goal (40% of Exp Claims) | \$252,120 | \$259,776 | \$276,750 | \$280,789 |

Health Fund

| ENROLLMENT | | | | | | |
|------------|---------|---------|---------|---------|---------|---------|
| | 2024-25 | 2023-24 | 2022-23 | 2021-22 | 2020-21 | 2019-20 |
| CMM-S | 61 | 57 | 52 | 43 | 43 | 51 |
| CMM- F | 46 | 53 | 56 | 59 | 59 | 44 |
| HRA - S | 93 | 100 | 113 | 77 | 77 | 74 |
| HRA - F | 262 | 272 | 277 | 266 | 266 | 268 |
| | 462 | 482 | 498 | 478 | 478 | 471 |
| | -4.1% | -3.2% | 4.2% | 0.0% | 1.5% | -2.7% |

| PREMIUM | | | | | | |
|---------|-------------|-------------|-------------|-------------|-------------|-------------|
| | 1.1.24 | 1.1.23 | 1.1.22 | 1.1.21 | 1.1.2020 | 1.1.2019 |
| CMM-S | \$ 780.12 | \$ 729.08 | \$ 659.80 | \$ 527.84 | \$ 502.70 | \$ 502.70 |
| CMM- F | \$ 2,373.26 | \$ 2,218.00 | \$ 2,007.84 | \$ 1,605.79 | \$ 1,529.32 | \$ 1,529.32 |
| HRA - S | \$ 774.25 | \$ 723.60 | \$ 654.84 | \$ 523.87 | \$ 498.92 | \$ 498.92 |
| HRA - F | \$ 2,353.99 | \$ 2,199.99 | \$ 1,990.94 | \$ 1,592.75 | \$ 1,516.90 | \$ 1,516.90 |

Health Financial Summary

| | 2021-22 AUDIT RESULTS | 2022-23 AUDIT RESULTS | 2023-24 PROPOSED BUDGET | 2024-25 PROPOSED BUDGET |
|---------------------------------|-----------------------------|-----------------------------|-------------------------------|-------------------------------|
| Beginning Balance | \$3,310,424 | \$2,712,104 | \$3,111,136 | \$3,498,844 |
| Charges for Services | 8,256,059 | 9,360,477 | 10,398,426 | 10,236,095 |
| RX Rebates | 305,585 | 422,492 | 350,000 | 350,000 |
| Interest Earnings | 4,000 | 104,756 | 1,000 | 50,000 |
| Total Sources | 11,876,068 | 12,599,829 | 13,860,562 | 14,134,939 |
| Insurance Claims | 8,148,921 | 8,330,923 | 9,236,574 | 9,473,046 |
| Administrative Fees | 1,015,043 | 1,157,770 | 1,125,144 | 1,121,596 |
| Total Expenditures | 9,163,964 | 9,488,693 | 10,361,718 | 10,594,642 |
| Ending Fund Balance | \$2,712,104 | \$3,111,136 | \$3,498,844 | \$3,540,297 |
| Goal (40% of Exp Claims) | \$3,259,568 | \$3,332,369 | \$3,694,630 | \$3,789,218 |
| | 33% | 37% | 38% | 37% |

Questions?

Thank you!

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 style="list-style-type: none"> • The board considers a random stratified sample voter survey • The board discusses the timeline for the potential 2024 bond election |
| November 2023 | <ul style="list-style-type: none"> • The board reviews previous high school discussions from 2017 and 2022 and clarifies the purpose of a potential high school bond • The board considers options for addressing high school deficiencies • Nov. 16: suggested work session date (5:30 pm—7:30 pm) • Nov. 18: NHS building tour for the public (10 am—12 pm) |
| December 2023 | <ul style="list-style-type: none"> • The board considers options for addressing high school deficiencies • Dec. 4: suggested work session (5:30 pm—7:30 pm) • Dec. 9: bus trip to tour Owatonna High School (Depart from NHS Door No. 1 at 12:15 pm) • Dec. 12: NHS building tour for the the public (6 pm—8 pm) |
| January 2024 | <ul style="list-style-type: none"> • The board considers options for addressing high school deficiencies • Random stratified sample community survey is conducted by Morris-Leatherman on Jan. 8 (the process will take five-to-ten days) • Jan. 16: board work session (5:30 pm—7:30 pm) at NHS media center • Jan. 20: NHS building tour for the public (10 am—12 pm) • Jan. 29: Public meeting and feedback session (6 pm—8 pm) at NHS auditorium |
| February 2024 | <ul style="list-style-type: none"> • Feb. 3: NHS building tour for the public (10 am—12 pm) • Feb. 26: board receives random stratified sample survey results at regular meeting |
| March 2024 | <ul style="list-style-type: none"> • March 5: board work session (4:00 pm—5:59 pm) at the NHS media center • March 11: target date for board decision about what questions to place on the Nov. 2024 ballot to address the facility issues at NHS • Bond informational campaign • NHS tours • Submit review and comment |
| April 2024 | <ul style="list-style-type: none"> • Bond informational campaign • NHS tours |
| May 2024 | <ul style="list-style-type: none"> • Bond informational campaign • Finalize ballot language |
| June 2024 | <ul style="list-style-type: none"> • Summer break |
| July 2024 | <ul style="list-style-type: none"> • Summer break |
| August 2024 | <ul style="list-style-type: none"> • Bond informational campaign resumes |
| September 2024 | <ul style="list-style-type: none"> • Bond informational campaign • NHS tours |
| October 2024 | <ul style="list-style-type: none"> • Bond informational campaign • NHS tours |
| November 2024 | <ul style="list-style-type: none"> • Bond informational campaign • Nov. 5: election day |

Community Survey Results

Prepared for

Northfield Public Schools

February 2024

Northfield Public Schools
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 8th and January 20th. 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 over-sampling 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% |

Northfield Public Schools
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.

Northfield Public Schools

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% |

Northfield Public Schools

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% |

Northfield Public Schools

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.

Northfield Public Schools
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% | --- |

Northfield Public Schools

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% | --- |

Northfield Public Schools
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% | --- |

Northfield Public Schools

Community Survey Results

February 2024

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% |

Northfield Public Schools

Community Survey Results

February 2024

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% |

Northfield Public Schools

Community Survey Results

February 2024

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% | --- |

Northfield Public Schools

Community Survey Results

February 2024

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% | --- |

Northfield Public Schools

Community Survey Results

February 2024

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% | --- |

Northfield Public Schools

Community Survey Results

February 2024

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% | --- |

Northfield Public Schools

Community Survey Results

February 2024

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% | --- |

Northfield Public Schools

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% | --- |

Northfield Public Schools

Community Survey Results

February 2024

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% | --- |

Northfield Public Schools

Community Survey Results

February 2024

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% | --- |

Northfield Public Schools

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% | --- |

Northfield Public Schools

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% | --- |

Northfield Public Schools

Community Survey Results

February 2024

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% | --- |

Northfield Public Schools

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% |

Northfield Public Schools

Community Survey Results

February 2024

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% |

Northfield Public Schools

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% | --- |

Northfield Public Schools

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% | --- |

Northfield Public Schools

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% |

Northfield Public Schools

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.

Northfield Public Schools

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% |

Northfield Public Schools

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% |

Northfield Public Schools

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% |

Northfield Public Schools

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% |

Northfield Public Schools
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.

Northfield Public Schools
Community Survey Results
February 2024

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

| | A | B | C | 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% |

Northfield Public Schools
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% |

Northfield Public Schools

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% |

Northfield Public Schools
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.

THE MORRIS LEATHERMAN COMPANY
3128 Dean Court
Minneapolis, Minnesota 55416

NORTHFIELD SCHOOL DISTRICT
RESIDENTIAL SURVEY
FINAL JANUARY 2024

Hello, I'm _____ of the Morris Leatherman Company, a national survey research firm located in Minneapolis. We are speaking with a random sample of residents about the Northfield Public Schools. Even if you do not have children currently in the Northfield Schools, the District is interested in your opinions and suggestions. I want to assure you that all individual responses will be held strictly confidential; only summaries of the entire sample will be reported.

- | | |
|---|--|
| 1. Are you registered to vote at this address? | YES.....CONTINUE NO.....THANK & TERMINATE UNSURE...THANK & TERMINATE |
| 2. Do you currently have school-aged children living in your household? | YES.....1 NO.....2 DON'T KNOW/REFUSED.....3 |

IF "YES," ASK:

- | | |
|---|---|
| 3. Do any of your children attend one of the Northfield Public Schools? | YES.....1 NO.....2 DON'T KNOW/REFUSED.....3 |
|---|---|

IF "NO," IN QUESTION #2, ASK:

- | | |
|--|---|
| 4. Do you have grown children who attended a Northfield Public School at any time in the past? | YES.....1 NO.....2 DON'T KNOW/REFUSED.....3 |
|--|---|

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.

- | | |
|---|--|
| 5. What grade would you give to the public schools in the Northfield School District? | A.....1 B.....2 C.....3 D.....4 FAIL.....5 DON'T KNOW/REFUSED.....6 |
|---|--|

Northfield Public Schools
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.....1
THE DISTRICT'S LEADERSHIP AND MANAGEMENT.....2
STUDENT BEHAVIOR.....3
ACADEMIC STANDARDS.....4
QUALITY OF TEACHING AND INSTRUCTION.....5
ELSE().....6
DON'T KNOW/REFUSED.....7

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.

7. Based on what you know now, would you SUPPORT.....1
support or oppose a referendum OPPOSE.....2
to address these high school UNDECIDED (VOL.).....3
facility issues? REFUSED.....4

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)**

| | MML | SML | SLL | 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 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 |

Northfield Public Schools
Community Survey Results
February 2024

| | MML | SML | SLL | MLL | NOD | DKR |
|--|-----|-----|-----|-----|-----|-----|
| 13. Additional funding would allow completion of major maintenance projects such as HVAC, roofs, and windows that are unaffordable within current maintenance budgets. | 1 | 2 | 3 | 4 | 5 | 6 |
| 14. Classrooms would be updated to provide 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 for hands-on experiments. | 1 | 2 | 3 | 4 | 5 | 6 |
| 16. Special education classrooms and spaces would be updated to better meet the instructional needs of students with disabilities. | 1 | 2 | 3 | 4 | 5 | 6 |
| 17. Vocational classrooms and shops would be updated to provide students and staff with appropriate spaces for career exploration. | 1 | 2 | 3 | 4 | 5 | 6 |
| 18. Classroom spaces would be updated to support vocational programs focused on agricultural careers. | 1 | 2 | 3 | 4 | 5 | 6 |
| 19. Music classrooms would be updated and expanded to provide band, choir, and orchestra with additional spaces for performances and rehearsals. | 1 | 2 | 3 | 4 | 5 | 6 |
| 20. A new fieldhouse would be built to provide four multi-use courts for 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 courts available for community use. | 1 | 2 | 3 | 4 | 5 | 6 |
| 23. Safety for students, staff, and visitors would be improved through 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 and improve environmental stewardship. | 1 | 2 | 3 | 4 | 5 | 6 |
| 26. Increased natural light and improved air quality would positively impact student and staff mental health. | 1 | 2 | 3 | 4 | 5 | 6 |

Northfield Public Schools
Community Survey Results
February 2024

| | MML | SML | SLL | MLL | NOD | DKR |
|---|-----|-----|-----|-----|-----|-----|
| 27. Upgraded HVAC systems, energy efficient windows, and LED lighting would reduce operational costs. | 1 | 2 | 3 | 4 | 5 | 6 |
| 28. Increasing natural light and improved air quality would positively impact academic performance. | 1 | 2 | 3 | 4 | 5 | 6 |

Now that you have heard more information about the potential to raise property taxes to fund projects addressing facility issues at the high school...

| | |
|---|------------------------|
| 29. Would you support or oppose a referendum designed to address the facility issues identified at the high school? | SUPPORT.....1 |
| | OPPOSE.....2 |
| | UNDECIDED (VOL.).....3 |
| | REFUSED.....4 |

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. **(RANDOM STARTING POINT)**

IF RESPONSE IS "FAVOR," DO NOT ASK LOWER AMOUNTS; IF RESPONSE IS "OPPOSE," DO NOT ASK HIGHER AMOUNTS.

| | SUP | OPP | DKR |
|---|-----|-----|-----|
| 30. Property taxes will increase about \$20 a month or \$240 per year for a home worth approximately \$350,000. | 1 | 2 | 3 |
| 31. Property taxes will increase about \$30 a month or \$360 per year for a home worth approximately \$350,000. | 1 | 2 | 3 |
| 32. Property taxes will increase about \$40 a month or \$480 per year for a home worth approximately \$350,000. | 1 | 2 | 3 |
| 33. Property taxes will increase about \$50 a month or \$600 per year for a home worth approximately \$350,000. | 1 | 2 | 3 |

And last... please tell me whether you strongly agree, agree, disagree, or strongly disagree with the following statement.

| | |
|---|--------------------------|
| 34. I would never vote for a tax increase, no matter what the amount or how the money raised would be used. | STRONGLY AGREE.....1 |
| | AGREE.....2 |
| | DISAGREE.....3 |
| | STRONGLY DISAGREE.....4 |
| | DON'T KNOW/REFUSED.....5 |

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

Northfield Public Schools

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 8th and January 20th.
- Survey included 34 questions; average interview length was 10 minutes.
- Approximate margin of error is $\pm 4.8\%$.



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 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

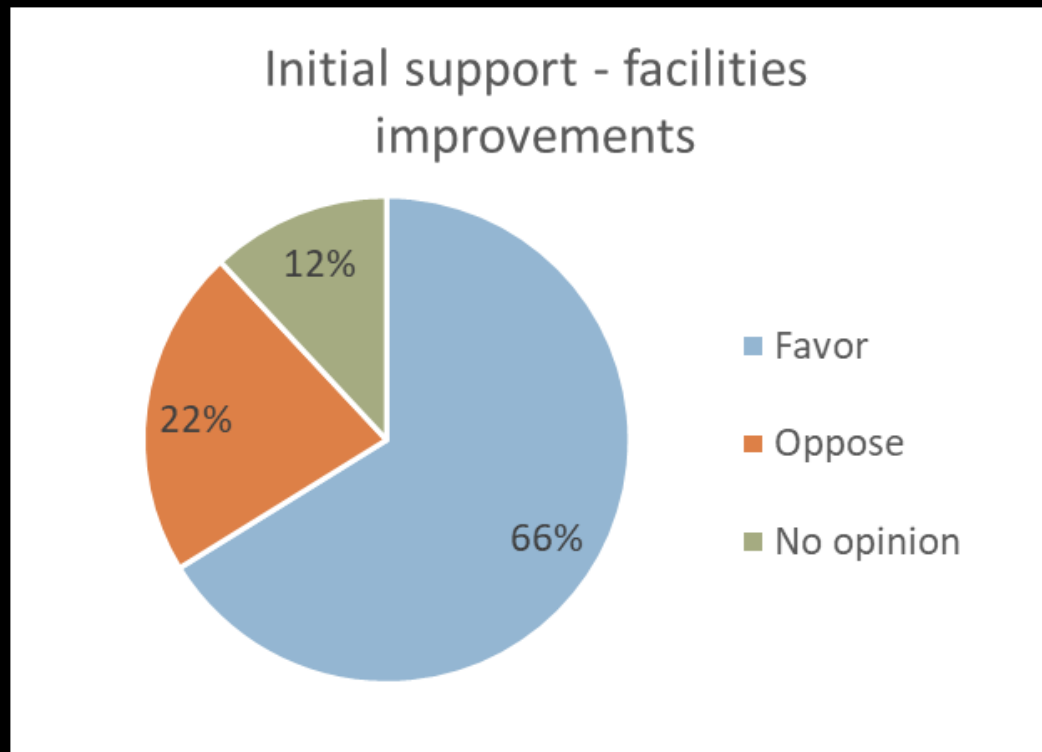
“The School District has been evaluating high school facility issues. The Board continues to evaluate options through public discussions and building tours. Facility improvements include accessibility, HVAC systems, and lighting. Updates to classrooms, laboratories, shops, music spaces, and upgrades 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?”

HIGH SCHOOL IMPROVEMENTS

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.

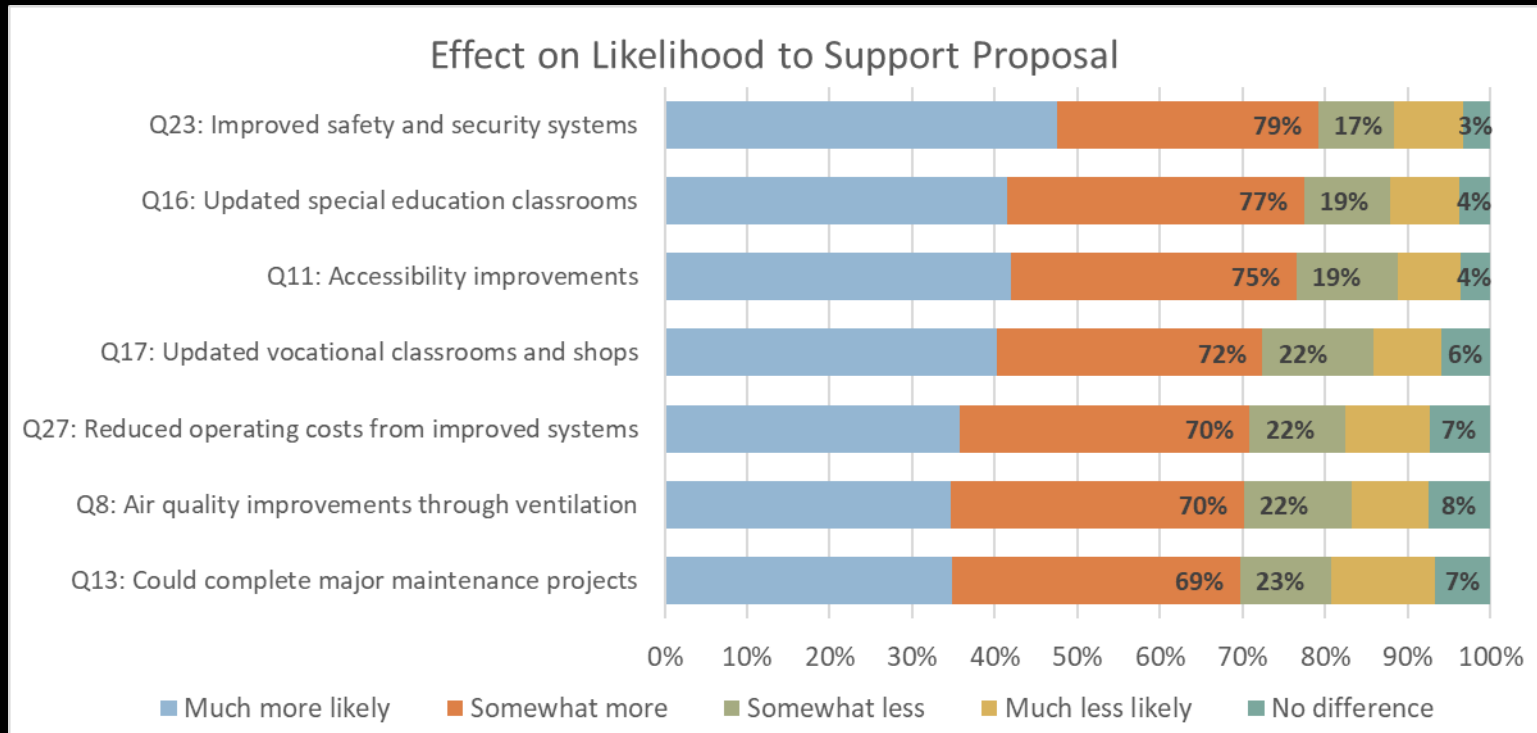
Effect of information

“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.”

HIGH SCHOOL IMPROVEMENTS

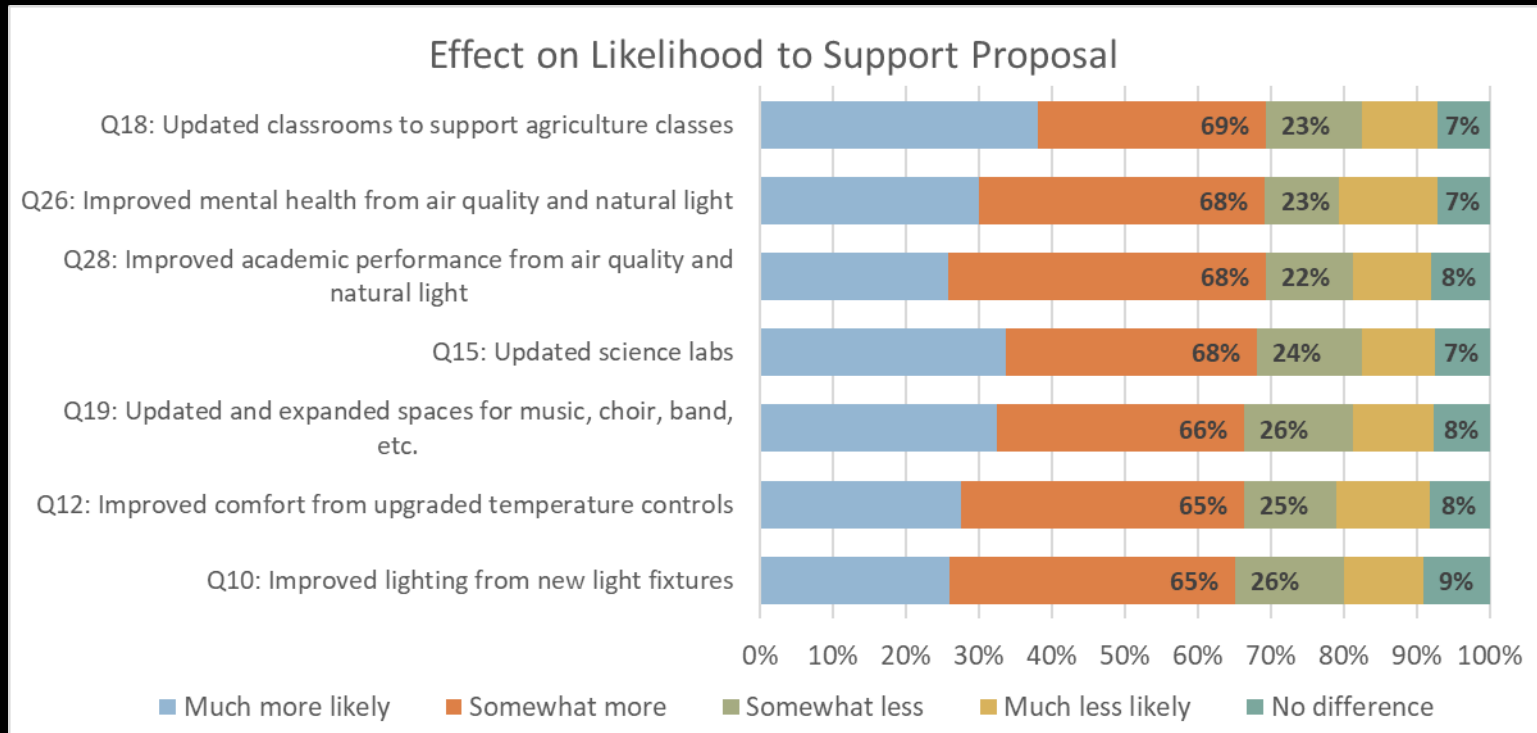
Reaction to impacts



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.

HIGH SCHOOL IMPROVEMENTS

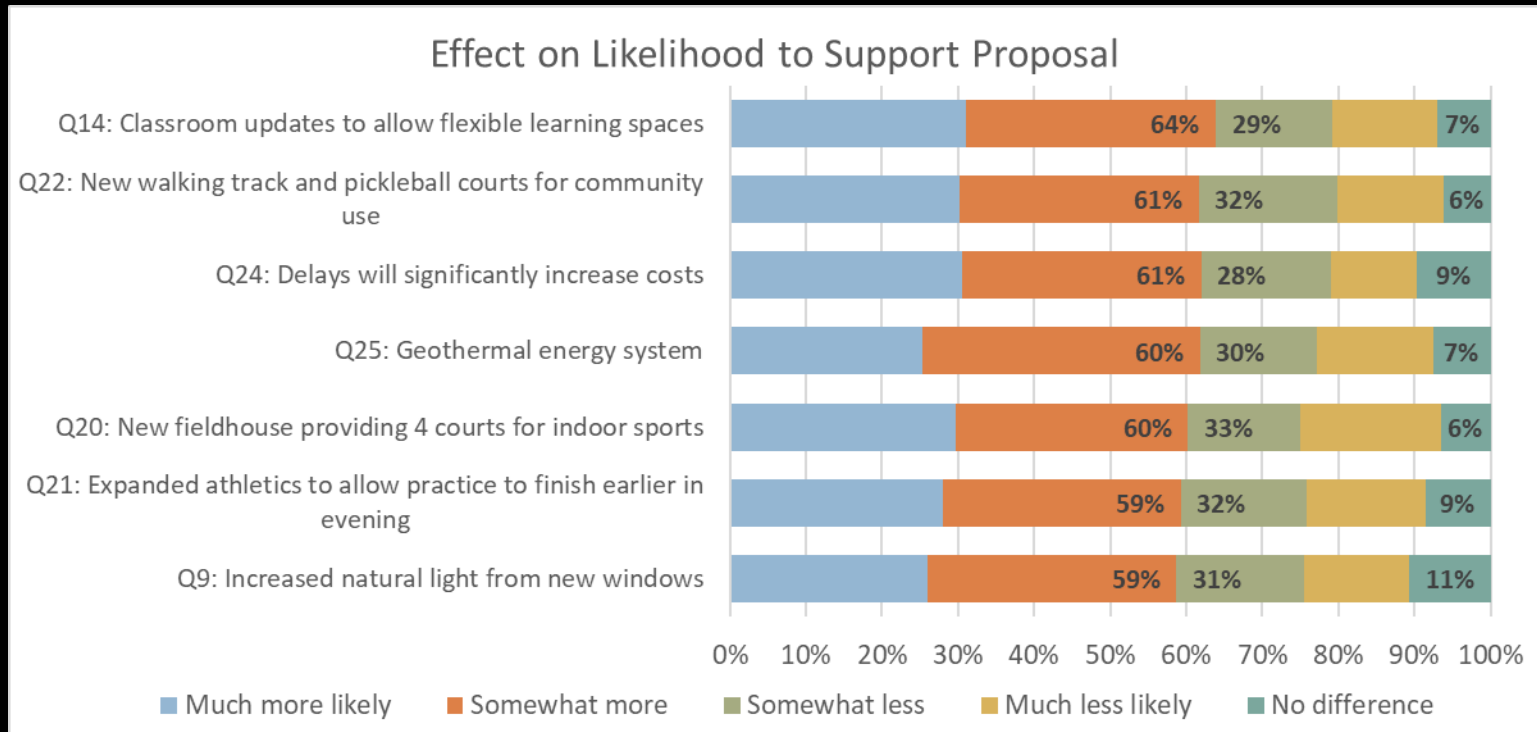
Reaction to impacts *(cont.)*



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

Reaction to impacts *(cont.)*



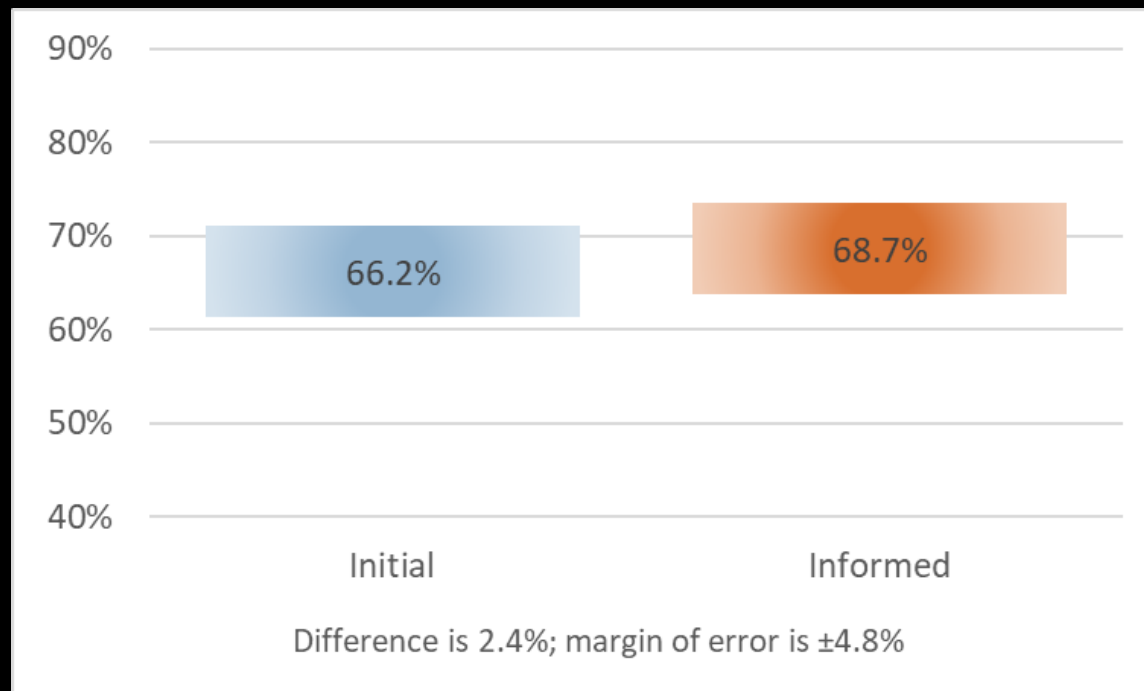
Labels show combined % for more/much more, less/much less, and no difference. Numbers may not add to 100%, as up to 2% of respondents expressed no opinion on various elements.

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?”

HIGH SCHOOL IMPROVEMENTS

Comparison – initial and informed

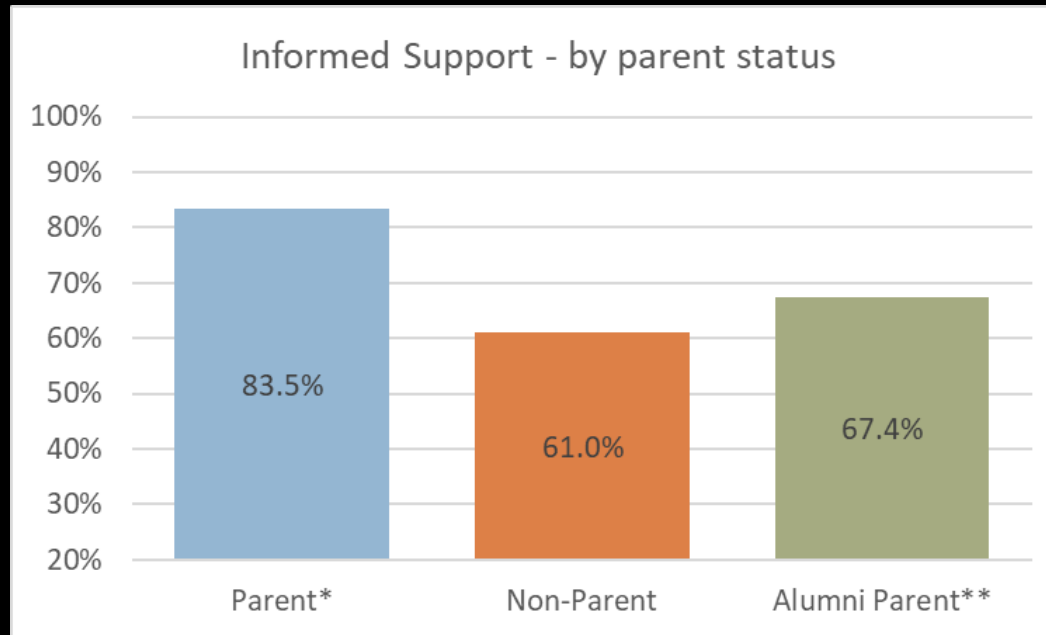


Difference is not statistically significant. In 2022 survey, initial support was 62.5% and informed support was 67.3%.

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.

Demographic differences *(cont.)*

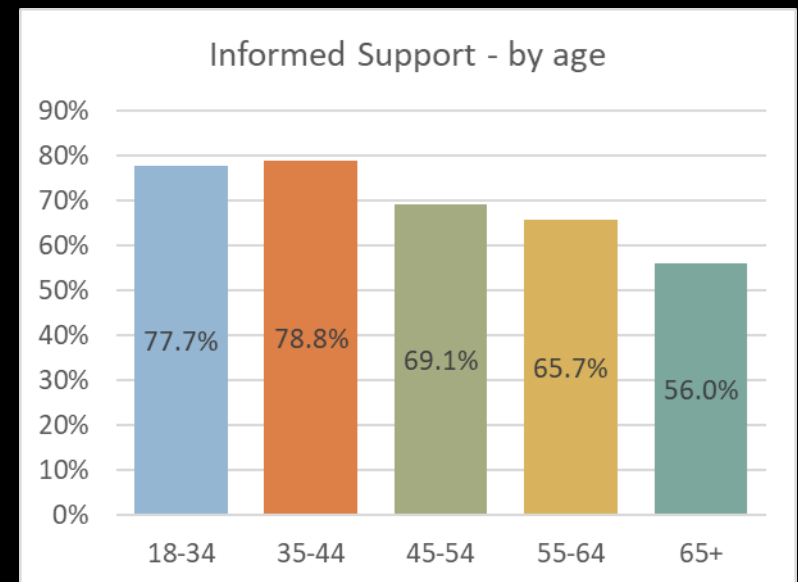
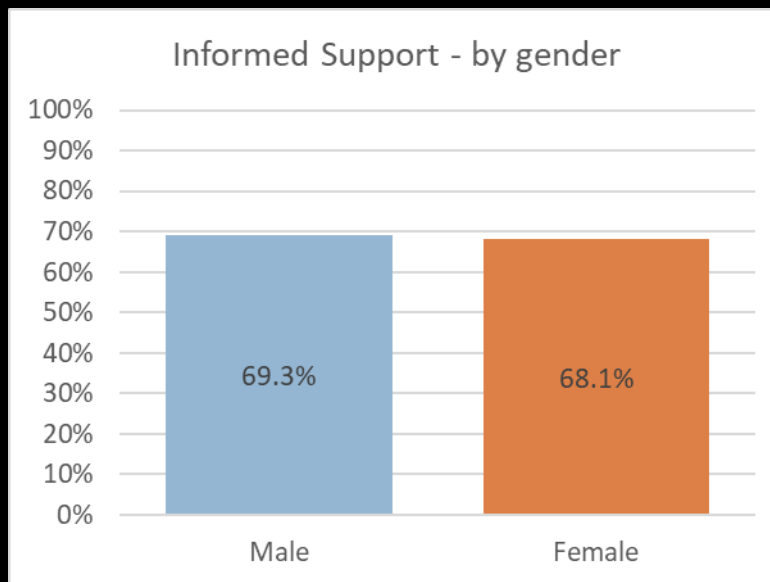


* “Parent” includes respondents with children attending Northfield Schools.

** “Alumni Parent” includes parents whose grown children attended Northfield Schools in the past.

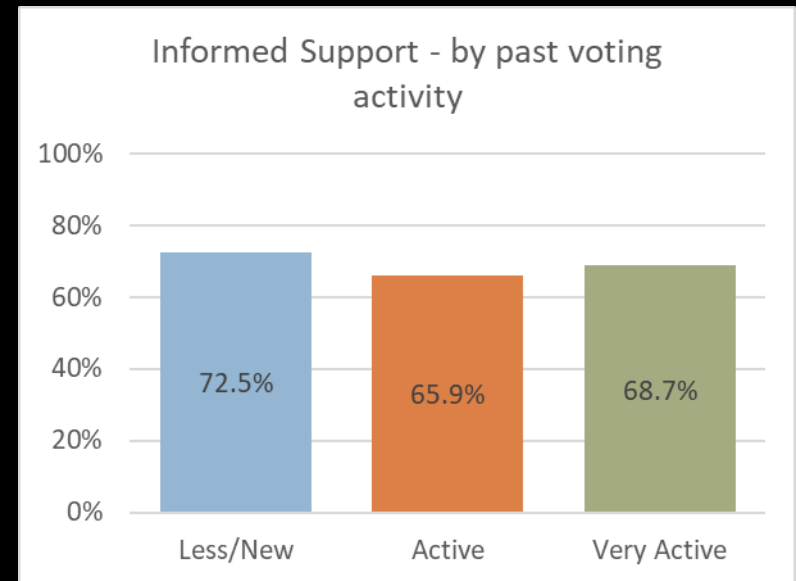
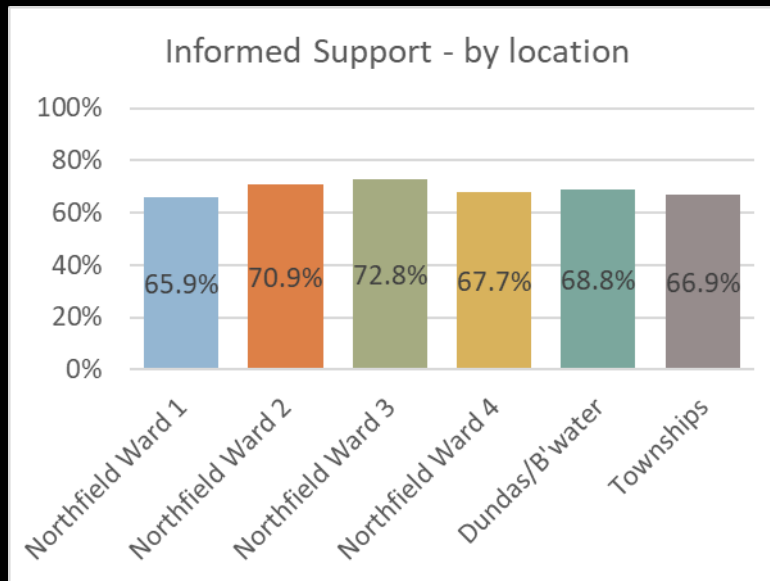
HIGH SCHOOL IMPROVEMENTS

Demographic differences *(cont.)*



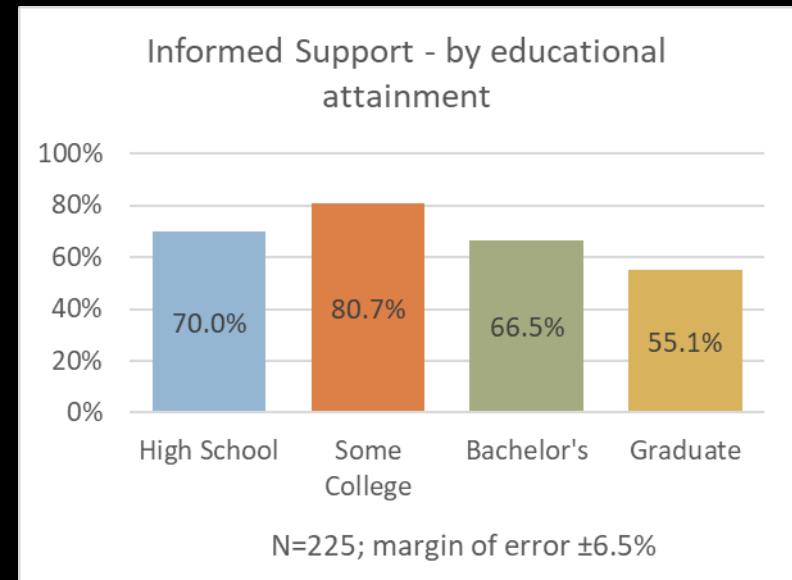
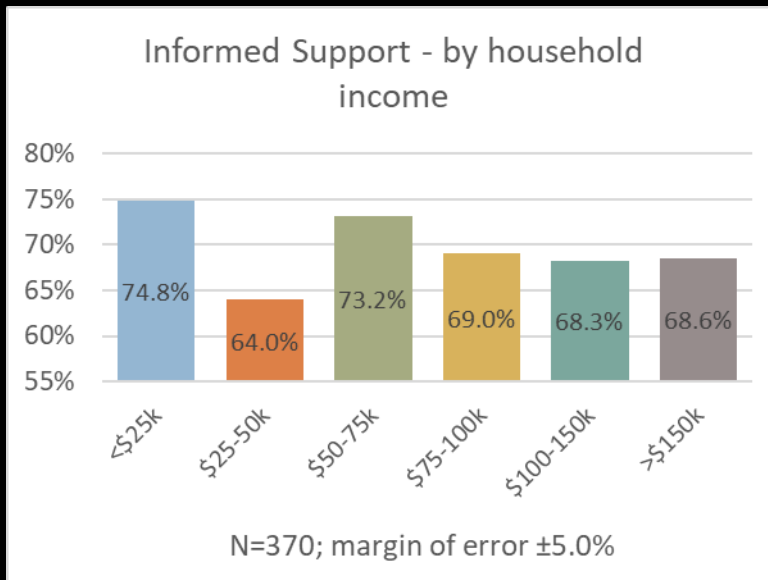
HIGH SCHOOL IMPROVEMENTS

Demographic differences *(cont.)*



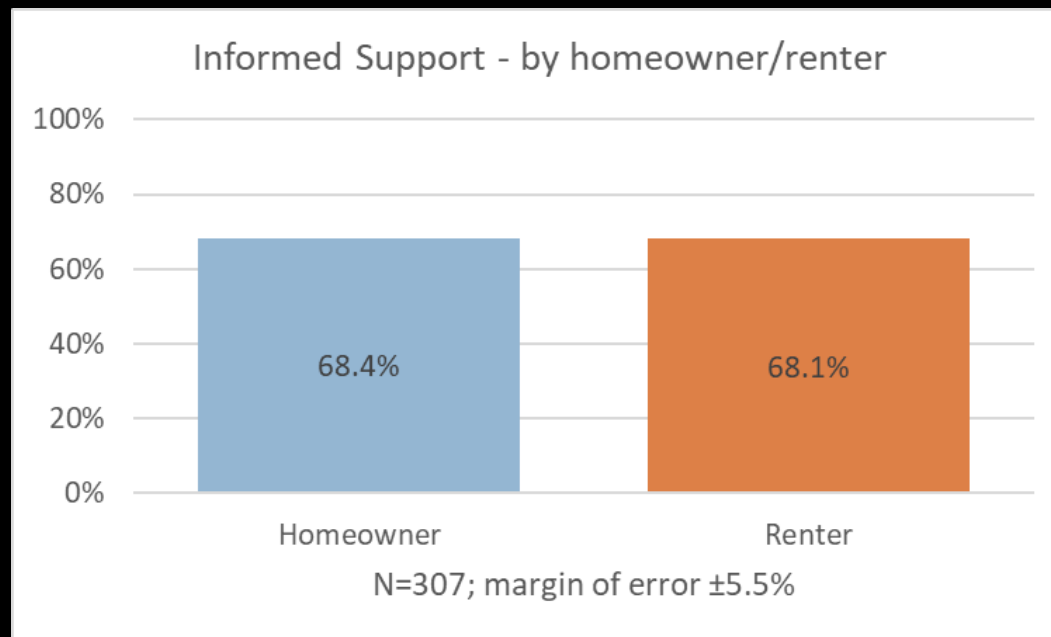
HIGH SCHOOL IMPROVEMENTS

Demographic differences (cont.)



HIGH SCHOOL IMPROVEMENTS

Demographic differences *(cont.)*



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.

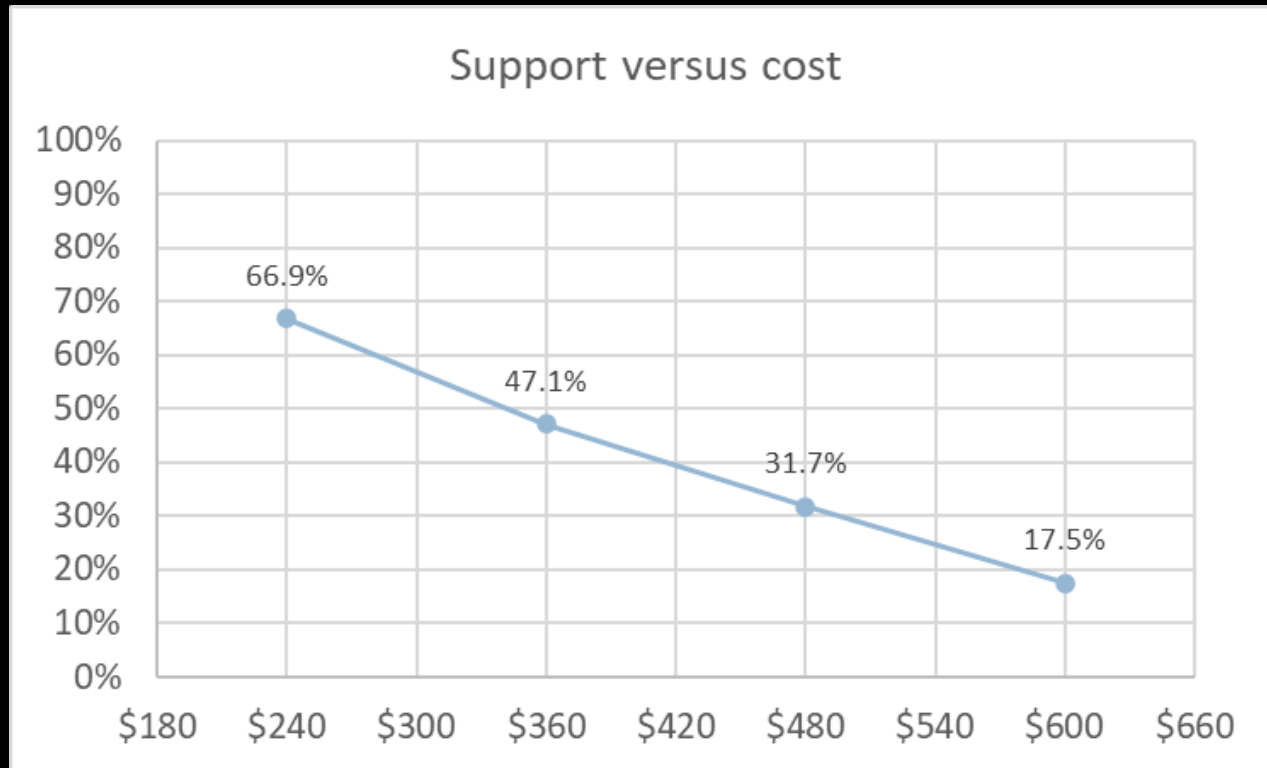
For each one, please tell me if knowing the cost of the proposal would make you support or oppose such a proposal.”

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

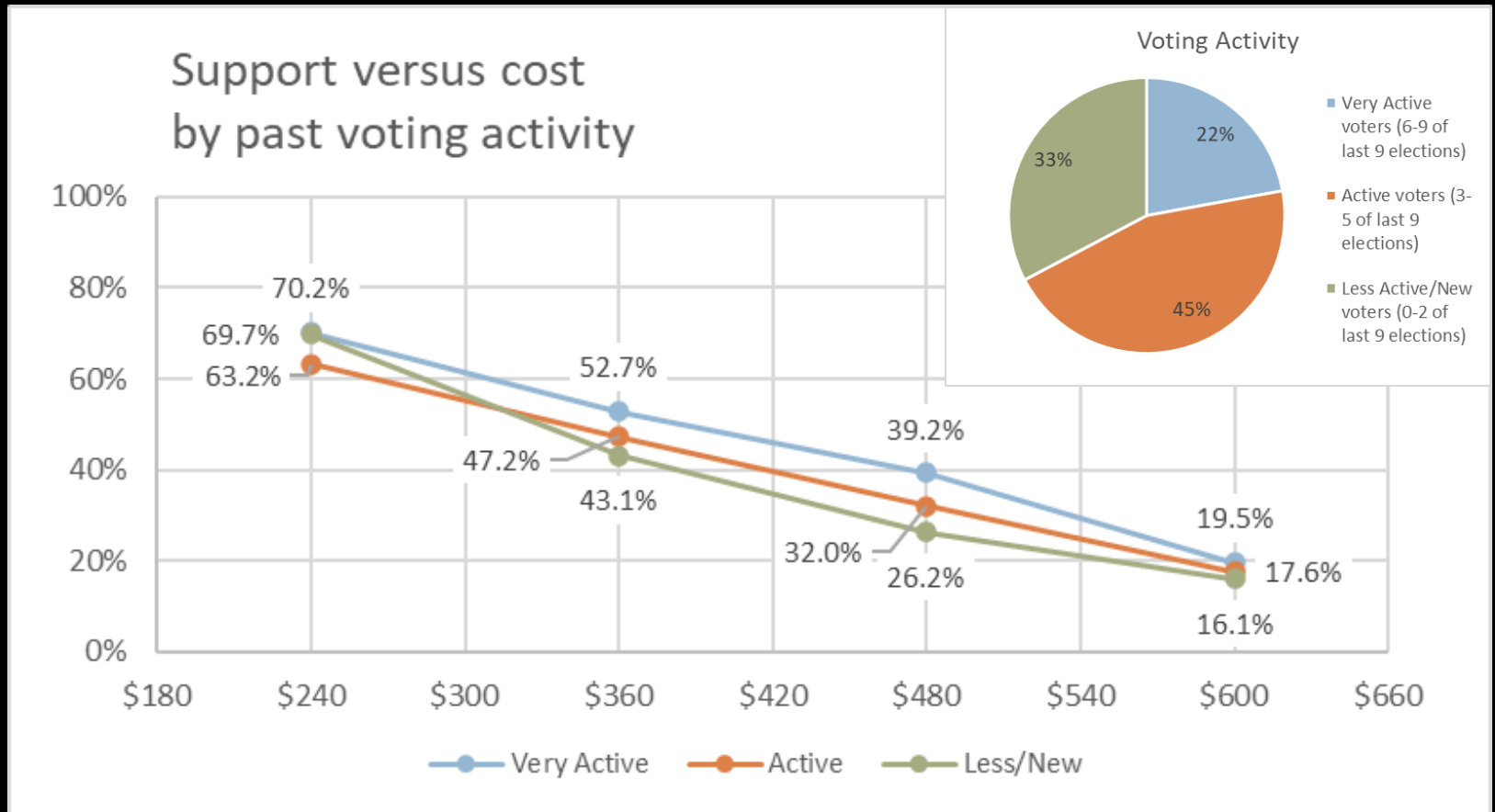
Impact of cost information (cont.)



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

TAX IMPACTS

Impact of cost information (cont.)





Grading the district

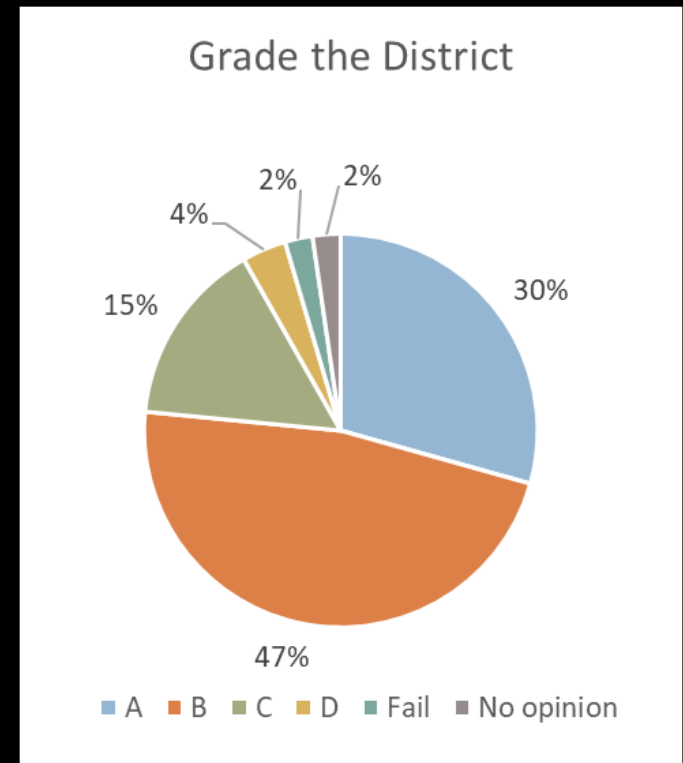
“Students are often given the grades of A, B, C, D and Fail to denote the quality of their work. Suppose the Northfield Public Schools were graded in the same way.

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.

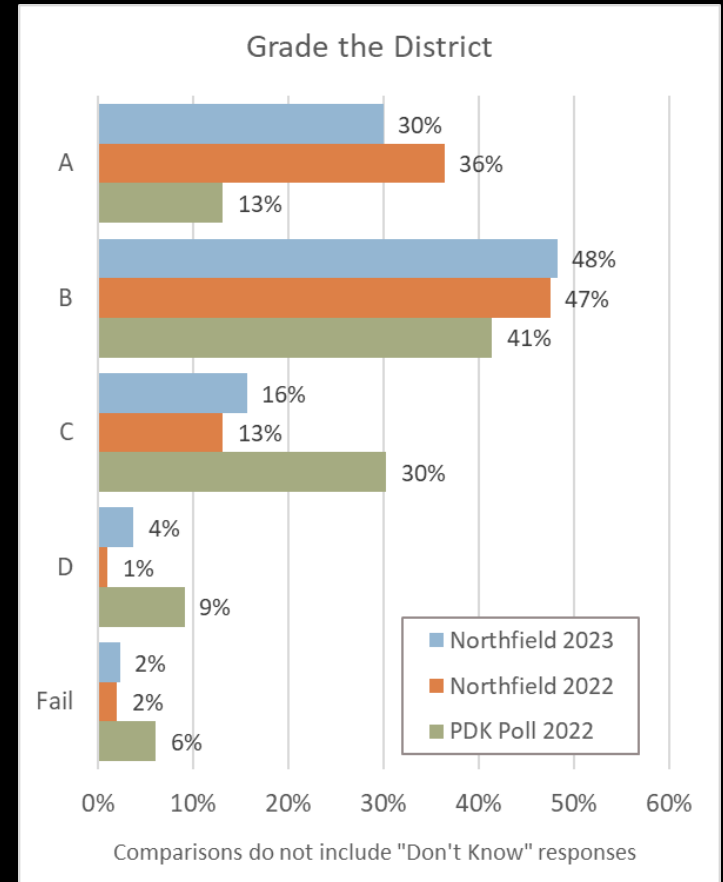


Benchmark comparisons

- 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.

Benchmark comparisons (cont.)

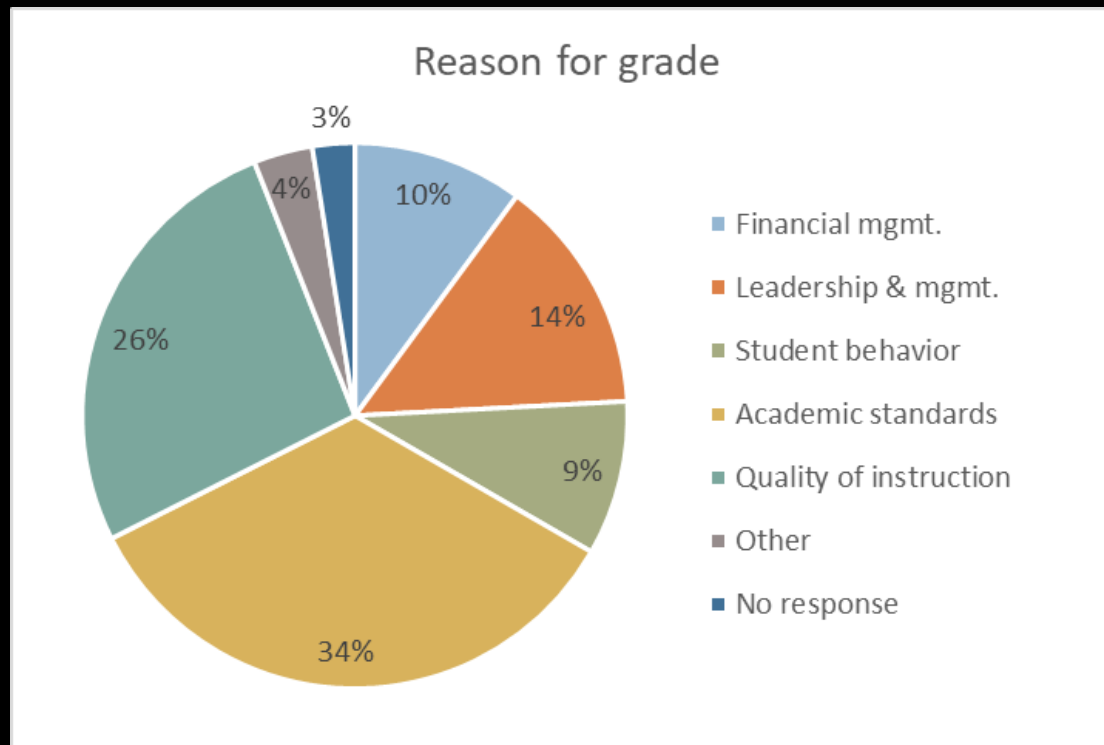
- Grades were better than national benchmark.
 - Higher proportion of A and B grades given to Northfield; fewer C, D and Fail grades.
- Combined A and B grades in the current survey came to 78%, compared to 83% in 2022 survey.



Basis of grade

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

Basis of grade *(cont.)*



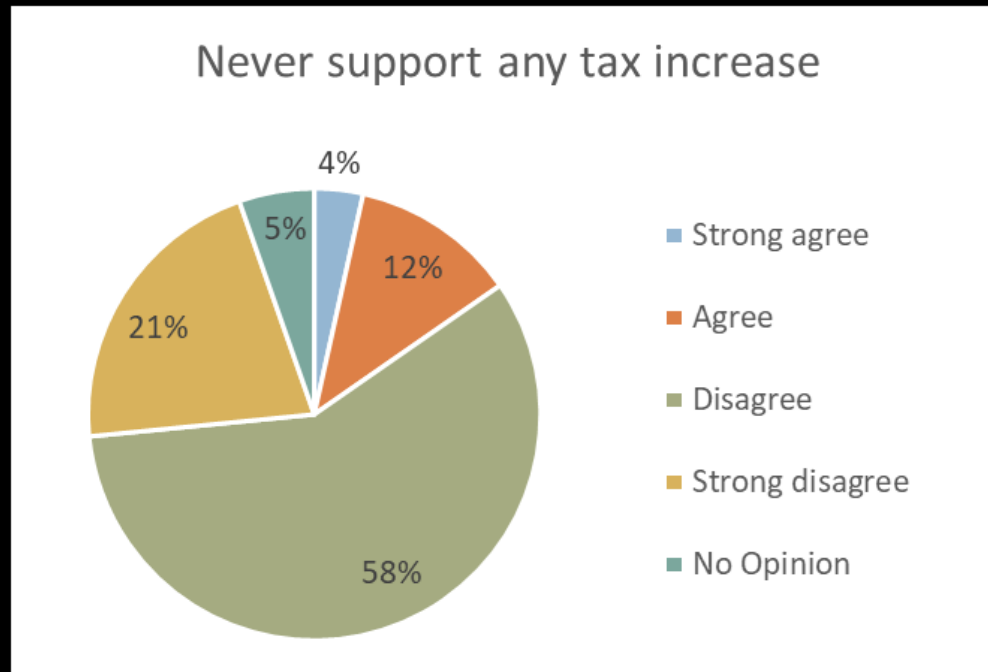
Tax aversion

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.



SURVEY FINDINGS

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.



SURVEY FINDINGS

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%.



SURVEY FINDINGS

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.



SURVEY FINDINGS

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.



SURVEY FINDINGS

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.



SURVEY FINDINGS

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

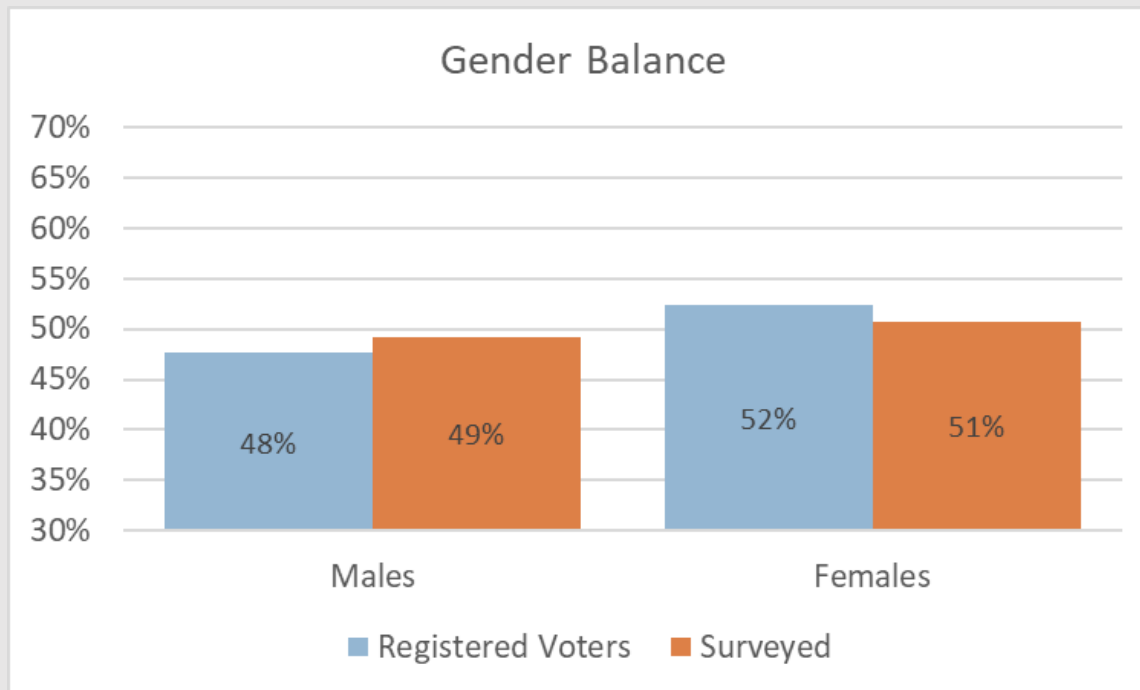


Survey demographics

- 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.

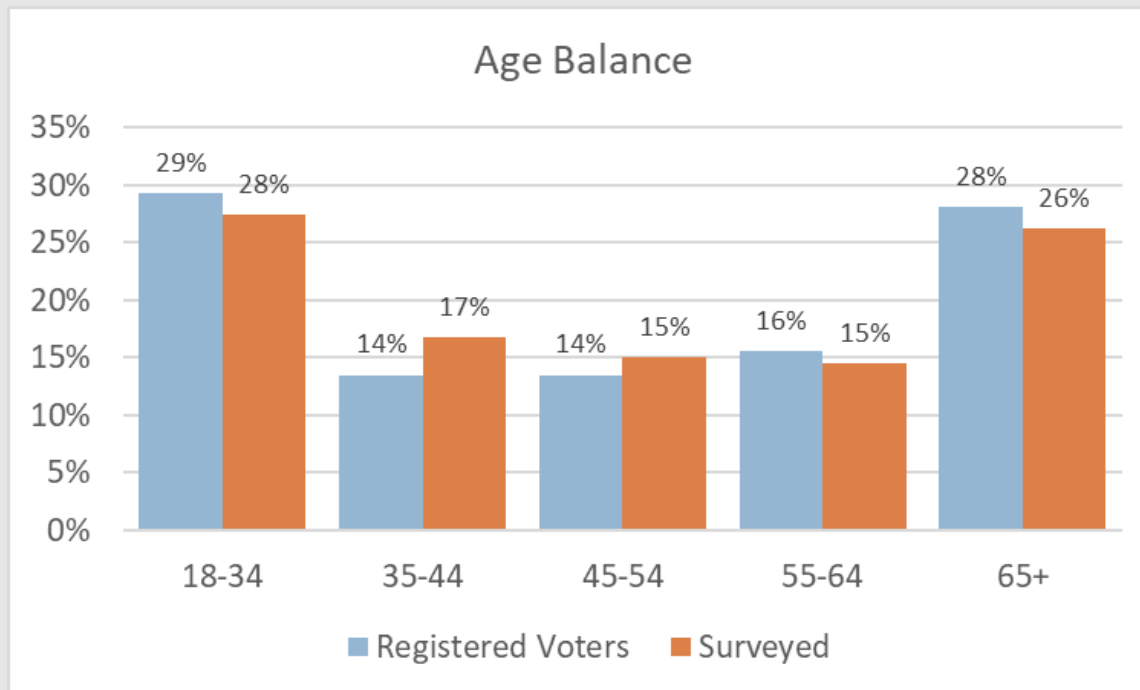
SURVEY DEMOGRAPHICS

Demographic targets: Gender



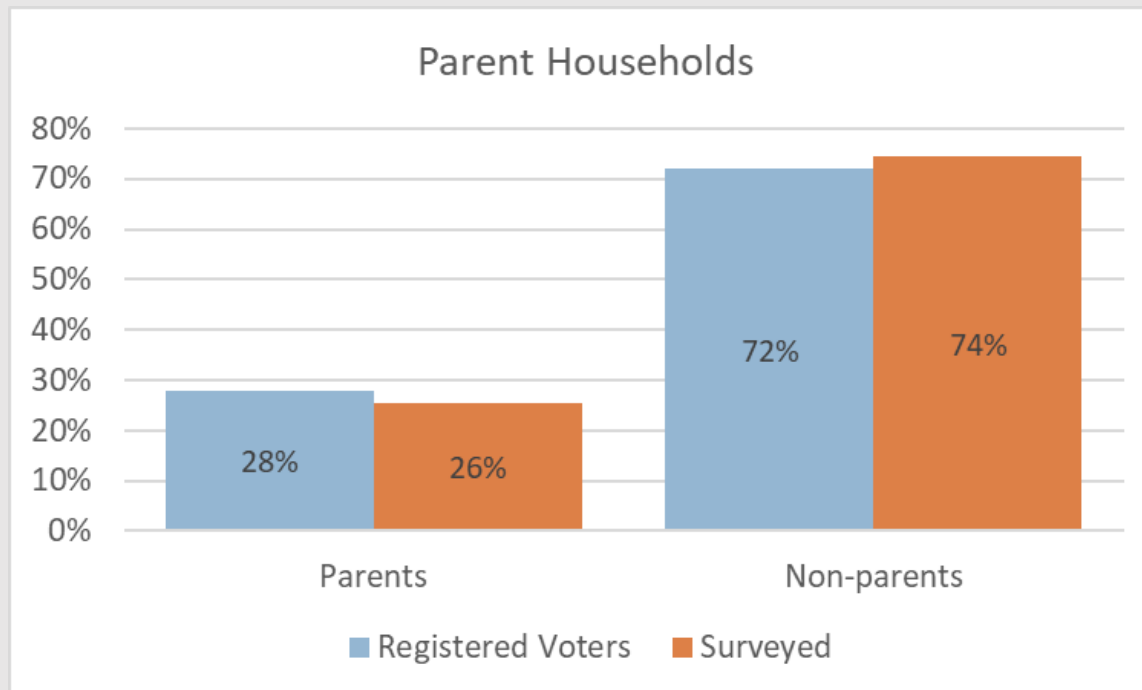
SURVEY DEMOGRAPHICS

Demographic targets: Age



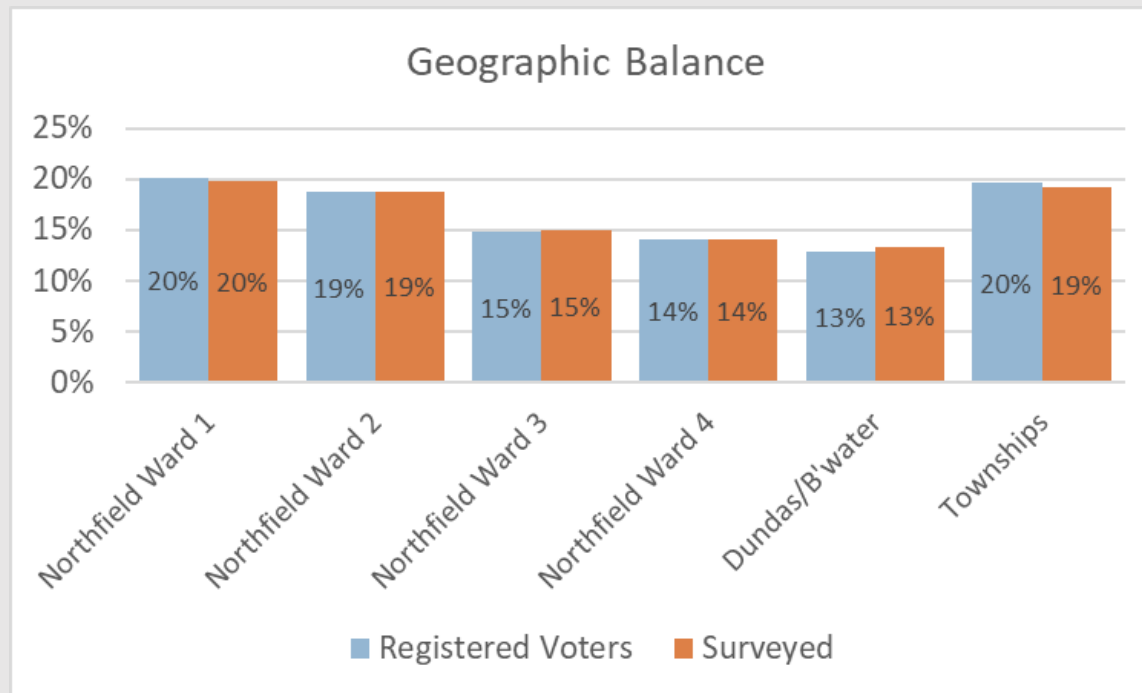
SURVEY DEMOGRAPHICS

Demographic targets: Parent households



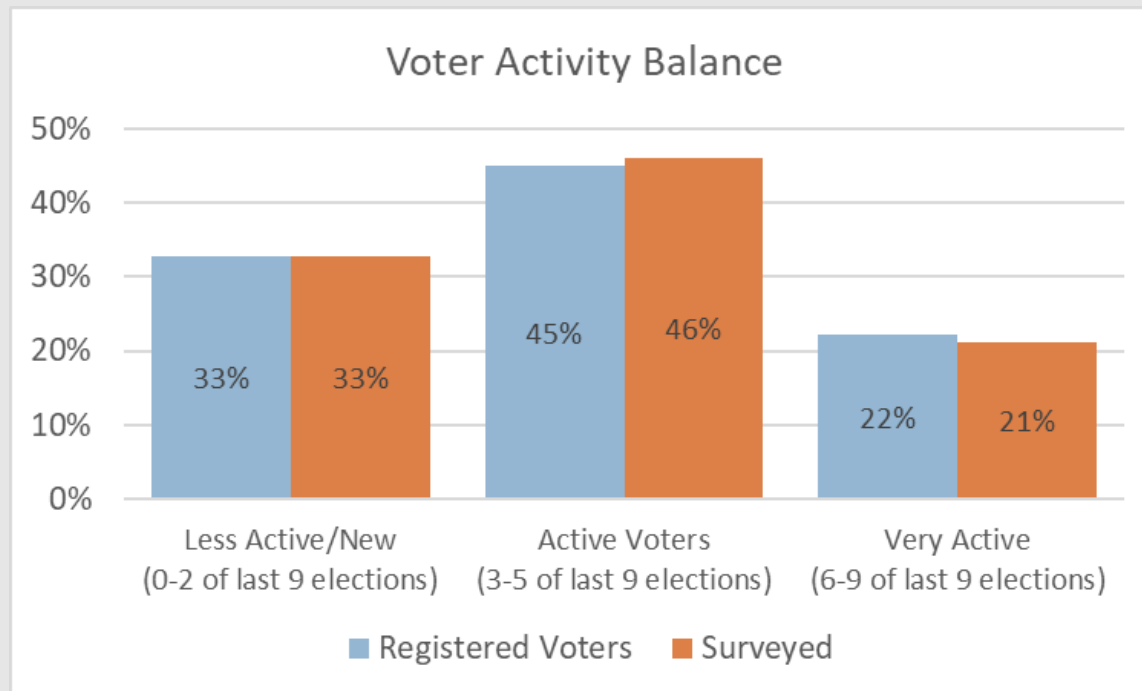
SURVEY DEMOGRAPHICS

Supplementary demographics: Location



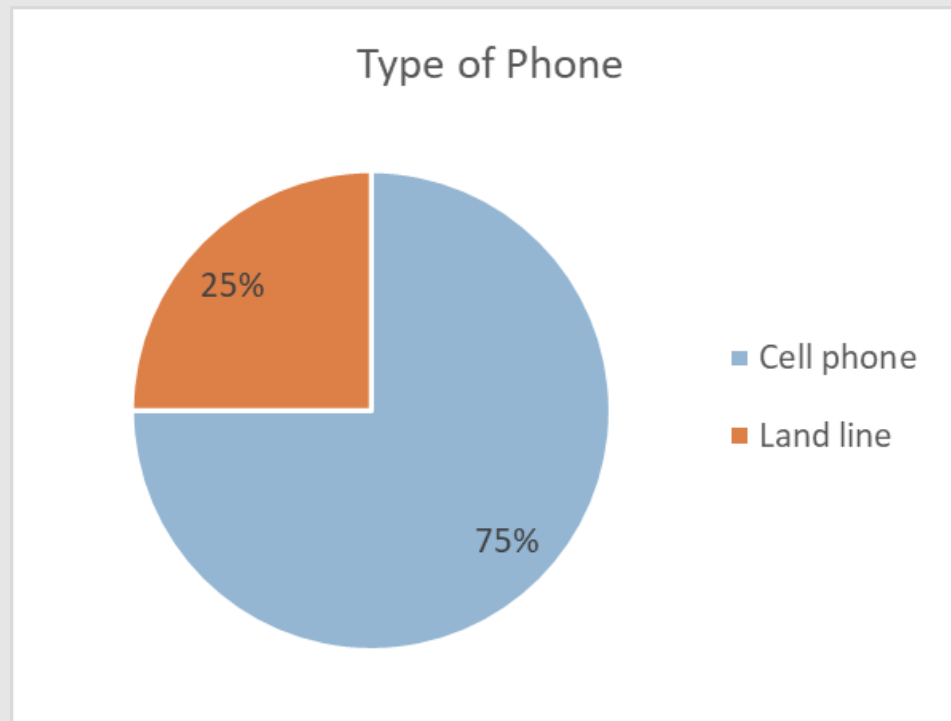
SURVEY DEMOGRAPHICS

Demographic targets: Past voting activity



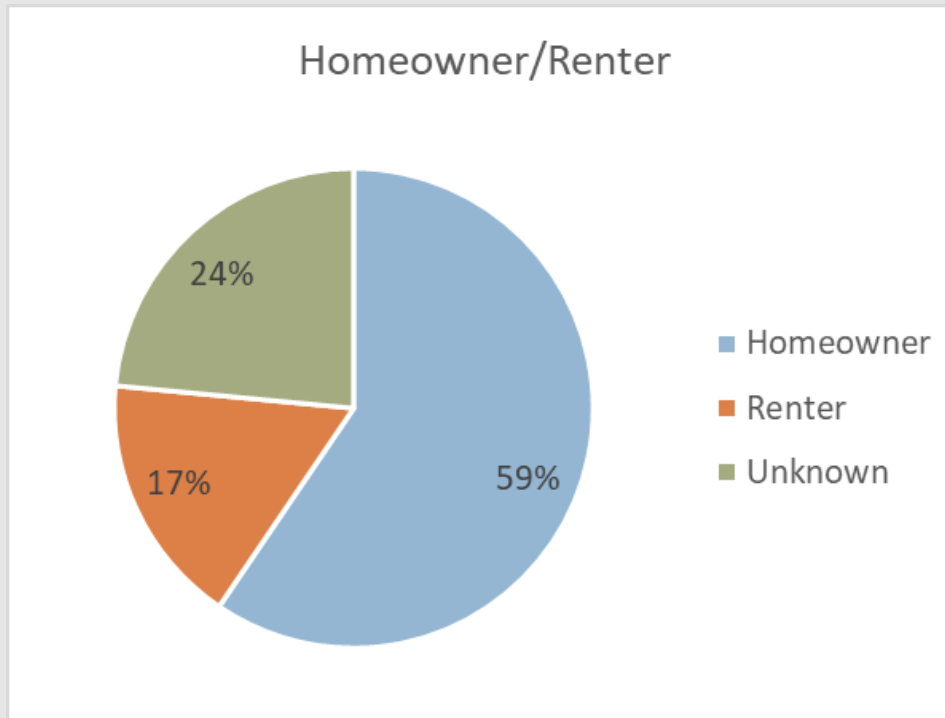
SURVEY DEMOGRAPHICS

Supplementary demographics: Survey channel



SURVEY DEMOGRAPHICS

Supplementary demographics: Homeowner/renter



Potential high school facility bond referendum options, terms, potential ballot questions, and tax impact
Matt Hillmann, Ed.D., Superintendent | Feb. 26, 2024

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. Address required ADA issues. | \$36.1 million +\$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 +\$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 athletic fieldhouse with room for four basketball courts. | \$87.2 million +\$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
 - 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.

PRELIMINARY INFORMATION - FOR DISCUSSION ONLY

Northfield Public Schools ISD #659

February 8, 2024

**Estimated Sources and Uses of Funds
November 5, 2024 Election**

| Bond Amount Project Costs Number of Levies Closing Date | Voter Approved School Building Bonds | | | | | |
|--|---|---------------------|---------------------|----------------------|----------------------|----------------------|
| | \$59,575,000 | \$66,615,000 | \$87,145,000 | \$117,455,000 | \$172,660,000 | \$175,795,000 |
| | \$59,522,967 | \$66,568,158 | \$87,205,658 | \$117,592,685 | \$173,274,708 | \$176,425,205 |
| | 20/25 | 20/25 | 20/25/30 | 20/25/30 | 20/25/30 | 20/25/30 |
| | 2/1/2025 | 2/1/2025 | 2/1/2025 | 2/1/2025 | 2/1/2025 | 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 ¹ | 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 ² | \$595,750 | \$666,150 | \$784,305 | \$998,368 | \$1,122,290 | \$1,142,668 |
| Legal and Fiscal Costs ³ | 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).

2 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.

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 Value | Estimated Annual Tax Impact Payable 2025 Compared to 2024* | | | | | | | | | | | |
|--|------------------------|--|---------|--------|---------|--------|---------|--------|---------|--------|---------|--------|---------|
| | | Annual | Monthly | Annual | Monthly | Annual | Monthly | Annual | Monthly | Annual | Monthly | Annual | Monthly |
| Residential Homestead | \$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 |
| | 300,000 | 167 | 13.92 | 199 | 16.58 | 291 | 24.25 | 428 | 35.67 | 675 | 56.25 | 689 | 57.42 |
| | 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 |
| Commercial/Industrial # | \$100,000 | \$95 | \$7.94 | \$112 | \$9.35 | \$162 | \$13.49 | \$235 | \$19.59 | \$367 | \$30.58 | \$374 | \$31.20 |
| | 250,000 | 270 | 22.49 | 318 | 26.49 | 459 | 38.21 | 666 | 55.50 | 1,040 | 86.65 | 1,061 | 88.40 |
| | 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 |
| Agricultural Homestead** (average value per acre of land & buildings) | \$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 |
| | 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 |
| | 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 |
| | 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 |
| | 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 |
| Agricultural Non-Homestead** (average value per acre of land & buildings) | \$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 |
| | 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 |
| | 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 |
| | 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 |
| | 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 |

* 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.

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 Value | Estimated Annual Tax Impact Payable 2025 Compared to 2024* | | | | | | | | | | | |
|--|------------------------|--|---------|--------|---------|--------|---------|--------|---------|--------|---------|--------|---------|
| | | Annual | Monthly | Annual | Monthly | Annual | Monthly | Annual | Monthly | Annual | Monthly | Annual | Monthly |
| Residential Homestead | \$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 |
| | 300,000 | 127 | 10.58 | 156 | 13.00 | 240 | 20.00 | 363 | 30.25 | 588 | 49.00 | 602 | 50.17 |
| | 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 |
| Commercial/Industrial # | \$100,000 | \$74 | \$6.16 | \$89 | \$7.45 | \$134 | \$11.18 | \$200 | \$16.66 | \$320 | \$26.69 | \$328 | \$27.31 |
| | 250,000 | 210 | 17.46 | 253 | 21.11 | 380 | 31.66 | 567 | 47.21 | 907 | 75.61 | 929 | 77.39 |
| | 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 |
| Agricultural Homestead** (average value per acre of land & buildings) | \$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 |
| | 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 |
| | 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 |
| | 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 |
| | 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 |
| Agricultural Non-Homestead** (average value per acre of land & buildings) | \$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 |
| | 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 |
| | 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 |
| | 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 |
| | 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 |

* 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.

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 Value | Estimated Annual Tax Impact Payable 2025 Compared to 2024* | | | | | | | |
|--|------------------------|--|---------|--------|---------|--------|---------|--------|---------|
| | | Annual | Monthly | Annual | Monthly | Annual | Monthly | Annual | Monthly |
| Residential Homestead | \$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 |
| | 300,000 | 211 | 17.58 | 327 | 27.25 | 539 | 44.92 | 551 | 45.92 |
| | 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 |
| Commercial/Industrial # | \$100,000 | \$119 | \$9.91 | \$181 | \$15.09 | \$294 | \$24.51 | \$301 | \$25.05 |
| | 250,000 | 337 | 28.09 | 513 | 42.75 | 833 | 69.45 | 852 | 70.98 |
| | 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 |
| Agricultural Homestead** (average value per acre of land & buildings) | \$7,000 | \$0.83 | \$0.07 | \$1.27 | \$0.11 | \$2.06 | \$0.17 | \$2.10 | \$0.18 |
| | 8,000 | 0.95 | 0.08 | 1.45 | 0.12 | 2.35 | 0.20 | 2.40 | 0.20 |
| | 9,000 | 1.07 | 0.09 | 1.63 | 0.14 | 2.65 | 0.22 | 2.71 | 0.23 |
| | 10,000 | 1.19 | 0.10 | 1.81 | 0.15 | 2.94 | 0.25 | 3.01 | 0.25 |
| | 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 |
| Agricultural Non-Homestead** (average value per acre of land & buildings) | \$7,000 | \$1.67 | \$0.14 | \$2.53 | \$0.21 | \$4.12 | \$0.34 | \$4.21 | \$0.35 |
| | 8,000 | 1.90 | 0.16 | 2.90 | 0.24 | 4.71 | 0.39 | 4.81 | 0.40 |
| | 9,000 | 2.14 | 0.18 | 3.26 | 0.27 | 5.29 | 0.44 | 5.41 | 0.45 |
| | 10,000 | 2.38 | 0.20 | 3.62 | 0.30 | 5.88 | 0.49 | 6.01 | 0.50 |
| | 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.



Northfield School District
IROD Process for Teams



| Discussion Item | Information | Reactions | Options | Team Decision |
|--|---|---|--|---------------|
| <p>Infrastructure (critical systems at end of life and other needed updates)</p> <ul style="list-style-type: none">Necessary maintenanceBuilding envelope/layoutWindowsEnsuring accessibilityLighting fixtures (controllable lighting)HVAC — climate control and energy efficiencyAir exchangeComfort and climateRestroom facilities (more access and individual facilities)Building traffic flow and wayfindingKitchen and dining experience | <ul style="list-style-type: none">B3 benchmarkingNeed information about current energy/insualtion, etc. (r-value)<ul style="list-style-type: none">Estimated R value of walls is under 2.Code minimum today is 13.3 for wallsWold Facility AssessmentEnergy Performance IndexNHS Existing Wall Sections AnalysisNHS Google Earth ViewNHS Map | <ul style="list-style-type: none">Dealing with an older building — difficult to remodel at a practical cost. Costing of remodel vs. build? What is the cost ratio?HVAC question is much more complicated than initially thought it would be.Question about how last year’s hybrid proposal would have factored into HVAC plan given limited room for updates.How do you tie the remaining parts of the building into any “reimagined” facility.Distance between classrooms is problematic in some instances.Climate and comfort — difficulty in telling students what to wear to accommodate.Amount of energy/money that it takes to keep the | <p>The board heard five different draft options and associated estimated costs at its Jan. 16 work session:</p> <ul style="list-style-type: none">Option 1A: Substantial maintenance and modest renovation of the existing facility. Estimated cost: \$59.5 millionOption 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.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 | |



Northfield School District
IROD Process for Teams



| Discussion Item | Information | Reactions | Options | Team Decision |
|---|--|---|--|---------------|
| Classroom, laboratory, shop, and learning space updates <ul style="list-style-type: none">Natural lightingEvery teacher should have their own classroom spaceMusic space insufficientDesigning physical space to align with best practiceUpdated Vocational/Career Prep Spaces | <ul style="list-style-type: none">Article listStaff & student input on adequacyNHS Map | <ul style="list-style-type: none">climate temperate is wasteful.Dealing with an older building — difficult to remodel at a practical cost. There would be better design aspects today.Might be more reactions after we visit Owatonna HS.All issues are important — the task force’s prioritization challenges are apparent.The Greenvale Park improvement/template.<ul style="list-style-type: none">Greenvale Park tour?Natural light — what classrooms at the HS do not have natural light? [See map]Preservation may be important but may not be important in the scope of student’s education.Furniture | <ul style="list-style-type: none">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, demolition of most of the | |
| Activities spaces and community | <ul style="list-style-type: none">Auditorium renovation | <ul style="list-style-type: none">Do we have adequate | | |



Northfield School District
IROD Process for Teams



| Discussion Item | Information | Reactions | Options | Team Decision |
|--|---|---|--|---------------|
| <p>access</p> <ul style="list-style-type: none">Auditorium updates neededExpanded gym space: athletics and academic spaceWeight roomCommunity use of high schoolLocker rooms | <ul style="list-style-type: none">budget comments from Liam Fisher.Staff & student input on adequacy | <p>performance space?</p> <ul style="list-style-type: none">Inadequate equipment (audio, lighting, etc. — end of usable life) | <p>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.</p> <ul style="list-style-type: none">Option 4: A new school on a 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. | |
| <p>Safety/security</p> <ul style="list-style-type: none">Security dilemma (37 exits)Storm shelter (required with new construction) | <ul style="list-style-type: none">NHS Map | <ul style="list-style-type: none">Too many doors is probably more of a concern than a benefitPotential reduction in behavioral issues due to better supervision sight lines? | | |



Northfield School District IROD Process for Teams



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

Assumes November 2024 election

| Option | Description | Budget Recommendation | | Notes |
|-----------|---|-----------------------|------------------|---------------------------------|
| | | - Low end range | - High end range | |
| 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 |

Option 1A Maintenance Only Budget Recommendation

Assumes November 2024 election

| Area | Description | Budget Recommendation | |
|-------------|--|-----------------------|-----------|
| 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 roc | \$ | 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 |

Option 1A Maintenance Only Budget Recommendation

Assumes November 2024 election

| | | | |
|-----------------|---|----|-----------|
| V Wing | Replace metal shop HVAC. Provide new RTU, distribution ductwork, CV, HW, integral DX for classr | \$ | 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 pipin | \$ | 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 / Cafeteria | Replace gymnasium HVAC. Provide new RTU, distribution ductwork, CV, HW, CHW, de-strat fans, l | \$ | 649,822 |
| Gym / Cafeteria | Replace locker room HVAC (east of gym). Provide new roof mounted heat recovery, distribution duc | \$ | 579,113 |
| Gym / Cafeteria | Replace locker room HVAC (west of gym). Provide new roof mounted heat recovery, distribution duc | \$ | 852,052 |
| Gym / Cafeteria | Replace health, wrestling HVAC. Provide new RTU's, distribution ductwork, CV, HW, CHW, DDC co | \$ | 579,113 |
| Gym / Cafeteria | Replace band/choir HVAC. Provide new AHU in mech mezzanine, distribution ductwork, VAV, HW, i | \$ | 822,354 |
| Gym / Cafeteria | Replace weight rm/aux gym HVAC. Provide RTU, distribution ductwork, CV, HW, CHW, DDC contrc | \$ | 822,354 |
| Gym / Cafeteria | Replace HVAC in 1970 addition. Provide new RTU, distribution ductwork, VAV, HW, CHW, DDC cor | \$ | 615,882 |
| Gym / Cafeteria | Replace gymnastics HVAC. Provide new AHU in mech mezzanine, distribution ductwork, CV, HW, C | \$ | 464,563 |
| Gym / Cafeteria | Replace cafeteria HVAC. Provide new RTU, distribution ductwork, CV, HW, CHW, DDC controls | \$ | 464,563 |
| Gym / Cafeteria | Replace kitchen HVAC. Provide new RTU, distribution ductwork, VAV, HW, CHW. DDC controls. Cr | \$ | 325,265 |
| Gym / Cafeteria | Replace HVAC in remaining areas served by original 1964 system. RTU, VAV, HW, CHW, DDC con | \$ | 779,928 |
| Gym / Cafeteria | Replace auditorium HVAC. Provide new air handling unit in the location of the existing CV, HW, CH | \$ | 835,789 |
| Gym / Cafeteria | Replace commons area 1997 RTU. Provide new RTU CV, HW, CHW, DDC controls. | \$ | 464,563 |
| Gym / Cafeteria | Replace media center 2002 RTU. Provide new RTU CV, HW, CHW, DDC controls. | \$ | 510,524 |
| Gym / Cafeteria | Replace media center 2002 classroom MZ RTU. Provide new RTU, convert area to VAV, HW, CHW | \$ | 464,563 |



Option 1A Maintenance Only Budget Recommendation

Assumes November 2024 election

| | | | |
|-----------------|---|----|-----------|
| Gym / Cafeteria | Replace computer server room cooling units. Two redundant CV, DX remote condenser, DDC contr | \$ | 278,596 |
| Gym / Cafeteria | Replace area E interior HVAC. Provide new air handling unit, distribution ductwork, VAV, HW, CHW | \$ | 510,524 |
| Gym / Cafeteria | Create a new air cooled chilled water plant to serve the Southside of the building. Approximately 400 | \$ | 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. Re | \$ | 1,207,015 |



Option 1A Maintenance Only Budget Recommendation

Assumes November 2024 election

| | | | |
|-----|--|----|-----------|
| All | Replace all remaining pneumatic controls to fully convert the building to DDC. Allowance budgeted at | \$ | 241,827 |
| All | Replace finned tube radiation and heating terminals installed in the original 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

Assumes November 2024 election

| Area | Description | Budget 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
Assumes November 2024 election

| 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

Assumes November 2024 election

| 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 | \$ 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
Assumes November 2024 election

| Area | Description | Recommended Budget | 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
Assumes November 2024 election

| Area | Description | Recommended Budget | 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 |

| Option 1A and Option 1A—alternate | | | 1A | 1A alternate |
|-----------------------------------|---|----------|-----------------|---|
| Area | Description | Priority | All maintenance | Only HVAC, Plumbing, Windows, and lighting) + ADA |
| M / D Wings | Provide new DDC controls for ERU, VAV systems installed in 2005 (east side). | 2 | \$171,118 | \$171,118 |
| M / D Wings | Provide new DDC controls for ERU, VAV systems installed in 2005 (west side). | 2 | \$252,434 | \$252,434 |
| M / D Wings | Add 5% of the total locker count to accommodate ADA standards. | 1 | \$21,920 | \$21,920 |
| M / D Wings | Replace VCT flooring in existing area A classrooms | 4 | \$1,336,414 | |
| M / D Wings | Replace existing casework in area A classrooms | 4 | \$557,193 | |
| All | Replace all fluorescent/ballasted lighting with LED/driver luminaires and low voltage dimming controls. | 2 | \$2,107,150 | \$2,107,150 |
| All | Replace acoustic ceiling tiles in all corridors. | 3 | \$325,265 | |
| All | Replace any remaining battery exit signs with exit signs connected to a dedicated life safety branch on the emergency generator. | 2 | \$388,903 | |
| All | Replace the Public Address System with EPIC system. | 3 | \$1,272,775 | |
| All | Update the Notifier Fire Alarm System with voice evacuation capability and function. | 3 | \$353,549 | \$353,549 |
| S Wing | Provide new DDC controls for ERU, VAV systems installed in 2004. | 2 | \$226,978 | \$226,978 |
| S Wing | Replace 190 ton air cooled chiller installed in 2004. Provide new chiller with heat recovery. | 3 | \$557,193 | \$557,193 |
| S Wing | Demolish all existing casework and finishes in existing science labs, renovate in place. | 2 | \$928,419 | |
| S Wing | Bring fire rating around existing science rooms up to code compliance & add second exit to each room | 1 | \$185,967 | \$185,967 |
| S Wing | Replace casework in existing FACS cooking lab. | 4 | \$79,902 | |
| S Wing | Replace VCT flooring in existing area B classrooms | 3 | \$481,533 | |
| S Wing | Replace acoustic ceiling tiles in area B classrooms | 3 | \$140,712 | |
| S Wing | Replace existing casework in area B classrooms | 3 | \$159,097 | |
| V Wing | Replace art room 2002 MZ AHU. Provide new AHU, distribution ductwork, VAV, HW, remote DX, DDC controls. | 3 | \$649,822 | \$649,822 |
| V Wing | Replace print shop 2002 AHU. Provide new AHU, distribution ductwork, VAV, HW, remote DX, DDC controls. | 3 | \$464,563 | \$464,563 |
| V Wing | Replace woodshop HVAC. Provide new RTU, distribution ductwork, CV, HW, integral DX for classroom use, replace exhaust systems, gas fired make-up air. | 3 | \$371,226 | \$371,226 |
| V Wing | Replace auto shop HVAC. Provide new RTU, distribution ductwork, CV, HW, integral DX for classroom use, replace exhaust systems, gas fired make-up air. | 3 | \$371,226 | \$371,226 |
| V Wing | Replace metal shop HVAC. Provide new RTU, distribution ductwork, CV, HW, integral DX for classroom use, replace exhaust systems, gas fired make-up air. | 3 | \$371,226 | \$371,226 |
| V Wing | Replace wood shop dust collector and distribution ductwork. Verify current use of shop equipment and reconfigure as required. | 3 | \$278,596 | \$278,596 |
| V Wing | Provide a high efficiency gas boiler to match the 2015 installation for redundancy. Reconfigure piping as necessary. | 4 | \$649,822 | \$649,822 |
| V Wing | Replace domestic hot water heating with centralized high recovery system located in the boiler room. Replace HW system near gym. | 2 | \$649,822 | \$649,822 |
| V Wing | Replace domestic water distribution piping installed in the original construction. Allowance provided. Cost include asbestos abatement. | 2 | \$2,285,338 | \$2,285,338 |
| V Wing | Replace fuel oil pumps and monitoring system installed in 1997. Existing 12,000 gallon underground tank to remain. | 3 | \$65,053 | \$65,053 |
| V Wing | Update panel boards and associated power distribution in Shop Area. | 2 | \$134,348 | \$134,348 |
| V Wing | Remove Motor Control Center as mechanical loads are updated with Variable Frequency Drives | 3 | \$176,774 | \$176,774 |
| V Wing | Add ADA accessible sink to two art rooms. | 1 | \$8,485 | \$8,485 |
| Gym / Cafeteria | Replace gymnasium HVAC. Provide new RTU, distribution ductwork, CV, HW, CHW, de-strat fans, DDC controls | 2 | \$649,822 | \$649,822 |
| Gym / Cafeteria | Replace locker room HVAC (east of gym). Provide new roof mounted heat recovery, distribution ductwork, CV, HW, CHW, DDC controls. | 2 | \$579,113 | \$579,113 |
| Gym / Cafeteria | Replace locker room HVAC (west of gym). Provide new roof mounted heat recovery, distribution ductwork, CV, HW, CHW, DDC controls. | 2 | \$852,052 | \$852,052 |
| Gym / Cafeteria | Replace health, wrestling HVAC. Provide new RTU's, distribution ductwork, CV, HW, CHW, DDC controls | 2 | \$579,113 | \$579,113 |
| Gym / Cafeteria | Replace band/choir HVAC. Provide new AHU in mech mezzanine, distribution ductwork, VAV, HW, CHW, humidification, DDC controls. | 2 | \$822,354 | \$822,354 |
| Gym / Cafeteria | Replace weight rm/aux gym HVAC. Provide RTU, distribution ductwork, CV, HW, CHW, DDC controls | 2 | \$822,354 | \$822,354 |
| Gym / Cafeteria | Replace HVAC in 1970 addition. Provide new RTU, distribution ductwork, VAV, HW, CHW, DDC controls | 2 | \$615,882 | \$615,882 |
| Gym / Cafeteria | Replace gymnastics HVAC. Provide new AHU in mech mezzanine, distribution ductwork, CV, HW, CHW, DDC controls | 2 | \$464,563 | \$464,563 |
| Gym / Cafeteria | Replace cafeteria HVAC. Provide new RTU, distribution ductwork, CV, HW, CHW, DDC controls | 2 | \$464,563 | \$464,563 |
| Gym / Cafeteria | Replace kitchen HVAC. Provide new RTU, distribution ductwork, VAV, HW, CHW. DDC controls. Create new transfer path from cafeteria for ex make-up | 2 | \$325,265 | \$325,265 |
| Gym / Cafeteria | Replace HVAC in remaining areas served by original 1964 system. RTU, VAV, HW, CHW, DDC controls | 2 | \$779,928 | \$779,928 |
| Gym / Cafeteria | Replace auditorium HVAC. Provide new air handling unit in the location of the existing CV, HW, CHW. DDC controls. | 3 | \$835,789 | \$835,789 |
| Gym / Cafeteria | Replace commons area 1997 RTU. Provide new RTU CV, HW, CHW, DDC controls. | 3 | \$464,563 | \$464,563 |
| Gym / Cafeteria | Replace media center 2002 RTU. Provide new RTU CV, HW, CHW, DDC controls. | 4 | \$510,524 | \$510,524 |
| Gym / Cafeteria | Replace media center 2002 classroom MZ RTU. Provide new RTU, convert area to VAV, HW, CHW DDC controls. | 4 | \$464,563 | \$464,563 |
| Gym / Cafeteria | Replace computer server room cooling units. Two redundant CV, DX remote condenser, DDC controls. | 3 | \$278,596 | \$278,596 |
| Gym / Cafeteria | Replace area E interior HVAC. Provide new air handling unit, distribution ductwork, VAV, HW, CHW, DDC controls. | 3 | \$510,524 | \$510,524 |
| Gym / Cafeteria | Create a new air cooled chilled water plant to serve the Southside of the building. Approximately 400 tons. Provide with heat recovery. | 2 | \$1,484,904 | \$1,484,904 |
| Gym / Cafeteria | Remove Wired Lathem Clock System and update any remaining wired clocks to wireless type. | 4 | \$35,355 | |
| Gym / Cafeteria | Replace roof over the media center | 2 | \$206,472 | \$206,472 |
| Gym / Cafeteria | Add lift to media center digital lab | 1 | \$93,337 | \$93,337 |
| Gym / Cafeteria | Add lift to make the weight and fitness area accessible from both sides of the gym. | 2 | \$93,337 | \$93,337 |

| | | | | | |
|-----------------|--|---|---------------------|---------------------|---|
| | | | | | This could be lowered to \$1.24 million with strategic work focused on creating ADA accessible showers, toilets, and lockers. |
| Gym / Cafeteria | Demolish all lockers, fixtures, and finishes in locker rooms and rebuild to current standards. | 4 | \$5,832,138 | \$5,832,138 | |
| Gym / Cafeteria | Demolish and replace VCT flooring in band and choir suite | 2 | \$115,964 | | |
| Gym / Cafeteria | Replace existing doors and hardware in south portion of area D | 3 | \$260,212 | | |
| H Wing | Provide new DDC controls for ERU, VAV systems installed in 2004. | 2 | \$260,212 | \$260,212 | |
| H Wing | Replace VCT flooring in existing area E classrooms | 4 | \$846,395 | | |
| H Wing | Replace acoustic ceiling tiles in area E classrooms | 4 | \$247,484 | | |
| H Wing | Replace existing casework in area E classrooms | 4 | \$497,089 | | |
| Auditorium | Replace roof over the lower commons and auditorium | 3 | \$668,207 | \$668,207 | |
| Auditorium | Provide new wall tile at multistall toilet room off of lower commons. | 4 | \$33,234 | | |
| Auditorium | Provide new floor tile at multistall toilet room off of lower commons. | 4 | \$40,305 | | |
| Auditorium | Replace existing toilet partitions at multistall toilet room off of lower commons. | 3 | \$42,426 | | |
| Auditorium | Replace carpet flooring in Auditorium | 3 | \$97,579 | | |
| Auditorium | Replace existing auditorium seats | 3 | \$227,685 | | |
| Auditorium | Replace theatrical A/V, Lighting, Controls and Rigging System | 3 | \$2,784,549 | | |
| Auditorium | Replace toilet partitions in multistall toilet room in area F | 4 | \$45,961 | | |
| All | Reconstruct Remaining Uninsulated Envelope from 1964 | 2 | \$5,925,000 | | |
| All | Reconfigure the hot water system for variable secondary - reduce the number of existing pumps. Replace the existing secondary pumps. | 4 | \$1,207,015 | \$1,207,015 | |
| All | Replace all remaining pneumatic controls to fully convert the building to DDC. Allowance budgeted at construction = \$0.50 per sq. ft. | 3 | \$241,827 | \$241,827 | |
| All | Replace finned tube radiation and heating terminals installed in the original building construction. Includes DDC controls. | 2 | \$371,226 | \$371,226 | |
| All | Replace roof mounted PRV's - an allowance budgeted. Priority exhaust fans to be determined. | 3 | \$93,337 | \$93,337 | |
| All | Replace plumbing fixtures that are beyond their useful life. An allowance budgeted at \$0.5 / sq. ft. | 3 | \$278,596 | \$278,596 | |
| All | Replace all exterior parking lot poles except Areas A and E and tennis court light poles. | 3 | \$139,298 | | |
| All | Reclaim and replace all exterior asphalt on site. | 2 | \$3,898,227 | | |
| All | Replace dugouts at varsity baseball field | 2 | \$111,721 | | |
| All | Replace press box at memorial field | 2 | \$278,596 | | |
| All | Replace tennis courts | 4 | \$1,559,149 | | |
| All | Replace existing single pane exterior window system throughout entire building. | 2 | \$2,436,657 | \$2,436,657 | |
| All | General tuckpointing allowance around the entire building | 3 | \$93,337 | | |
| All | Replace exterior aluminum doors in storefront systems | 2 | \$464,563 | | |
| All | Demolish existing staff toilets that do not meet ADA and rebuild in place. | 1 | \$296,981 | \$296,981 | |
| All | Demolish and renovate multistall toilet rooms that do not meet ADA standards. | 1 | \$1,503,996 | \$1,503,996 | |
| All | Painting updates throughout building | 2 | \$668,207 | \$668,207 | |
| | | | | | |
| | | | \$59,522,967 | \$36,108,627 | |
| | | | | | |
| | Increase window sizes | | \$2,500,000.00 | \$2,500,000.00 | |
| | | | | | |
| | Total with expanded windows | | | \$38,608,627 | |
| | | | | | |
| | Total with ADA investments in locker rooms only | | | \$31,512,489.00 | |
| | Total with ADA investments in locker rooms only and expanded windows | | | \$34,012,489.00 | |



Annual Compliance Overview

Minnesota Statutes 2023, section 124D.78 requires Minnesota districts, charters, and tribal schools with 10 or more American Indian students to have an American Indian Parent Advisory Committee (AIPAC). Specifically, the statute cites that school boards and American Indian schools must provide for the maximum involvement of parents and children enrolled in education programs, programs for elementary and secondary grades, special education programs, and support services.

To be compliant with this statutory requirement, districts, charters, and tribal schools are required to submit annual compliance documents to the Office of American Indian Education (OAIE) by March 1 of each year. Also known as the vote of concurrence or nonconcurrence, annual compliance is a valuable opportunity for American Indian Parent Advisory Committee members to meet and discuss whether or not they concur with the educational offerings that have been extended by the district to American Indian students.

The Vote and Resolution

If the AIPAC finds that the district and/or school board have been meeting the needs of American Indian students, they issue a vote and resolution of concurrence. If they find that the district and/or school board have not been meeting the needs of American Indian students, they issue a vote and resolution of nonconcurrence. This vote is formally reflected on the annual compliance documents. Members of the AIPAC must present the vote and resolution to the school board.

If the vote is one of nonconcurrence, the AIPAC must provide written recommendations for improvement to the school board at the time of the presentation. The school board then has 60 days in which to respond in writing to the AIPAC recommendations. A copy of this written response must be provided to the OAIE.

Completing and Submitting the Documents

The following items are required when submitting annual compliance:

- ✓ The annual compliance/vote of concurrence or nonconcurrence document.
- ✓ The AIPAC resolution document.
- ✓ The AIPAC roster and district employee sign-in sheet (available to download on the OAIE webpage).
- ✓ The American Indian Education Aid Program Plan Review.

All items are fillable PDF forms. When completing, remember to:

- Include the district or school name and identifying number.
- Place a check mark or X next to the applicable vote.
- Include all dates as indicated.
- Add all signatures as required. **Digital signatures are accepted.*
- Use the drop-down menu in the roster to select the appropriate committee member options.

The District or School Does Not Have an AIPAC:

Districts or schools that do not have an AIPAC are still required to complete this paperwork.

- Place a check mark or X next to "Does Not Have an AIPAC".
- Obtain the signature of the superintendent or charter/tribal school director and the school board chair. The resolution page is not required.

Submission Deadline:

Email all required items **by March 1** to: MDE.AIEA@state.mn.us

The American Indian Parent Advisory Committee Resolution

WHEREAS, the school board or district has an AIPAC composed of parents/guardians of American Indian children who are eligible for Indian education programs, American Indian language and culture teachers and paraprofessionals, American Indian teachers, American Indian counselors, American Indian adults enrolled in educational programming, and American Indian representatives from community;

WHEREAS, the school board or district affords the AIPAC the necessary information and the opportunity to effectively express their views concerning all aspects of American Indian education and the educational needs of the American Indian children enrolled in the school(s) and program(s); and,

WHEREAS, the AIPAC is directly involved with and advises the school board and district staff on Indian Education program planning; and,

WHEREAS, the AIPAC develops and submits recommendations to the school board and district staff pertaining to the needs of American Indian students.

THEREFORE BE IT RESOLVED, that the AIPAC concurs that the school board and district are compliant with Minnesota Statutes, section 124D.78, and that the school board and district are meeting the needs of American Indian students.

X **We, the American Indian Parent Advisory Committee**, issue a **Vote of Concurrence**. We attest that the school board and/or district are compliant with Minnesota Statutes and that the school board and/or district are meeting the needs of American Indian students; **or**,

_____ **We, the American Indian Parent Advisory Committee**, issue a **Vote of Nonconcurrence**. We attest that the school board and/or district are not compliant with Minnesota Statutes and that the school board and/or district are not meeting the needs of American Indian students. We have provided written recommendations for improvements to the school board, and we acknowledge that the school board has 60 days from the receipt of these recommendations in which to respond, in writing, to each recommendation.

NEUSSA KING . Melissa King _____

AIPAC Chairperson Printed Name and Signature

3/10/2024 _____

Date

Annual Compliance/Vote of Concurrence or Nonconcurrence

District, Charter, or Tribal School Name: Northfield School District No. 659

The American Indian Parent Advisory Committee Vote

X **The AIPAC Issued a Vote of Concurrence**

Date of Concurrent Vote: 3/10/2024

Date the AIPAC presented to the school board: _____

 The AIPAC Issued a Vote of Nonconcurrence

A vote of nonconcurrence requires the AIPAC to provide specific written recommendations for improvement to the school board. The school board is required to respond in writing to each recommendation within 60 days of the recommendations being put forth. The school board must provide this written response to both the AIPAC and to the Office of Indian Education.

Date of Nonconcurrent vote: _____

Date the AIPAC presented to the school board: _____

Date the written response from the school board is due: _____

 The District/School Does Not Have an AIPAC

The district has not yet formed an AIPAC, but recognizes the need to do so in order to remain compliant with Minnesota Statutes, section 124D.78. By signing below, the district/school leadership commits to working with the Office of American Indian Education on committee formation.

Required signatures

**Digital signatures are accepted*

School Board Chairperson Date

Superintendent or Charter/Tribal School Director Date

Melissa King 3/10/2024
AIPAC Chairperson Date

Indigenous Parent Advisory Meeting Roster 03.06.2024

First

Last

Email

MEUSSA

KING

meussmbaker@gmail.com

SYBIL

BETSINGER

sybets@gmail.com

723 ELECTRONIC COMMUNICATION

The purpose of this policy is to provide consistent, convenient, and cost effective electronic communication service to District employees.

The District shall:

- a. Provide guidelines to employees who have an electronic communication device to conduct school business.
- b. Apply standards to the electronic communication equipment and service agreements used by District employees.
- c. Ensure that the District's acquisition of electronic communication services is cost effective.
- d. Establish a system for monitoring future developments in electronic communication and selecting those that meet the needs of the District.

Policy 723 – Electronic Communication

Adopted: 12.8.08

School Board

INDEPENDENT SCHOOL DISTRICT 659

Northfield, MN

NORTHFIELD PUBLIC SCHOOLS

School Board Minutes

February 26, 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 6:04 p.m. Present: Butler, Gonzalez-George, Miller, Nelson, Quinnell, and Stratmoen. Absent: Goerwitz. 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 Butler, the board unanimously approved the agenda

3. Public Comment

There were no public comments.

4. Announcements and Recognitions

- Hand in Hand Preschool, Early Ventures Learning Center and Early Childhood Family Education will hold an open house and summer and/or fall registration night on Thursday, March 7 at the NCEC.
- Ayla Puppe has won the 2024 Ms. Hockey Award. Ayla, a senior forward and captain this season, is the first Raider to win the state's top hockey award as she led the state in goals (61), assists (50) and total points (111) this season. Ayla will graduate this spring and attend the University of Minnesota to play hockey for the Golden Gophers.
- Caley Graber is the third girl in Minnesota history to qualify for the boys state wrestling tournament and the first ever female champion in boys wrestling from Section One. She is currently ranked #11 nationally at 105 pounds.
- The boys swim and dive team will swim preliminaries on Friday and hope to place many of our swimmers into finals on Saturday at the Aquatic Center at the University of Minnesota. They had a second place finish at this year's True Team meet.
- Wrestlers Caley Graber, Caden Staab, Keith Harner, Owen Murphy, Ryan Kuyper, Noah Ackerman, and Lainey Houts will wrestle in the individual competition this Friday morning and hopefully into Saturday's Championships.
- The Mock Trial team of Grace Van Voorst, Mason Vatter, Connor Percy, Maddie Bussman, Hailey Parish, Savannah Mellies, Jack Linder, Ali Matthews, Piper Artley, Gwyn Cikanek, and Noa Marohl have been dominant all season. Their advisor Stephen Cade says this group is driven and enjoys competing all while they prepare for the Mock Trial State Tournament March 7-8 in St. Paul.

5. Items for Discussion and Reports

- a. Morris Leatherman Telephone Survey Results. Dr. Don Lifto from The Morris Leatherman Company presented the results of the Northfield High School facility telephone survey.
- b. Indigenous (American Indian) Parent Meeting and Service Update. Superintendent Hillmann updated 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 shared the activities associated with improving services to Indigenous students and families.
- c. Potential 2024 Northfield High School Bond Referendum Update. Superintendent Hillmann reviewed what has occurred thus far regarding the potential 2024 bond referendum to address facility problems at Northfield High School including 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. The board will hold a work session on March 5 to discuss next steps.

6. Committee Reports

There were no committee reports.

7. Consent Agenda

On a motion by Nelson, seconded by Miller, the board unanimously approved 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 were attached.
- c. Personnel Items
 - i. Appointments
 1. Max Albertson, Instructor Assistant with Community Ed Recreation, beginning 2/24/2024-5/31/2024. Step 4-\$14.75/hr.
 2. Kalista Dahle, .20 Production Coordinator at the High School, beginning 2/14/2024-3/16/2024. \$843.40 stipend.
 3. 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.
 6. Kellie O'Meara, Instructor Lead with Community Ed Recreation, beginning 2/24/2024-5/31/2024. Step 2-\$15.25/hr.
 7. Hani Abdi, 1.0 FTE Custodian at the Middle School, beginning 3/6/2024. \$19.63/hr.
 8. Vincent Garcia, Targeted Services MSYC Club Leader for up to 6 hours/week at the Middle School, beginning 3/6/2024 - 5/16/2024. \$24.30/hr.
 9. Hannah Peters, Special Ed EA PCA for 6.75 hours/day and EA PCA Bus for .75 hours/day at Bridgewater, beginning 3/1/2024-6/6/2024. Step 1-\$16.66/hr. plus a prorated PCA stipend.
 - ii. Increase/Decrease/Change in Assignment
 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.
 7. 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.
 10. Lydia Montgomery, Special Ed EA PCA for 17.5 hours/week at the NCEC and Greenvale Park, change to 23 hours/week at the NCEC and Greenvale Park, effective 2/26/2024-6/6/2024.
 11. Roberta Schmidtke, Early Ventures Site Leader for 40 hours/week at the NCEC, change to Early Ventures Site Leader for 16 hours/week at the NCEC, effective 2/20/2024-6/6/2024.
 - iii. Leave of Absence
 1. 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.
 3. 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.
6. Ashly Blatti, Grade 5 Teacher at Bridgewater, FMLA medical leave of absence beginning on 8/22/2024-11/18/2024.
- 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.
 4. Carolee Closmore, EA at the NCEC, declined position effective 2/22/2024.
 5. Connor Fitzloff, EA at Bridgewater, termination effective 2/22/2024.
 6. Katherine Pickerign, Child Nutrition Associate at Spring Creek, resignation effective 3/22/2024. Lee Rudebusch, Science Teacher at the High School, resignation effective at the end of the 2024-2025 school year
 7. Lee Rudebusch, Science Teacher at the High School, resignation effective at the end of the 2024-2025 school year.

8. Items for Individual Action

- a. 2024-2025 Operating Capital and Long-Term Facilities Maintenance Budgets. On a motion by Butler, seconded by Miller, the board unanimously approved the 2024-2025 Operating Capital and Long Term Facilities Maintenance Budgets presented at the February 12, 2024 board meeting.

| | <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. Long Term Facilities Maintenance Ten Year Plan. On a motion by Stratmoen, seconded by Butler, the board unanimously approved the Long Term Facilities Maintenance Ten Year Plan and the Indoor Air Quality Management Plan as presented at the February 12, 2024 board meeting.
- c. Policy Recommendation. On a motion by Nelson, seconded by Miller, the board unanimously approved the policy committee's recommendation to sunset policy 310.

9. Items for Information

- a. Public Schools Week. 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

On a motion by Stratmoen, seconded by Quinnell, the board unanimously approved to adjourn the regular board meeting at 8:04 p.m.

Amy Goerwitz
School Board Clerk

RESOLUTION ACCEPTING DONATIONS

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

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

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

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

THEREFORE, BE IT RESOLVED, that the School Board of Northfield Public Schools, ISD 659, gratefully accepts the following donations as identified below:

The vote on adoption of the Resolution was as follows:

Aye:

Nay:

Absent:

Whereupon, said Resolution was declared duly adopted.

By: Claudia Gonzalez-George, Chair

By: Amy Goerwitz, Clerk

| Date of the bequest, donation, or gift: | Non-monetary item(s) received: | Amount: | Who the bequest, donation, or gift is from: | What is the bequest, donation, or gift for? |
|---|--------------------------------|------------|--|--|
| 2/16/24 | | \$500.00 | Heritage Dental | BASS fishing team donation |
| 2/15/24 | | \$500.00 | Schmidt Homes, Inc. | NMS 8th Grade Fun Fest donation |
| 2/29/24 | | \$800.00 | Chapter G PEO | PEO Scholarship donation |
| 3/5/24 | | \$500.00 | Professional Dental Group | NMS 8th Grade Fun Fest donation |
| 3/6/24 | | \$1,500.00 | Pillsbury Family Charitable Fund (Fidelity Charitable) | Nancy Pillsbury Business Scholarship |
| 2/14/24 | | \$96.73 | Northfield Fine Arts Booster Club, INC | Calligraphy class |
| 2/23/24 | | \$50.00 | Kari Triplett | Mara Halls Scholarship donation |
| 2/24/24 | | \$50.00 | Anne Molesky | Mara Halls Scholarship donation |
| 2/24/24 | | \$100.00 | Jessica Fleming | Mara Halls Scholarship donation |
| 2/24/24 | | \$50.00 | Emma Mackay | Mara Halls Scholarship donation |
| 2/24/24 | | \$1,000.00 | Thomas Scheppat | Mara Halls Scholarship donation |
| 2/26/24 | | \$100.00 | Catherine McBride | Mara Halls Scholarship donation |
| 2/26/24 | | \$100.00 | Lisa Math | Mara Halls Scholarship donation |
| 2/27/24 | | \$100.00 | Donna Monson | Mara Halls Scholarship donation |
| 2/27/24 | | \$50.00 | Jackie DuLac | Mara Halls Scholarship donation |
| 2/28/24 | | \$25.00 | Julie Barber | Mara Halls Scholarship donation |
| 2/28/24 | | \$100.00 | Margaret Stangarone | Mara Halls Scholarship donation |
| 2/28/24 | | \$100.00 | Brianne Hoffert | Mara Halls Scholarship donation |
| 2/28/24 | | \$50.00 | Kathie Vrieze | Mara Halls Scholarship donation |
| 2/29/24 | | \$50.00 | Kelli Vogel | Mara Halls Scholarship donation |
| 2/29/24 | | \$50.00 | Sarah Amundson | Mara Halls Scholarship donation |
| 2/29/24 | | \$50.00 | Troy Hansen | Mara Halls Scholarship donation |
| 2/29/24 | | \$50.00 | Randy Carlson | Mara Halls Scholarship donation |
| 2/29/24 | | \$40.00 | Nancy Hegland | Mara Halls Scholarship donation |
| 2/29/24 | | \$50.00 | Eric McDonald | Mara Halls Scholarship donation |
| 3/1/24 | | \$50.00 | Katrina Meehan | Mara Halls Scholarship donation |
| 3/1/24 | | \$100.00 | Amy Collette | Mara Halls Scholarship donation |
| 3/1/24 | | \$20.00 | Lonna Selkirk | Mara Halls Scholarship donation |
| 3/1/24 | | \$100.00 | Michelle Erdahl | Mara Halls Scholarship donation |
| 3/1/24 | | \$10.00 | Kylie Kendall | Mara Halls Scholarship donation |
| 3/1/24 | | \$25.00 | Cristine Reiling | Mara Halls Scholarship donation |
| 3/1/24 | | \$50.00 | Lisa Wisdorf | Mara Halls Scholarship donation |
| 3/2/24 | | \$100.00 | Jo Miglio | Mara Halls Scholarship donation |
| 3/2/24 | | \$100.00 | Michelle Lasswell | Mara Halls Scholarship donation |
| 3/2/24 | | \$100.00 | Juliet Strahl | Mara Halls Scholarship donation |
| 3/2/24 | | \$50.00 | Barbara Howe | Mara Halls Scholarship donation |
| 3/2/24 | | \$100.00 | Patrick Rowan | Mara Halls Scholarship donation |
| 3/2/24 | | \$100.00 | Linda Bartholomay | Mara Halls Scholarship donation |
| 3/2/24 | | \$50.00 | Doris Welke | Mara Halls Scholarship donation |
| 3/2/24 | | \$100.00 | Melissa Walls | Mara Halls Scholarship donation |
| 3/2/24 | | \$50.00 | Margaret Diviney-Fearing | Mara Halls Scholarship donation |
| 3/2/24 | | \$50.00 | Karly Manion-LePage | Mara Halls Scholarship donation |
| 3/2/24 | | \$100.00 | Kerstin Cardenas | Mara Halls Scholarship donation |
| 3/2/24 | | \$200.00 | Eric Scouten | Mara Halls Scholarship donation |
| 3/2/24 | | \$50.00 | Christy Hall-Holt | Mara Halls Scholarship donation |
| 3/3/24 | | \$100.00 | Jill Berdan | Mara Halls Scholarship donation |
| 3/3/24 | | \$100.00 | Krista Sorenson | Mara Halls Scholarship donation |
| 3/3/24 | | \$100.00 | David Brust | Mara Halls Scholarship donation |
| 3/5/24 | | \$1,000.00 | Sherry Foster | Mara Halls Scholarship donation |
| 3/5/24 | | \$20.00 | Mark Ensrud | Mara Halls Scholarship donation |
| 3/5/24 | | \$100.00 | Becky Johnson | Mara Halls Scholarship donation |
| 3/6/24 | | \$100.00 | Penelope Hillemann | Mara Halls Scholarship donation |
| 3/6/24 | | \$100.00 | Sandra Gerdes | Mara Halls Scholarship donation |
| 2/16/24-2/21/24 | | \$3.00 | Various Greenvale 1st Grade families | Greenvale 1st Grade Orchestra Hall field trip scholarships |
| 2/29/24 | | \$0.50 | Various Greenvale 3rd Grade families | Greenvale 3rd Grade Science Museum field trip scholarships |
| 2/22/24-3/1/24 | | \$86.00 | Various Bridgewater 2nd Grade families | Bridgewater 2nd Grade Science Museum field trip scholarships |
| 2/22/24-2/29/24 | | \$38.43 | Various Spring Creek 4th Grade families | Spring Creek 4th Grade recorders scholarships |
| 2/23/24 | | \$500.00 | Post Consumer Brands | NMS 8th Grade Fun Fest donation |
| 2/27/24 | | \$25.00 | Jackie DuLac | NMS 8th Grade Fun Fest donation |
| 2/29/24-3/6/24 | | \$425.00 | Various Middle School 7th Grade families | NMS 7th Grade History Theatre field trip scholarships |

TO: Dr. Matt Hillmann, Superintendent

FROM: Val Mertesdorf, Director of Finance *VM*

DATE: March 11, 2024

RE: Board Approval of Financial Reports – December 2023

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

Bills totaling \$1,716,174.65 were paid in December 2023.

Payroll checks totaling \$3,746,255.54 were issued in December 2023.

No bond payments were paid in December 2023.

At the end of December 2023 Total Cash and Investments amounted to \$25,421,706.84.
Wire transfers initiated by the district during December 2023:

\$650,000.00 From Frandsen General to Frandsen Sweep

\$300,000.00 From Frandsen Sweep to Frandsen General

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

1. Treasurer's Report
2. Disbursement Report

December 2023 Treasurer's Report

| FUNDS | BALANCE BEGINNING OF MONTH | RECEIPTS | DISBURSEMENTS | JOURNAL ENTRIES | BALANCE END OF MONTH |
|-------------------------|----------------------------------|--------------|---------------|--------------------|----------------------------|
| GENERAL FUND | 3,011,098.24 | 3,448,680.51 | 4,071,099.73 | (873,392.15) | 1,515,286.87 * |
| FOOD SERVICE | 965,323.96 | 250,896.51 | 265,934.78 | 2,830.35 | 953,116.04 |
| COMMUNITY ED | 781,776.67 | 370,300.93 | 321,381.27 | (5,115.14) | 825,581.19 |
| CONSTRUCTION ACCOUNT | - | - | - | - | - |
| DEBT SERVICE | 6,634,721.83 | 329,868.27 | - | - | 6,964,590.10 |
| SELF INSURANCE | 3,155,682.88 | 162,945.89 | 804,014.41 | 881,973.52 | 3,396,587.88 |
| TOTALS | 14,548,603.58 | 4,562,692.11 | 5,462,430.19 | 6,296.58 | 13,655,162.08 |
| GENERAL FUND INVESTMENT | 11,766,544.76 | - | - | - | 11,766,544.76 * |
| CONSTRUCTION INVESTMENT | - | - | - | - | - |
| | 11,766,544.76 | - | - | - | 11,766,544.76 |
| GRAND TOTALS | 26,315,148.34 | 4,562,692.11 | 5,462,430.19 | 6,296.58 | 25,421,706.84 |

*General Fund includes Certificate of Deposit amount

Disbursement Report

ISD 659 - Northfield

December 2023

Disbursements:

Bills Paid:

| | | |
|-------------------------|-------------------|--------------|
| General Fund | \$ 753,022.51 | |
| Food Service Fund | 129,663.34 | |
| Community Services Fund | 29,474.39 | |
| Construction Fund | - | |
| Trust & Agency Fund | - | |
| Self Insurance Fund | <u>804,014.41</u> | |
| Total Bills Paid | | 1,716,174.65 |

Payroll:

| | | |
|-------------------------|--------------|--------------|
| General Fund | 3,318,077.22 | |
| Food Service Fund | 136,271.44 | |
| Community Services Fund | 291,906.88 | |
| Trust Fund | - | |
| Self Insurance Fund | <u>-</u> | |
| Total Payroll | | 3,746,255.54 |

Bond Payments:

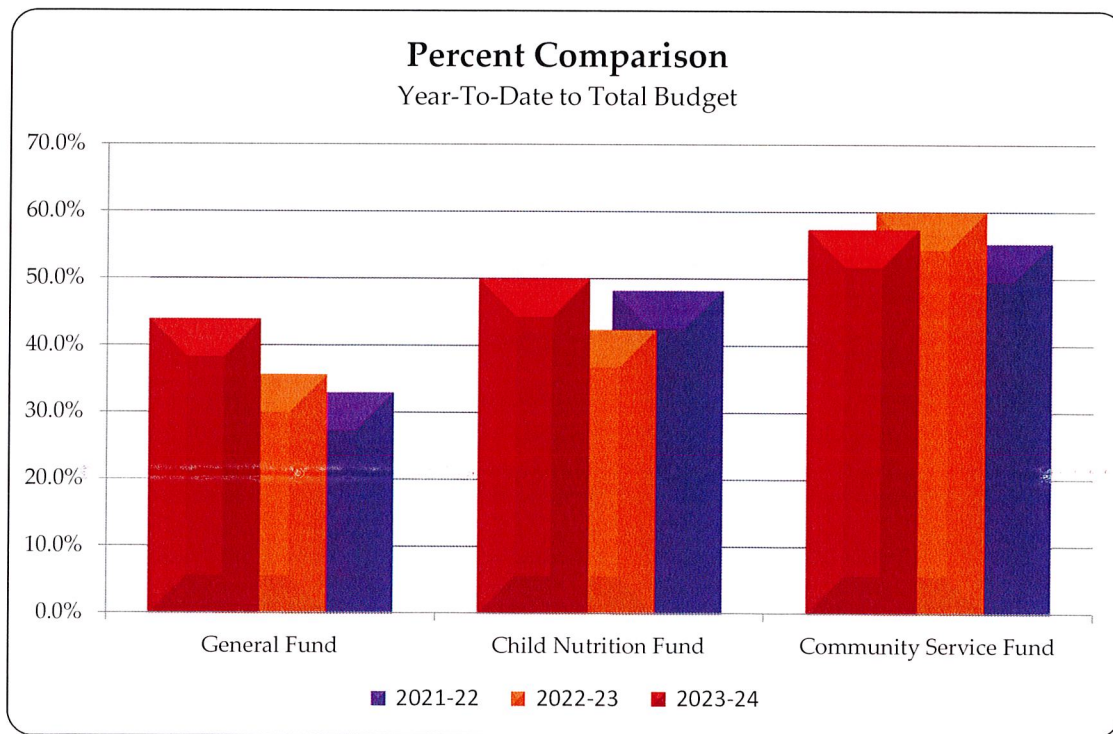
| | | |
|----------------------|-----------------------------|------------------------------|
| Debt Redemption Fund | <u> </u> | |
| Total Bond Payments | | <u> </u> |
| Total Disbursements | | <u><u>\$5,462,430.19</u></u> |



STATEMENT OF REVENUES

For the month ended December 31, 2023

| Fund | Year-To-Date | Budget | YTD as % of Budget | | |
|------------------------|----------------------|----------------------|--------------------|--------------|--------------|
| | | | 2023-24 | 2022-23 | 2021-22 |
| General Fund | | | | | |
| Property Taxes | \$ 6,322,294 | \$ 15,232,888 | 41.5% | 41.2% | 42.1% |
| State Sources | 14,781,496 | 42,334,181 | 34.9% | 30.9% | 30.1% |
| Federal Sources | 3,718,831 | 1,724,951 | 215.6% | 47.6% | 14.6% |
| Local Sources | 1,910,043 | 1,655,543 | 115.4% | 85.2% | 53.2% |
| Total | \$ 26,732,664 | \$ 60,947,563 | 43.9% | 35.6% | 32.9% |
| Child Nutrition Fund | \$ 1,201,110 | \$ 2,407,584 | 49.9% | 42.4% | 48.2% |
| Community Service Fund | 1,911,877 | 3,333,364 | 57.4% | 60.0% | 55.2% |
| Debt Service Fund | 3,966,661 | 6,301,210 | 63.0% | 59.4% | 61.8% |
| Internal Service Fund | 5,056,031 | 11,396,574 | 44.4% | 46.0% | 52.9% |
| Total All Funds | \$ 38,868,343 | \$ 84,386,295 | 46.1% | 39.9% | 38.5% |

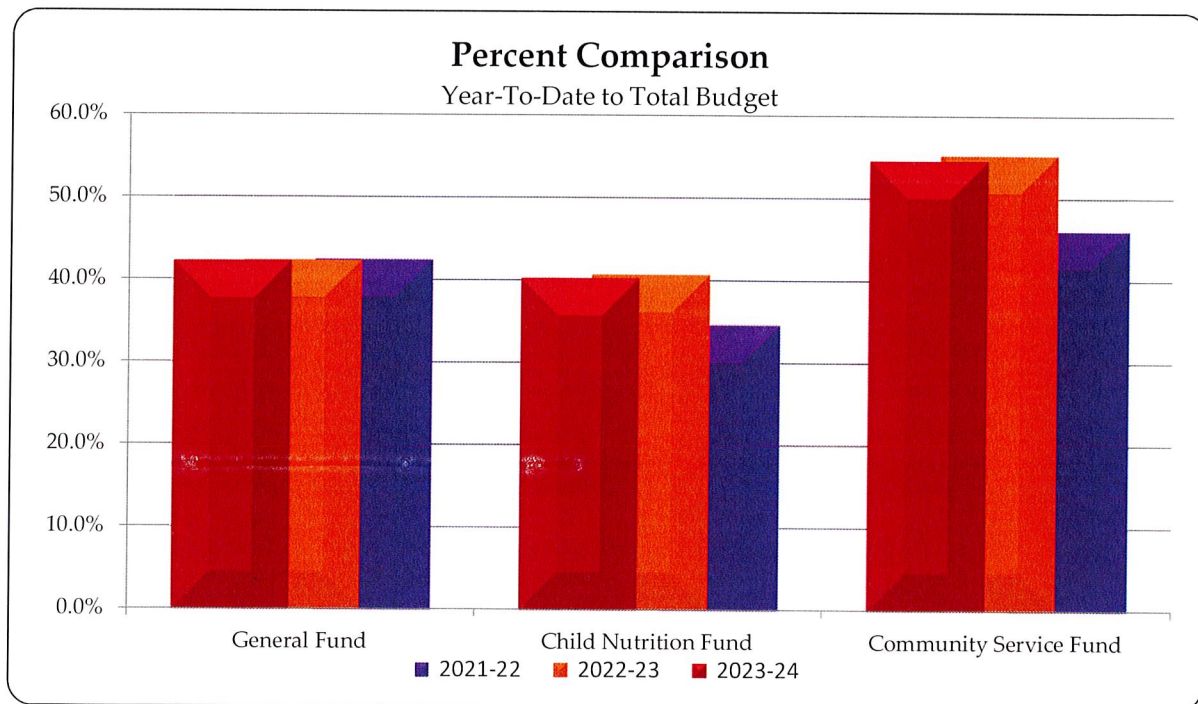




STATEMENT OF EXPENDITURES

For the month ended December 31, 2023

| Fund | Year-To-Date | Budget | YTD as % of Budget | | |
|------------------------|---------------|---------------|--------------------|---------|---------|
| | | | 2023-24 | 2022-23 | 2021-22 |
| General Fund | | | | | |
| Salaries | \$ 13,760,779 | \$ 34,468,989 | 39.9% | 38.4% | 38.5% |
| Benefits | 5,490,918 | 13,404,752 | 41.0% | 38.8% | 36.7% |
| Purchased Services | 2,968,675 | 6,612,912 | 44.9% | 44.6% | 54.9% |
| Supplies & Materials | 1,545,016 | 2,301,890 | 67.1% | 63.5% | 78.0% |
| Capital Expenditures | 1,316,777 | 2,455,213 | 53.6% | 77.8% | 73.5% |
| Other Expenses | 143,981 | 495,866 | 29.0% | 47.9% | 24.1% |
| Total General Fund | \$ 25,226,146 | \$ 59,739,622 | 42.2% | 42.3% | 42.4% |
| Child Nutrition Fund | \$ 1,063,791 | \$ 2,645,006 | 40.2% | 40.7% | 34.6% |
| Community Service Fund | 1,890,537 | 3,463,457 | 54.6% | 55.2% | 46.1% |
| Debt Service Fund | 889,729 | 5,912,409 | 15.0% | 16.6% | 19.7% |
| Internal Service Fund | 5,959,170 | 11,094,171 | 53.7% | 44.9% | 67.7% |
| Total All Funds | \$ 35,029,373 | \$ 82,854,665 | 42.3% | 42.6% | 43.4% |



Northfield School Board Grant Application Approval Form

Any proposal submitted to an external funding source that involves any entity within the Northfield Public Schools must be approved by the Director of Finance before the proposal is submitted. Proposals requesting \$15,000 or more also require School Board approval. This form will accompany all requests to the School Board and will be filed along with a copy of the completed grant proposal. All proposals must:

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

| Grant Proposal Information | |
|---|--|
| Project Title | Farm to School - Full Tray Grant |
| Project Period | From: 1.31.24 To: 1.30.27 |
| Funding Source | State Grant - MN Dept of Agriculture |
| Application Deadline | |
| List all Grant Applicants | Northfield Public Schools |
| School/Department | Child Nutrition Dept |
| Contact Person | Stephany Stromme, Director of Child Nutrition |
| Project Information | |
| Brief Proposal Description | Application for double combi oven and installation and continued support to provide local farm produce |
| Project Goal (in one Sentence) | Updated kitchen equipment, farm to school meals |
| List All Personnel Involved in Application | Stephany Stromme, Val Mertesdorf |
| Budget Information | |
| Amount Requested | \$15,000 (food grant); \$25,000 (equipment) |
| Matching Funds | ___ Are Required <input checked="" type="checkbox"/> Not Required |
| Source of Matching Funds | |

Required Documents Attached: Completed Application Rough Draft Summary of Application

Stephany Stromme
 Project Initiator Signature

Val Mertesdorf
 Building Principal or District Administrator Signature

School Board Approval: Yes No Date _____

Policy 410 FAMILY AND MEDICAL LEAVE

I. PURPOSE

The purpose of this policy is to provide for family and medical leave to Northfield School District employees in accordance with the Family and Medical Leave Act of 1993 (FMLA) and also with parenting leave under state law.

II. GENERAL STATEMENT OF POLICY

The following procedures and policies regarding family and medical leave are adopted by the district, pursuant to the requirements of the FMLA and consistent with the requirements of the Minnesota parenting leave laws.

III. DEFINITIONS

A. “Covered active duty” means:

1. In the case of a member of a regular component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country., and
2. in the case of a member of a reserve component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country under a call or order to active duty under a provision of law referred to in 10 United States Code section 101(a)(13)(B).

B. “Covered servicemember” means:

1. A member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness., or
2. A covered veteran who is undergoing medical treatment, recuperation, or therapy for a serious injury or illness and who was a member of the Armed Forces, including a member of the National Guard or reserves, and was discharged or released under conditions other than dishonorable at any time during the period of five years preceding the first date the eligible employee takes FMLA leave to care for the covered veteran.

C. “Eligible employee” means an employee who has been employed by the district for a total of at least 12 months and who has been employed for at least 1,250 hours of service during the 12-month period immediately preceding the commencement of the leave. An employee returning from fulfilling his or her Uniformed Services Employment and Reemployment Rights Act (USERRA)-covered service obligation shall be credited with the hours of service that would have been performed but for the period of absence from work due to or

necessitated by USERRA-covered service. In determining whether the employee met the hours of service requirement, and to determine the hours that would have been worked during the period of absence from work due to or necessitated by USERRA-covered service, the employee's pre-service work schedule can generally be used for calculations. While the 12 months of employment need not be consecutive, employment periods prior to a break in service of seven years or more may not be counted unless the break is occasioned by the employee's fulfillment of his or her USERRA-covered service obligation or a written agreement, including a collective bargaining agreement, exists concerning the district's intention to rehire the employee after the break in service.

- D. "Military caregiver leave" means leave taken to care for a covered servicemember with a serious injury or illness.
- E. "Next of kin of a covered service member" means the nearest blood relative other than the covered service member's spouse, parent, son, or daughter, in the following order of priority: blood relatives who have been granted legal custody of the covered servicemember by court decree or statutory provisions, brothers and sisters, grandparents, aunts and uncles, and first cousins, unless the covered servicemember has specifically designated in writing another blood relative as his or her nearest blood relative for purposes of military caregiver leave under the FMLA. When no such designation is made and there are multiple family members with the same level of relationship to the covered servicemember, all such family members shall be considered the covered servicemember's next of kin, and the employee may take FMLA leave to provide care to the covered servicemember, either consecutively or simultaneously. When such designation has been made, the designated individual shall be deemed to be the covered servicemember's only next of kin.
- F. "Outpatient status" means, with respect to a covered servicemember who is a current member of the Armed Forces, the status of a member of the Armed Forces assigned to:
 - 1. A military medical treatment facility as an outpatient., or
 - 2. A unit established for the purpose of providing command and control of members of the Armed Forces receiving care as outpatients.
- G. "Qualifying exigency" means a situation where the eligible employee seeks leave for one or more of the following reasons:
 - 1. To address any issues that arise from a short-notice deployment (seven calendar days or less) of a covered military member.
 - 2. To attend military events and related activities of a covered military member.
 - 3. To address issues related to childcare and school activities of a covered military member's child.
 - 4. To address financial and legal arrangements for a covered military

member.

5. To attend counseling provided by someone other than a health care provider for oneself, a covered military member, or his/her child.
6. To spend up to 15 calendar days with a covered military member who is on short-term, temporary rest and recuperation leave during a period of deployment.
7. To attend post-deployment activities related to a covered military member.
8. To address care needs of a covered military member's parent who is incapable of self-care., and
9. To address other events related to a covered military member that both the employee and district agree is a qualifying exigency.

H. "Serious health condition" means an illness, injury, impairment, or physical or mental condition that involves:

1. Inpatient care in a hospital, hospice, or residential medical care facility., or
2. Continuing treatment by a health care provider.

I. "Spouse" means a husband or wife. For purposes of this definition, husband or wife refers to the other person with whom an individual entered into marriage as defined or recognized under state law for purposes of marriage in the state in which the marriage was entered into or, in the case of a marriage entered into outside of any state, if the marriage is valid in the place where entered into and could have been entered into in at least one state. This definition includes an individual in a same-sex or common law marriage that either: (1) was entered into in a state that recognizes such marriages; or (2) if entered into outside of any state, is valid in the place where entered into and could have been entered into in at least one state.

J. "Veteran" has the meaning given in 38 United States Code section 101.

IV. LEAVE ENTITLEMENT

A. Twelve-week Leave under Federal Law

1. Eligible employees are entitled to a total of 12 work weeks of unpaid family or medical leave during the applicable 12-month period as defined below, plus any additional leave as required by law. Leave may be taken for one or more of the following reasons in accordance with applicable law:
 - a. Birth of the employee's child and to care for such child.
 - b. Placement of an adopted or foster child with the employee.
 - c. To care for the employee's spouse, son, daughter, or parent with a serious health condition.
 - d. The employee's serious health condition makes the employee unable to perform the functions of the employee's job.

- e. Any qualifying exigency arising from the employee's spouse, son, daughter, or parent being on covered active duty, or notified of an impending call or order to covered active duty in the Armed Forces.
2. For the purposes of this policy, "year" is defined as a rolling 12-month period measured backward from the date an employee's leave is to commence.
 3. An employee's entitlement to FMLA leave for the birth, adoption, or foster care of a child expires at the end of the 12-month period beginning on the date of the birth or placement.
 4. A "serious health condition" typically requires either inpatient care or continuing treatment by or under the supervision of a health care provider, as defined by applicable law. Family and medical leave generally is not intended to cover short-term conditions for which treatment and recovery are very brief.
 5. A "serious injury or illness" in the case of a member of the Armed Forces, including a member of the National Guard or Reserves, means:
 - a. Injury or illness that was incurred by the member in the line of duty on active duty in the Armed Forces (or that existed before the beginning of the member's active duty and was aggravated by service in the line of duty on active duty in the Armed Forces) and that may render the member medically unfit to perform the duties of the member's office, grade, rank, or rating., and
 - b. In the case of a covered veteran who was a member of the Armed Forces, including a member of the National Guard or Reserves, at any time, during the period of five years preceding the date on which the veteran undergoes the medical treatment, recuperation, or therapy, means a qualifying injury or illness that was incurred by the member in the line of duty on active duty in the Armed Forces (or that existed before the beginning of the member's active duty and was aggravated by service in the line of duty in the Armed Forces) and that manifested itself before or after the member became a veteran, and is:
 - (i) A continuation of a serious injury or illness that was incurred or aggravated when the covered veteran was a member of the Armed Forces and rendered the servicemember unable to perform the duties of the servicemember's office, grade, rank, or rating; or
 - (ii) A physical or mental condition for which the covered veteran has received a U.S. Department of Veterans Affairs Service-Related Disability (VASRD) rating of 50 percent or greater and such VASRD rating is based, in whole or in part, on the condition precipitating the need for military

- caregiver leave; or
 - (iii) A physical or mental condition that substantially impairs the covered veteran's ability to secure or follow a substantially gainful occupation by reason of a disability or disabilities related to military service, or would do so absent treatment; or
 - (iv) An injury, including a psychological injury, on the basis of which the covered veteran has been enrolled in the Department of Veterans Affairs Program of Comprehensive Assistance for Family Caregivers.
- 6. Eligible spouses employed by the district are limited to an aggregate of 12 weeks of leave during any 12-month period for the birth and care of a newborn child or adoption of a child, the placement of a child for foster care, or to care for a parent. This limitation for spouses employed by the district does not apply to leave taken: by one spouse to care for the other spouse who is seriously ill; to care for a child with a serious health condition; because of the employee's own serious health condition; or pursuant to Paragraph IV.A.1.e. above.
- 7. Depending on the type of leave, intermittent or reduced schedule leave may be granted at the discretion of the district or when medically necessary. However, part-time employees are only eligible for a pro-rata portion of leave to be used on an intermittent or reduced schedule basis, based on their average hours worked per week. Where an intermittent or reduced schedule leave is foreseeable based on planned medical treatment, the district may transfer the employee temporarily to an available alternative position for which the employee is qualified and which better accommodates recurring periods of leave than does the employee's regular position, and which has equivalent pay and benefits.
- 8. If an employee requests a leave for the serious health condition of the employee or the employee's spouse, child, or parent, the employee will be required to submit sufficient medical certification. In such a case, the employee must submit the medical certification within 15 days from the date of the request or as soon as practicable under the circumstances.
- 9. If the district has reason to doubt the validity of a health care provider's certification, it may require a second opinion at the district's expense. If the opinions of the first and second health care providers differ, the district may require certification from a third health care provider at the district's expense. An employee may also be required to present a certification from a health care provider indicating that the employee is able to return to work.
- 10. Requests for leave shall be made to the district. When leave relates to an employee's spouse, son, daughter, parent, or covered servicemember being

on covered active duty, or notified of an impending call or order to covered active duty pursuant to Paragraph IV.A.1.e. above, and such leave is foreseeable, the employee shall provide reasonable and practical notice to the district of the need for leave. For all other leaves, employees must give 30 days' written notice of a leave of absence where practicable. The failure to provide the required notice may result in a delay of the requested leave. Employees are expected to make a reasonable effort to schedule leaves resulting from planned medical treatment so as not to disrupt unduly the operations of the district, subject to and in coordination with the health care provider.

11. The district may require that a request for leave under Paragraph IV.A.1.e. above be supported by a copy of the covered military member's active duty orders or other documentation issued by the military indicating active duty or a call to active duty status and the dates of active duty service. In addition, the district may require the employee to provide sufficient certification supporting the qualifying exigency for which leave is requested.
12. During the period of a leave permitted under this policy, the district will provide health insurance under its group health plan under the same conditions coverage would have been provided had the employee not taken the leave. The employee will be responsible for payment of the employee contribution to continue group health insurance coverage during the leave. An employee's failure to make necessary and timely contributions may result in termination of coverage. An employee who does not return to work after the leave may be required, in some situations, to reimburse the district for the cost of the health plan premiums paid by it.
13. The district may request or require the employee to substitute accrued paid leave for any part of the 12-week period. Employees may be allowed to substitute paid leave for unpaid leave by meeting the requirements set out in the administrative directives and guidelines established for the implementation of this policy, if any. Employees eligible for leave must comply with the family and medical leave directives and guidelines prior to starting leave. The superintendent shall be responsible to develop directives and guidelines as necessary to implement this policy. Such directives and guidelines shall be submitted to the board for annual review.

The district shall comply with written notice requirements as set forth in federal regulations.

14. Employees returning from a leave permitted under this policy are eligible for reinstatement in the same or an equivalent position as provided by law. However, the employee has no greater right to reinstatement or to other benefits and conditions of employment than if the employee had been

continuously employed during the leave.

B. Twelve-week Leave under State Law

An employee who does not qualify for parenting leave under Paragraphs IV.A.1.a. or IV.A.1.b. above may qualify for a 12-week unpaid leave which is available to a biological or adoptive parent in conjunction with the birth or adoption of a child, or to a female employee for prenatal care or incapacity due to pregnancy, childbirth, or related health conditions. The length of the leave shall be determined by the employee but must not exceed 12 weeks unless agreed to by the district. ~~The employee may qualify if he or she has worked for the district for at least 12 months and has worked an average number of hours per week equal to one half of the full time equivalent during the 12-month period immediately preceding the leave.~~ This leave is separate and exclusive of the family and medical leave described in the preceding paragraphs but may be reduced by any period of paid parental, disability, personal, or medical, or sick leave, or accrued vacation provided by the district so that the total leave does not exceed 12 weeks, unless agreed to by the district, or leave taken for the same purpose under the FMLA. The leave taken under this section shall begin at a time requested by the employee. An employee who plans to take leave under this section must give the district reasonable notice of the date the leave shall commence and the estimated duration of the leave. For leave taken by a biological or adoptive parent in conjunction with the birth or adoption of a child, the leave must begin within 12 months of the birth or adoption; except that, in the case where the child must remain in the hospital longer than the mother, the leave must begin within 12 months after the child leaves the hospital.

C. Twenty-six-week Servicemember Family Military Leave

1. An eligible employee who is the spouse, son, daughter, parent, or next of kin of a covered servicemember shall be entitled to a total of 26 work weeks of leave during a 12-month period to care for the servicemember. The leave described in this paragraph shall be available only during a single 12-month period. For purposes of this leave, the need to care for a servicemember includes both physical and psychological care.
2. During a single 12-month period, an employee shall be entitled to a combined total of 26 work weeks of leave under Paragraphs IV.A. and IV.C. above.
3. The 12-month period referred to in this section begins on the first day the eligible employee takes leave to care for a covered servicemember and ends 12 months after that date.
4. Eligible spouses employed by the district are limited to an aggregate of 26 weeks of leave during any 12-month period if leave is taken for birth of the employee's child or to care for the child after birth; for placement of a child with the employee for adoption or foster care or to care for the child after placement; to care for the employee's parent with a serious health condition; or to care for a covered servicemember with a serious injury or

illness.

5. The district may request or require the employee to substitute accrued paid leave for any part of the 26-week period. Employees may be allowed to substitute paid leave for unpaid leave by meeting the requirements set out in the administrative directives and guidelines established for the implementation of this policy, if any. Employees eligible for leave must comply with the family and medical leave directives and guidelines prior to starting leave.
6. An employee will be required to submit sufficient medical certification issued by the health care provider of the covered servicemember and other information in support of requested leave and eligibility for such leave under this section within 15 days from the date of the request or as soon as practicable under the circumstances.
7. The provisions of Paragraphs IV.A.7., IV.A.10., IV.A.12., IV.A.13., and IV.A.14. above shall apply to leaves under this section.

V. SPECIAL RULES FOR INSTRUCTIONAL EMPLOYEES

- A. An instructional employee is one whose principal function is to teach and instruct students in a class, a small group, or an individual setting. This includes, but is not limited to, teachers, coaches, driver's education instructors, and special education assistants.
- B. Instructional employees who request foreseeable medically necessary intermittent or reduced work schedule leave greater than 20 percent of the work days in the leave period may be required to:
 1. Take leave for the entire period or periods of the planned medical treatment., or
 2. Move to an available alternative position for which the employee is qualified, and which provides equivalent pay and benefits, but not necessarily equivalent duties.
- C. Instructional employees who request continuous leave near the end of a semester may be required to extend the leave through the end of the semester. The number of weeks remaining before the end of a semester does not include scheduled school breaks, such as summer, winter, or spring break.
 1. If an instructional employee begins leave for any purpose more than five weeks before the end of a semester and it is likely the leave will last at least three weeks, the district may require that the leave be continued until the end of the semester.
 2. If the instructional employee begins leave for a purpose other than the employee's own serious health condition during the last five weeks of a semester, the district may require that the leave be continued until the end of the semester if the leave will last more than two weeks or if the employee's return from leave would occur during the last two weeks of the

- semester.
3. If the instructional employee begins leave for a purpose other than the employee's own serious health condition during the last three weeks of the semester and the leave will last more than five working days, the district may require the employee to continue taking leave until the end of the semester.
 4. If the district requires an instructional employee to extend leave through the end of a semester as set forth in this paragraph, only the period of leave until the employee is ready and able to return to work shall be charged against the employee's FMLA leave entitlement. Any additional leave required by the district to the end of the school term is not counted as FMLA leave but as an unpaid or paid leave, to the extent the instructional employee has accrued paid leave available and the district shall maintain the employee's group health insurance and restore the employee to the same or equivalent job, including other benefits, at the conclusion of the leave.

VI. OTHER

- A. The provisions of this policy are intended to comply with applicable law, including the FMLA and applicable regulations. Any terms used from the FMLA will have the same meaning as defined by the FMLA and/or applicable regulations. To the extent that this policy is ambiguous or contradicts applicable law, the language of the applicable law will prevail.
- B. The requirements stated in the collective bargaining agreement between employees in a certified collective bargaining unit and the district regarding family and medical leaves (if any) shall be followed.

VII. DISSEMINATION OF POLICY

- A. A poster prepared by the U.S. Department of Labor summarizing the major provisions of the Family and Medical Leave Act and informing employees how to file a complaint shall be conspicuously posted in each district building in areas accessible to employees and applicants for employment.

Policy 410 Family and Medical Leave Policy

Adopted: 02.28.2005; Revised: 08.10.2009, 2010, 02.2015; Reviewed: 07.13.2020; Substantive Update: 11.14.2022

Board of Education

INDEPENDENT SCHOOL DISTRICT NO. 659

Northfield, Minnesota

Legal References: Minn. Stat. §§ 181.940-181.944 (Parenting Leave and Accommodations)

10 U.S.C. § 101 *et seq.* (Armed Forces General Military Law)

29 U.S.C. § 2601 *et seq.* (Family and Medical Leave Act)

38 U.S.C. § 101 (Definitions)

29 C.F.R. Part 825 (Family and Medical Leave Act)

Cross References: ~~None MSBA School Law Bulletin "M" (Licensed and Non-Licensed School District Employee)~~

**NORTHFIELD COMMUNITY EDUCATION
SUMMER 2024
BROCHURE INSTRUCTORS**

| | |
|--------------------------------------|-------------------------------------|
| Aaron Strawn | Kevin O'Brien |
| Above and Beyond CDL Driving Academy | Krista Betcher |
| Aiden Gittins | Kyle Scanlon |
| Alicia Midgley | Laurie Sadowski |
| Aubrey Scott | Linda Lemke |
| Brent Yule | Lori Hameister |
| Blake Kane | Luke Van Zuilen |
| Bob Hauck | Lynch Athletic Camps |
| Cale Steinhoff | Maria Bohl |
| Carey Tinkelenberg | Michael Detjen |
| Carly Born | Michelle Michaud |
| Chad Vosejpka | Missy Spitzack |
| Challenger Sports | MN Twins Staff |
| Craig Coffman | Nichole Porath |
| Dakota Stables | Nick Connor |
| Darrell Sawyer | Nick Hupton |
| Dave Gilmore | Northfield Arts Guild |
| Dee O'Connor Peterson | Northfield Community Ed Staff |
| Doug Bengtson | Northfield Hockey Assoc. Volunteers |
| Elizabeth Larson | Northfield Lacrosse Assoc.Staff |
| Elizabeth Rickert | Northside Boards |
| Emily Foster | Patrick Mikel |
| Gabe Korteum | Paul Eddy |
| Girls on the Run Volunteers | Peter Gittins |
| Go Solar! Kidz | Ray Gainey |
| HS Basketball Coaching Staff | River Bend Nature Center Staff |
| HS Football Coaches | Shahar Fearing |
| Isaiah Michael Ramos | Skyhawks Staff |
| Jasmin Kotek | Sports Unlimited Staff |
| Jeff Wood | Steve Hatle |
| Joey Kronzer | St Olaf College |
| John Born | Storybook Theatre |
| Kevin Dahle | Susan Shirk |

Tammy Hall-Benson

Tech Academy

Tina Moen

Trina Brunk

Youth Enrichment League

INDEPENDENT SCHOOL DISTRICT 659
NORTHFIELD, MINNESOTA
PERSONNEL POLICIES AND PRACTICES

Confidential Employees

JULY 1, 2024 THROUGH JUNE 30, 2026

ARTICLE I EMPLOYMENT

Section 1.01 – Introduction

These Personnel Policies and Practices contain information pertaining to your employment with Independent School District No. 659, Northfield (“District”). Please note that the information contained in this document may be changed from time to time. Nothing in this document establishes any form of a contract between you and the District, nor does anything in this document alter your at-will employment relationship with the District. In the same sense that you can resign your employment with the District at any time for any reason or no reason at all, so can the District terminate your employment at any time for any reason or no reason at all, consistent with the concept of at-will employment. When changes occur to the information contained in this document, the revisions will be issued to you. The statements contained in this Section 1.01 are subject to the requirements of any applicable law, such as the Veterans’ Preference Act, granting the employee employment rights.

Section 1.02 – Basic Services

Employees shall faithfully perform the services prescribed by the School Board or designated representative whether or not such services are specifically described in this manual or in a general job description, abide by the rules, regulations and policies as established by the School Board and the State Board of Education, and any additions or amendments thereto, for the annual salary indicated in this contract.

Section 1.03 - Duty Year/Work Day

The duty year shall be as listed in Appendices A and B. The employee shall perform services on those legal holidays on which the School Board so determines. The work day shall be 8 hours/day.

ARTICLE II SALARIES

Section 2.01 - Compensation

The annual salary of positions covered by these policies shall be based upon the salary schedule set forth in Appendices A, B and C.

While the District reserves the right to set salaries, it will seek and receive input from employees and their supervisor regarding the salary structure. The input may be in the form of written or oral communication.

Section 2.02 – Experience Credit

Individuals employed before January 1st, who are still employed by the District on June 30th, shall for the purposes of salary increases be given credit for (1) year of experience.

Section 2.03 - Holidays

Employees who work 20 hours or more per week, with a duty year of 50 or more weeks, shall be entitled to the following ten (10) paid holidays: Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve Day, Christmas Day, New Year's Day, Martin Luther King, Jr. Day, Memorial Day, and Juneteenth. If the approved school calendar precludes the use of any of these days as holidays, an alternate day(s) shall be determined by the immediate supervisor.

ARTICLE III VACATION/LEAVES

Section 3.01 - Vacation

An employee must work a regular schedule of 20 or more hours per week in order to be eligible for vacation.

Vacations for employees working 50 or more weeks per year shall be as follows:

20 days of vacation per year.

Part-time employees will receive pro rata vacation. Vacation shall be available to the employee at the beginning of the year (July 1st), however, vacation is considered earned on a monthly basis. Individuals hired after July 1st will receive pro rata vacation provided the employee has been assigned to a position which normally consists of 50 or more weeks per year.

Unused vacation must be taken within one year following the contract year in which it was earned. Vacation use will be as scheduled with and approved by their immediate supervisor.

Payment for unused, earned vacation balances as limited by the previous paragraph will be made by the School District upon termination or separation of employment.

Employees working fewer than 50 weeks per year shall not receive vacation.

Section 3.02 - Sick Leave

An employee must work a regular schedule of 20 or more hours per week in order to be eligible for sick leave.

Employees shall receive sick leave at the rates listed below to a maximum accumulation of 228 days:

Employees working a duty year of 50 weeks or more 13 days/year

Sick leave shall be available to the employee at the beginning of the year (July 1st), however, sick leave is considered earned on a monthly basis.

One day of leave allowance may be used by an employee for each day of absence due to illness or injury which precludes the employee from performing the duties of his/her position.

Sick leave with pay shall be allowed whenever an employee's absence is due to illness or injury of the employee, the employee's dependent child, or another individual as allowed by Minnesota law which prevented the employee's attendance at work on that day or days.

Any employee who has been absent may be required to present a statement from a doctor of medicine verifying an illness and certifying that the employee has recovered sufficiently to return to normal duties. Any employee absent more than five (5) consecutive working days must present such certification. If certification is required for an absence of fewer than six (6) days, the District will designate the physician and pay his/her fee. Charges for certification of absences greater than five (5) consecutive working days will be the responsibility of the District unless the employee requires examination by a specified physician, in which instance the employee will assume the cost of the examination.

An employee receiving compensation under the Worker's Compensation Act may elect to use accumulated leave allowance to make up the difference between the worker's compensation payments and the employee's regular basic salary. Deductions from leave allowance will be made on a prorated basis according to the additional payments to the employee. In no event shall the additional compensation paid to the employee result in the payment of total daily, weekly or monthly compensation in excess of such employee's basic salary.

There shall be no payment for unused, earned sick leave balances upon termination or separation of employment, for any reason, with the School District.

Section 3.03 – Disaster Leave

The Employer will provide paid disaster leave for employees who have exhausted accumulated sick leave days prior to the commencement of long-term disability insurance benefits. An employee will become eligible for paid disaster leave after the employee has been continuously disabled and unable to work for fifteen (15) consecutive duty days, as certified by a medical doctor. Disaster leave payments shall commence as of the duty day following the last day of sick leave payment, and shall continue only for the period during which the employee remains continuously disabled and unable to work.

Disaster leave payments shall cease in any event after the fortieth (40th) duty day of absence.

Section 3.04 – Bereavement Leave

Employees may be allowed up to ten (10) days per year of leave with pay in case of death.

Bereavement leave may be used in the case of a death of family members or friends.

Time off for critical illness/bereavement shall be deducted from unused sick days.

Section 3.05 - Personal Leave

The employee shall be allowed five (5) personal business days per year for business that ordinarily cannot be conducted outside the duty day with prior approval of the immediate supervisor via the District substitute/leave reporting system. No more than three (3) days can be used consecutively except for extenuating circumstances. A deduction of these days will be made from sick leave.

Section 3.06 - Leave of Absence Without Pay

The employee may apply for a leave of absence without pay in the event of personal extenuating circumstances. The employee, when on medical leave of absence, is eligible to continue to participate in group insurance programs as permitted under the insurance policy provisions, but shall pay the entire premium for such programs as he/she wishes to retain commencing with the beginning of the leave, subject to the requirements of applicable law.

Section 3.07 - Child Care Leave/Adoption Leave

Child care leaves under this section include maternity leave, parental leave and adoption leave. Child care leaves shall be processed under the Federal Family and Medical Leave Act (FMLA) for those employee's that meet the current eligibility requirements of FMLA as outlined in Policy 410 and Policy 448. Child care leaves for those employees that do not meet the current eligibility requirements of FMLA shall be processed under the District Disability After Childbirth Policy – Policy 411.

A. A child care leave shall be granted by the school district subject to the provisions of this Section. Child care leave may be granted because of the need to prepare and/or provide parental care for a child or children of the employee for an extended period of time.

B. An employee making application for child care leave shall inform the District in writing with intention to take the leave as soon as possible and at least one calendar month before commencement of the intended leave, except in unusual circumstances. The district and the employee will attempt to work out a satisfactory plan for the leave.

C. If the reason for the child care leave is occasioned by pregnancy, the employee shall also provide at the time of the leave application, a medical certification indicating the expected date of the delivery.

D. Sick leave under Section 3.02 and long-term disability insurance under Article IV, Section 4.06, is available for the disabilities of pregnancy prior to the commencement of the child care leave. Such use of sick leave days shall run concurrently with parental leave days under paragraph I.

E. In making a determination concerning the commencement and duration of a child care leave, the School Board shall not, unless otherwise agreed, be required to:

- (1) Grant any leave more than six (6) months in length or to the beginning of the school year following such six (6) month period.

F. Failure of the employee to return pursuant to the date determined under this Section shall constitute the failure to work without first securing a release which is a ground for immediate discharge unless the school district and the employee mutually agree to an extension in the leave.

G. An employee who returns from child care leave within the provisions of this Section shall retain all previous experience credit and any unused leave time accumulated under the provisions of this Agreement at the commencement of the leave.

H. Up to twenty (20) days leave allowance may be used for adoption purposes such as preparation and legal reasons, necessary travel, and initial adjustment.

I. Up to ten (10) days parental leave may be used within 30 days of the birth of a child, the days used to be deducted from sick leave. Employees that qualify for maternity leave are not eligible for these parental leave days.

J. Time off during the leave period shall not count toward a step advancement on the wage schedule. However, office employees will be advanced a step if they worked more than one-half of the duty days in their work year.

Section 3.08 – Religious Observance Leave

Up to three (3) days leave shall be granted to an employee for required religious observance. Such days must be recognized religious holidays and shall not be permitted for circumstances where personal alternative attendance options exist. A deduction of these days will be made from sick leave. Notification must be submitted to their immediate supervisor, in writing, at least three (3) days prior to such absence.

Section 3.09 – Judicial Duty

For any employee who is required to serve as a juror or is subpoenaed to appear as a witness (not as a defendant) in a criminal court case, Northfield Public Schools will make up the difference between such employees basic salary and the fees (but not reimbursed expenses) received by the employee. In order to be eligible for this supplement, the employee must submit to the finance office an itemized certification of fees and expenses for judicial duty. Advance notice to the building administrator is required to permit the scheduling of a substitute, if required. An employee is also required to notify the building administrator immediately upon being excused from judicial duty.

Section 3.10 – Superintendent's Discretionary Leave

Any circumstance that arises necessitating the absence of an employee not specifically included in any of the sections above may be granted as discretionary leave. Such leave must be approved in advance by the superintendent or his/her authorized representative.

Section 3.11 – School Conference and Activities Leave

In accordance with the provisions of MS.181.9412, the District will provide each employee with up to sixteen hours of school conference and activities leave during any twelve month period to attend school conferences or school related activities related to the employee's child, provided the conference, activity or observation cannot be scheduled during non-work hours. One school day advance written notice shall be provided via the District's substitute/leave reporting system. The Human Resources Director can waive the advanced written notice requirement in emergency situations under exceptional or unusual circumstances.

In addition to the statutory definition of school conference and activity leave, employees may also use school conference and activity leave for post-secondary college visits for high school age students.

Such leave will be deducted from the employee's sick leave allowance.

ARTICLE IV INSURANCE

Section 4.01– Insurance Eligibility

An employee must work a regular schedule of 20 or more hours per week in order to be eligible for group insurance coverage.

Section 4.02 – District Obligation

The District's only obligation is to purchase the group insurance policies addressed below and pay such amounts as stated herein. No claim shall be made against the District as a result of a denial of insurance benefits by an insurance carrier.

Section 4.03 - Health and Hospitalization

The School District shall provide eligible employees an opportunity to enroll for either single or family coverage in the District health and hospitalization insurance plan. The School District shall contribute the amounts listed below toward the monthly premium for single and family coverage. The effective date for employer contributions shall be January 1.

The school district will contribute the same amount toward the monthly premiums for single and family coverage as identified in the NEA Agreement.

Section 4.04 - Dental Insurance

The School District shall provide eligible employees with an opportunity to enroll for either single or family coverage in the District dental insurance plan. The School District shall contribute the amounts listed below toward the monthly premium for single or family coverage. The effective date for employer contributions shall be January 1.

The school district will contribute the same amount toward the monthly premiums for single and family coverage as identified in the NEA Agreement.

Section 4.05- Life Insurance

The School District shall provide, at District expense, a group term life insurance plan providing \$100,000 of coverage for each eligible employee. The eligible employees may purchase additional group term life insurance in increments of \$25,000 up to a maximum of \$100,000 at the group rate upon evidence of insurability and acceptance by the carrier. The cost of such additional coverage shall be paid fully by the employee through payroll deduction.

Section 4.06 - Long-Term Disability Insurance

The School District shall pay the full premium for long-term disability insurance for eligible employees. Benefits shall be payable after 60 consecutive days of total disability at 66 2/3% of the basic monthly earnings.

Section 4.07 - Liability Insurance

The School District agrees to insure the employee for loss because of claims brought against him/her caused by any negligent act, error, omission, or breach of duty while acting within the scope of his/her employment or any claim against him/her solely by reason of the holding of his/her position. The amount and extent of coverage shall be subject to limitations imposed by the insurance carrier and applicable law.

Section 4.08 - Duration of Insurance Contribution

Upon separation of employment, all district participation and contribution toward group insurance benefits shall cease effective at the end of the month of the last working day except as provided under other provisions of this manual. However, the employee may be continued in the group insurance plans at his or her own expense for a period following separation determined by the insurance carrier and applicable laws.

ARTICLE V OTHER BENEFITS

Section 5.01 - Travel

Necessary and approved transportation that is required of the employee in the performance of school duty shall be at the expense of the School District. The mileage reimbursement rate and the rate between buildings shall be set by the School Board.

Section 5.02 - Professional Improvement

The employee will participate in professional development activities which are directly related to his or her areas of responsibility and other areas designated by their immediate supervisor. The School District shall pay for all legally valid travel, lodging, and meal expenses and fees for attendance at professional conferences and meetings with other educational agencies when attendance thereof is required, directed, or permitted by their immediate supervisor.

Section 5.03 – Professional Membership Dues

The School District shall pay the annual membership dues for the employee for relevant professional organizations approved by the district.

Section 5.04 - Vandalism Reimbursement

The School District shall reimburse the employee for vehicular vandalism, which occurs in the course of the employee performing his or her required duties, in an amount up to \$500 in a given year toward the unreimbursed insurance deductible amount on the vehicle.

ARTICLE VI RETIREMENT

Section 6.01 – Retirement Insurance

If the employee retires upon attaining age fifty-five (55) or thereafter and has at least ten (10) years experience in the School District, they may elect to be covered under the group

health and hospitalization and dental plans provided by the School District as provided by law. The employee may continue participation in the District's group term life insurance plan according to provisions of Section 4.05 at the employee's own expense until the employee is eligible for Medicare.

The District shall contribute toward the premium for health and hospitalization and dental coverage under the same conditions as if employed but not more than 80% of the health and hospitalization insurance premium, for six (6) years from the date of retirement.

Once a retired employee becomes eligible for Medicare the retired employee's coverage will convert to a Medicare supplement policy. Such policy (when combined with Medicare) will at a minimum be equivalent coverage to the group health and hospitalization plan offered to active employees and retired employees who are not eligible for Medicare.

In the event a retired employee and his or her dependent(s) become eligible for Medicare at different times, the individual insured will be converted to the Medicare supplement policy upon becoming eligible. At such time as there is only one other insured remaining on the family group health plan, he/she will be converted to a single policy under the group health plan until they become eligible for Medicare. If dependent children are covered under the group health plan they will be eligible to continue coverage until such time that the last parent covered on the group health plan becomes eligible for Medicare.

Once the retired employee or their dependent(s) obtain Medicare eligibility, the District shall contribute up to \$400.00 toward the monthly premium of the Medicare supplement plan for the remainder of the contribution period as defined above.

When the retiree becomes eligible for Medicare, the retiree must be in compliance with M.S. 471.611

APPENDIX A

**SALARIES AND DUTY YEAR
2024-25**

| Position | Duty Year | Annual Salary |
|--|------------------|----------------------|
| Executive Assistant to Superintendent & School Board | 52 weeks | \$86,511 |
| HR – Benefits Lead | 52 weeks | \$71,862 |
| Finance – Payroll Specialist | 52 weeks | \$71,862 |

APPENDIX B

**SALARIES AND DUTY YEAR
2025-26**

| Position | Duty Year | Annual Salary |
|--|------------------|----------------------|
| Executive Assistant to Superintendent & School Board | 52 weeks | \$91,433 |
| HR – Benefits Lead | 52 weeks | \$75,951 |
| Finance – Payroll Specialist | 52 weeks | \$75,951 |

**APPENDIX C
STEPS FOR SERVICE**

| | |
|--------|---------|
| Step 1 | \$0 |
| Step 2 | \$1,000 |
| Step 3 | \$2,000 |
| Step 4 | \$3,000 |

INDEPENDENT SCHOOL DISTRICT 659
NORTHFIELD, MINNESOTA
PERSONNEL POLICIES AND PRACTICES

Technology Employees

JULY 1, 2024 THROUGH JUNE 30, 2026

ARTICLE I EMPLOYMENT

Section 1.01 – Introduction

These Personnel Policies and Practices contain information pertaining to your employment with Independent School District No. 659, Northfield (“District”). Please note that the information contained in this document may be changed from time to time. Nothing in this document establishes any form of a contract between you and the District, nor does anything in this document alter your at-will employment relationship with the District. In the same sense that you can resign your employment with the District at any time for any reason or no reason at all, so can the District terminate your employment at any time for any reason or no reason at all, consistent with the concept of at-will employment. When changes occur to the information contained in this document, the revisions will be issued to you. The statements contained in this Section 1.01 are subject to the requirements of any applicable law, such as the Veterans’ Preference Act, granting the employee employment rights.

Section 1.02 – Basic Services

Employees shall faithfully perform the services prescribed by the School Board or designated representative whether or not such services are specifically described in this manual or in a general job description, abide by the rules, regulations and policies as established by the School Board and the State Board of Education, and any additions or amendments thereto, for the annual salary indicated in this contract.

Section 1.03 - Duty Year/Work Day

The duty year shall be as listed in Appendices A and B. The employee shall perform services on those legal holidays on which the School Board so determines. The work day shall be eight (8) hours/day.

ARTICLE II SALARIES

Section 2.01 - Compensation

The annual salary of positions covered by these policies shall be based upon the salary schedule set forth in Appendices A and B.

While the District reserves the right to set salaries, it will seek and receive input from employees and their supervisor regarding the salary structure. The input may be in the form of written or oral communication.

Section 2.02 – Experience Credit

Individuals employed before January 1st, who are still employed by the District on June 30th, shall for the purposes of salary increases be given credit for (1) year of experience.

Section 2.03 – Longevity

| | | | |
|------------------------------|---------|-----------------------------|---------|
| After 6 years of employment: | \$500 | 20-29 years inclusive: | \$1,250 |
| 7-12 years inclusive: | \$750 | After 30 years' employment: | \$1,500 |
| 13-19 years inclusive: | \$1,000 | | |

The longevity amounts are on an annual basis and are to be paid in addition to the base salary. Longevity increments will be divided equally over 24 pay periods during the fiscal year, beginning July 1 each year. All longevity pay will be based on the latest hiring date in cases of broken service.

Section 2.04 - Holidays

Employees who work at least 20 hours per week, with a duty year of 52 weeks or more, shall be entitled to the following ten (10) paid holidays: Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve Day, Christmas Day, New Year's Day, Martin Luther King, Jr. Day, Memorial Day, and Juneteenth. If the approved school calendar precludes the use of any of these days as holidays, an alternate day(s) shall be determined by the immediate supervisor.

ARTICLE III VACATION/LEAVES

Section 3.01 - Vacation

Vacations for employees who work at least 20 hours per week, and work 52 weeks per year, shall be as follows:

| Year of Service in <u>District</u> | Number of Vacation <u>Days</u> |
|---------------------------------------|-----------------------------------|
| 1- 5 | 15 |
| 6+ | 20 |

Part-time employees will receive pro rata vacation. Vacation shall be available to the employee at the beginning of the year (July 1st), however, vacation is considered earned on a monthly basis. Individuals hired after July 1st will receive pro rata vacation.

Unused vacation must be taken within one year following the contract year in which it was earned. Vacation use will be as scheduled with and approved by their immediate supervisor. Any earned vacation days not used prior to the completion of the employee's service, will be paid to the employee at the current rate when the employee's service is completed.

Section 3.02 - Sick Leave

An employee must work a regular schedule of 20 or more hours per week in order to be eligible for sick leave.

Employees shall receive sick leave at the rates listed below to a maximum accumulation of 228 days:

Employees working a duty year of 52 weeks: 12 days/year

Sick leave shall be available to the employee at the beginning of the year (July 1st), however, sick leave is considered earned on a monthly basis.

One day of leave allowance may be used by an employee for each day of absence due to illness or injury which precludes the employee from performing the duties of his/her position.

Sick leave with pay shall be allowed whenever an employee's absence is due to illness or injury of the employee, the employee's dependent child, or another individual as allowed by Minnesota law which prevented the employee's attendance at work on that day or days.

Any employee who has been absent may be required to present a statement from a doctor of medicine verifying an illness and certifying that the employee has recovered sufficiently to return to normal duties. Any employee absent more than five (5) consecutive working days must present such certification. If certification is required for an absence of fewer than six (6) days, the District will designate the physician and pay his/her fee. Charges for certification of absences greater than five (5) consecutive working days will be the responsibility of the District unless the employee requires examination by a specified physician, in which instance the employee will assume the cost of the examination.

An employee receiving compensation under the Worker's Compensation Act may elect to use accumulated leave allowance to make up the difference between the worker's compensation payments and the employee's regular basic salary. Deductions from leave allowance will be made on a prorated basis according to the additional payments to the employee. In no event shall the additional compensation paid to the employee result in the payment of total daily, weekly or monthly compensation in excess of such employee's basic salary.

There shall be no payment for unused, earned sick leave balances upon termination or separation of employment, for any reason, with the School District.

Section 3.03 – Disaster Leave

The Employer will provide paid disaster leave for employees who have exhausted accumulated sick leave days prior to the commencement of long-term disability insurance benefits. An employee will become eligible for paid disaster leave after the employee has been continuously disabled and unable to work for fifteen (15) consecutive duty days, as certified by a medical

doctor. Disaster leave payments shall commence as of the duty day following the last day of sick leave payment, and shall continue only for the period during which the employee remains continuously disabled and unable to work.

Disaster leave payments shall cease in any event after the fortieth (40th) duty day of absence.

Section 3.04 – Bereavement Leave

Employees may be allowed up to ten (10) days per year of leave with pay in case of bereavement.

1. Bereavement leave may be used in the case of a death of family members or friends.

Time off for bereavement shall be deducted from unused sick days.

Section 3.05 - Personal Leave

The employee shall be allowed five (5) personal leave days per year for business that ordinarily cannot be conducted outside the duty day with prior approval of the immediate supervisor. No more than 3 consecutive days can be used for any absence. No more than two employees can use personal leave on any given day. A deduction of these days will be made from sick leave.

Section 3.06 - Leave of Absence Without Pay

The employee may apply for a leave of absence without pay in the event of personal extenuating circumstances. The employee, when on medical leave of absence, is eligible to continue to participate in group insurance programs as permitted under the insurance policy provisions, but shall pay the entire premium for such programs as he/she wishes to retain commencing with the beginning of the leave, subject to the requirements of applicable law.

Section 3.07 - Child Care Leave and Adoption Leave

Child care leaves under this section include maternity leave, parental leave and adoption leave. Child care leaves shall be processed under the Federal Family and Medical Leave Act (FMLA) for those employee's that meet the current eligibility requirements of FMLA as outlined in Policy 410 and Policy 448. Child care leaves for those employee's that do not meet the current eligibility requirements of FMLA shall be processed under the District Disability After Childbirth Policy – Policy 411.

- A. A child care leave shall be granted by the school district subject to the provisions of this Section. Child care leave may be granted because of the need to prepare and/or provide parental care for a child or children of the employee for an extended period of time.

B. An employee making application for child care leave shall inform the District in writing with intention to take the leave as soon as possible and at least one calendar month before commencement of the intended leave, except in unusual circumstances. The district and the employee will attempt to work out a satisfactory plan for the leave.

C. If the reason for the child care leave is occasioned by pregnancy, the employee shall also provide at the time of the leave application, a medical certification indicating the expected date of the delivery.

D. Sick leave under Section 3.02 and long-term disability insurance under Article IV, Section 4.06, is available for the disabilities of pregnancy prior to the commencement of the child care leave. Such use of sick leave days shall run concurrently with parental leave days under paragraph I.

E. In making a determination concerning the commencement and duration of a child care leave, the School Board shall not, unless otherwise agreed, be required to:

- (1) Grant any leave more than six (6) months in length or to the beginning of the school year following such six (6) month period.

F. Failure of the employee to return pursuant to the date determined under this Section shall constitute the failure to work without first securing a release which is a ground for immediate discharge unless the school district and the employee mutually agree to an extension in the leave.

G. An employee who returns from child care leave within the provisions of this Section shall retain all previous experience credit and any unused leave time accumulated under the provisions of this Agreement at the commencement of the leave.

H. Up to twenty (20) days leave allowance may be used for adoption purposes such as preparation and legal reasons, necessary travel, and initial adjustment.

I. Up to ten (10) days parental leave may be used within 30 days of the birth of a child, the days used to be deducted from sick leave. Employees that qualify for maternity leave are not eligible for these parental leave days.

Section 3.08 – Religious Observance Leave

Up to three (3) days leave shall be granted to an employee for required religious observance. Such days must be recognized religious holidays and shall not be permitted for circumstances where personal alternative attendance options exist. A deduction of these days will be made

from sick leave. Notification must be submitted to their immediate supervisor, in writing, at least three (3) days prior to such absence.

Section 3.09 – Judicial Duty

For any employee who is required to serve as a juror or is subpoenaed to appear as a witness (not as a defendant) in a criminal court case, Northfield Public Schools will make up the difference between such employees basic salary and the fees (but not reimbursed expenses) received by the employee. In order to be eligible for this supplement, the employee must submit to the finance office an itemized certification of fees and expenses for judicial duty.

Section 3.10 – Superintendent's Discretionary Leave

Any circumstance that arises necessitating the absence of an employee not specifically included in any of the sections above may be granted as discretionary leave. Such leave must be approved in advance by the superintendent or his/her authorized representative.

Section 3.11. – School Conference and Activities Leave

In accordance with the provisions of MS.181.9412, the District will provide each employee with up to sixteen hours of school conference and activities leave during any twelve-month period to attend school conferences or school related activities related to the employee's child, provided the conference, activity or observation cannot be scheduled during non-work hours. One school day advance written notice shall be provided via the District's substitute/leave reporting system. The Human Resources Director can waive the advanced written notice requirement in emergency situations under exceptional or unusual circumstances. In addition to the statutory definition of school conference and activity leave, employees may also use school conference and activity leave for post-secondary college visits for high school age students.

Such leave will be deducted from the employee's sick leave allowance.

ARTICLE IV INSURANCE

Section 4.01– Insurance Eligibility

An employee must work a regular schedule of 20 or more hours per week in order to be eligible for group insurance coverage.

Section 4.02 – District Obligation

The District's only obligation is to purchase the group insurance policies addressed below and pay such amounts as stated herein. No claim shall be made against the District as a result of a denial of insurance benefits by an insurance carrier.

Section 4.03 - Health and Hospitalization

The School District shall provide eligible employees an opportunity to enroll for either single or family coverage in the District health and hospitalization insurance plan. The effective date for employer contributions shall be January 1 of each year.

The school district will contribute the same amount toward the monthly premiums for single and family coverage as identified in the NEA Agreement.

Section 4.04 - Dental Insurance

The School District shall provide eligible employees with an opportunity to enroll for either single or family coverage in the District dental insurance plan. The effective date for employer contributions shall be January 1 of each year.

The school district will contribute the same amount toward the monthly premiums for single and family coverage as identified in the NEA Agreement.

Section 4.05 - Life Insurance

The School District shall provide, at District expense, a group term life insurance plan providing \$50,000 of coverage for each eligible employee. The eligible employees may purchase additional group term life insurance in increments of \$25,000 up to a maximum of \$100,000 at the group rate upon evidence of insurability and acceptance by the carrier. The cost of such additional coverage shall be paid fully by the employee through payroll deduction.

Section 4.06 - Long-Term Disability Insurance

The School District shall pay the full premium for long-term disability insurance for eligible employees. Benefits shall be payable after 60 consecutive days of total disability at 66 2/3% of the basic monthly earnings.

Section 4.07 - Liability Insurance

The School District agrees to insure the employee for loss because of claims brought against him/her caused by any negligent act, error, omission, or breach of duty while acting within the scope of his/her employment or any claim against him/her solely by reason of the holding of his/her position. The amount and extent of coverage shall be subject to limitations imposed by the insurance carrier and applicable law.

Section 4.08 - Duration of Insurance Contribution

Upon separation of employment, all district participation and contribution toward group insurance benefits shall cease effective at the end of the month of the last working day. However, the employee may be continued in the group insurance plans at his or her own

expense for a period following separation determined by the insurance carrier and applicable laws.

ARTICLE V OTHER BENEFITS

Section 5.01 – Travel

Necessary and approved transportation that is required of the employee in the performance of school duty shall be at the expense of the School District. The mileage reimbursement rate and the rate between buildings shall be set by the School Board.

Section 5.02 - Professional Improvement

The employee will participate in professional development activities which are directly related to his or her areas of responsibility and other areas designated by their immediate supervisor. The School District shall pay for all legally valid travel, lodging, and meal expenses and fees for attendance at professional conferences and meetings with other educational agencies when attendance thereof is required, directed, or permitted by their immediate supervisor.

Section 5.03 – Professional Membership Dues

The School District shall pay the annual membership dues for the employee for relevant professional organizations approved by the district.

Section 5.04 - Vandalism Reimbursement

The School District shall reimburse the employee for vehicular vandalism, which occurs in the course of the employee performing his or her required duties, in an amount up to \$500 in a given year toward the unreimbursed insurance deductible amount on the vehicle.

Section 5.05 – Vehicle Damage Stipend

The School District shall pay a Vehicle Damage Stipend of \$400 (divided over 24 pay periods) per year to each Systems Administrator and Technology Specialist to cover damage to their personal vehicles caused by transporting district technology equipment as part of their assigned duties.

ARTICLE VI
RETIREMENT 403(b) MATCHING PLAN

Section 6.01– 403(b) District Matching Plan

Each year by October 1, employees who wish to participate in the plan shall be responsible to complete and file a salary deduction authorization for their annual contribution to a matching 403(b) plan. The School District will match an employee's contribution to a 403 (b) plan up to \$4,000 per school year. During a year in which the employee makes no contribution, the District shall likewise make no contribution to that employee account. Maximum lifetime district contribution will be \$35,000.

**APPENDIX A
SALARIES AND DUTY YEAR
2024-2025**

| Position | Duty Year | Annual Salary |
|--|------------------|----------------------|
| Systems Administrator* | 52 weeks | \$79,966 |
| Technology Specialist* (4 positions) | 52 weeks | \$67,879 |
| Student Information Systems Specialist | 52 weeks | \$82,296 |

*indicates exempt employee

**APPENDIX B
SALARIES AND DUTY YEAR
2025-2026**

| Position | Duty Year | Annual Salary |
|--|------------------|----------------------|
| Systems Administrator* | 52 weeks | \$83,260 |
| Technology Specialist* (4 positions) | 52 weeks | \$70,675 |
| Student Information Systems Specialist | 52 weeks | \$85,686 |

*indicates exempt employee

STEP INCREMENTS

Steps for full-time service added to the base salary (pro-rated for part-time):

| Experience | 2024-26 |
|----------------------|----------------|
| 1 st Year | \$0 |
| 2 nd Year | \$2,000 |
| 3 rd Year | \$3,000 |
| 4 th Year | \$4,000 |

Northfield School District Bond Referendum Motion Guide
March 2024

Purpose: This document intends to guide the development of the motion to determine the question(s) in a November 2024 referendum election.

| A | B | C |
|--|--|--|
| Bond Referendum Project Options | Question Structure | Bond Length |
| <input type="checkbox"/> Option 1 (up to \$59.5 million) | <input type="checkbox"/> One question including all options selected from the bond referendum project options list | <input type="checkbox"/> Bond length: 20 years |
| <input type="checkbox"/> Option 2 (up to \$95.8 million) | <input type="checkbox"/> Two questions selected from the bond referendum project options list. | <input type="checkbox"/> Bond length: up to 25 years |
| <input type="checkbox"/> Expand windows (up to \$2.5 million) <i>Can add to Option 1 only</i> | <input type="checkbox"/> Three questions selected from the bond referendum project options list. | <input type="checkbox"/> Bond length: up to 30 year |
| <input type="checkbox"/> Athletic fieldhouse(up to \$18.8 million) <i>Can add to Option 1 or Option 2</i> | | |
| <input type="checkbox"/> Geothermal system (up to \$7 million) <i>Can add to Option 1 or Option 2</i> | | |
| <input type="checkbox"/> Other project | | |

Sample Motion

I move that the district place a bond referendum election on the November 5, 2024 ballot that includes

_____ (selected options from Column A)

using

_____ (questions structure from Column B)

with a bond length of up to

_____ (bond length from Column C))

| | | | | | | | | | | | | | |
|-------------------|-----------|-----------|-----------|-----------|---------|----------|----------|---------|----------|-------|-------|-------|-------------|
| | | | | | | 2023/24 | | | | | | | |
| School and | September | September | September | September | October | November | December | January | February | March | April | May | End of Year |
| Grade Level | 5th | 8th | 15th | 22nd | 2nd | 1st | 1st | 2nd | 1st | 1st | 2nd | 1st | 6/6/24 |
| NCEC | | | | | | | | | | | | | |
| Early Childhood | 114 | 108 | 110 | 115 | 114 | 121 | 126 | 136 | 134 | 144 | | | |
| Total | 114 | 108 | 110 | 115 | 114 | 121 | 126 | 136 | 134 | 144 | 0 | 0 | 0 |
| Big 9 Online | | | | | | | | | | | | | |
| Grade K-2036 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Grade 1-2035 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | | | |
| Grade 2-2034 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | |
| Grade 3-2033 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 0 | 0 | | | |
| Grade 4-2032 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | | | |
| Grade 5-2031 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | | | |
| Grade 6-2030 | 1 | 1 | 1 | 1 | 2 | 1 | 2 | 2 | 2 | 3 | | | |
| Grade 7-2029 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | | | |
| Grade 8-2028 | 6 | 4 | 4 | 4 | 2 | 3 | 2 | 2 | 3 | 3 | | | |
| Grade 9-2027 | 6 | 5 | 5 | 5 | 5 | 6 | 7 | 8 | 7 | 8 | | | |
| Grade 10-2026 | 7 | 7 | 7 | 6 | 5 | 6 | 8 | 8 | 12 | 14 | | | |
| Grade 11-2025 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 7 | 10 | | | |
| Grade 12-2024 | 4 | 5 | 5 | 7 | 5 | 5 | 6 | 6 | 8 | 9 | | | |
| Total | 40 | 40 | 37 | 36 | 32 | 34 | 40 | 41 | 48 | 56 | 0 | 0 | 0 |
| Greenvale Park | | | | | | | | | | | | | |
| Grade K-2036 | 62 | 61 | 62 | 62 | 62 | 62 | 61 | 60 | 60 | 60 | | | |
| Grade 1-2035 | 101 | 101 | 101 | 101 | 99 | 101 | 100 | 100 | 101 | 101 | | | |
| Grade 2-2034 | 80 | 80 | 81 | 81 | 81 | 81 | 81 | 81 | 82 | 82 | | | |
| Grade 3-2033 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 83 | 83 | | | |
| Grade 4-2032 | 84 | 84 | 85 | 85 | 85 | 85 | 87 | 88 | 88 | 88 | | | |
| Grade 5-2031 | 72 | 72 | 72 | 72 | 72 | 73 | 74 | 75 | 75 | 75 | | | |
| Total | 481 | 480 | 483 | 483 | 481 | 484 | 485 | 486 | 489 | 489 | 0 | 0 | 0 |
| Spring Creek | | | | | | | | | | | | | |
| Grade K-2036 | 61 | 62 | 62 | 63 | 63 | 65 | 66 | 66 | 67 | 67 | | | |
| Grade 1-2035 | 70 | 69 | 69 | 68 | 69 | 71 | 71 | 71 | 72 | 73 | | | |
| Grade 2-2034 | 74 | 74 | 74 | 73 | 73 | 73 | 73 | 73 | 72 | 73 | | | |
| Grade 3-2033 | 66 | 65 | 65 | 65 | 65 | 65 | 66 | 66 | 68 | 68 | | | |
| Grade 4-2032 | 90 | 90 | 91 | 91 | 91 | 91 | 90 | 91 | 91 | 91 | | | |
| Grade 5-2031 | 93 | 93 | 93 | 93 | 93 | 93 | 93 | 94 | 95 | 95 | | | |
| Total | 454 | 453 | 454 | 453 | 454 | 458 | 459 | 461 | 465 | 467 | 0 | 0 | 0 |
| Bridgewater | | | | | | | | | | | | | |
| Grade K-2036 | 102 | 102 | 102 | 102 | 102 | 103 | 103 | 104 | 104 | 104 | | | |
| Grade 1-2035 | 77 | 78 | 78 | 79 | 79 | 79 | 79 | 79 | 79 | 80 | | | |
| Grade 2-2034 | 90 | 90 | 91 | 91 | 91 | 91 | 91 | 91 | 91 | 91 | | | |
| Grade 3-2033 | 98 | 98 | 98 | 98 | 97 | 97 | 97 | 98 | 100 | 101 | | | |
| Grade 4-2032 | 96 | 95 | 95 | 96 | 97 | 97 | 97 | 97 | 96 | 96 | | | |
| Grade 5-2031 | 97 | 97 | 97 | 97 | 97 | 97 | 97 | 96 | 97 | 97 | | | |
| Total | 560 | 560 | 561 | 563 | 563 | 564 | 564 | 565 | 567 | 569 | 0 | 0 | 0 |
| Middle School | | | | | | | | | | | | | |
| Grade 6-2030 | 294 | 293 | 293 | 294 | 291 | 291 | 291 | 292 | 293 | 295 | | | |
| Grade 7-2029 | 285 | 284 | 284 | 284 | 284 | 280 | 280 | 281 | 279 | 277 | | | |
| Grade 8-2028 | 310 | 309 | 310 | 310 | 309 | 310 | 307 | 309 | 310 | 311 | | | |
| Total | 889 | 886 | 887 | 888 | 884 | 881 | 878 | 882 | 882 | 883 | 0 | 0 | 0 |
| High School | | | | | | | | | | | | | |
| Grade 9-2027 | 327 | 326 | 328 | 328 | 328 | 324 | 325 | 326 | 325 | 325 | | | |
| Grade 10-2026 | 317 | 316 | 317 | 317 | 317 | 318 | 315 | 313 | 307 | 306 | | | |
| Grade 11-2025 | 327 | 321 | 322 | 321 | 321 | 317 | 315 | 314 | 313 | 312 | | | |
| Grade 12-2024 | 321 | 317 | 316 | 316 | 316 | 314 | 313 | 311 | 308 | 305 | | | |
| Total | 1292 | 1280 | 1283 | 1282 | 1282 | 1273 | 1268 | 1264 | 1253 | 1248 | 0 | 0 | 0 |
| ALC | | | | | | | | | | | | | |
| Grade 9-2027 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 0 | 0 | | | |
| Grade 10-2026 | 4 | 4 | 15 | 48 | 48 | 55 | 54 | 57 | 58 | 58 | | | |
| Grade 11-2025 | 15 | 15 | 34 | 24 | 24 | 28 | 27 | 28 | 27 | 28 | | | |
| Grade 12-2024 | 32 | 32 | 89 | 90 | 89 | 86 | 86 | 88 | 81 | 88 | | | |
| Total | 51 | 51 | 138 | 162 | 162 | 170 | 168 | 174 | 166 | 174 | 0 | 0 | 0 |
| Grand Total | 3881 | 3858 | 3953 | 3982 | 3972 | 3985 | 3988 | 4009 | 4004 | 4030 | 0 | 0 | 0 |
| (excluding EC and | 3767 | 3750 | 3791 | 3790 | 3782 | 3790 | 3790 | 3797 | 3796 | 3808 | | | |
| (excluding EC and | 3774 | 3774 | 3774 | 3774 | 3774 | 3774 | 3774 | 3774 | 3774 | 3774 | 3774 | 3774 | 3774 |
| [negative numbers | -7 | -24 | 17 | 16 | 8 | 16 | 16 | 23 | 22 | 34 | -3774 | -3774 | -3774 |

Greenvale Park

| Grade | Teacher | |
|--------------|------------|------------|
| K | Flick | 20 |
| K | Schroyer | 20 |
| K | (Kortbein) | 20 |
| 1 | Borgerding | 19 |
| 1 | Landry | 19 |
| 1 | Nivala | 19 |
| 1 | Swenson | 18 |
| 1 | Ziemann | 26 C |
| 2 | Amundson | 22 C |
| 2 | Bulfer | 20 |
| 2 | Ellerbusch | 19 |
| 2 | Feldmann | 21 |
| 3 | Dimick | 18 |
| 3 | Johnson | 24 C |
| 3 | Peterson | 20 |
| 3 | Timerson | 21 |
| 4 | Garcia | 22 C |
| 4 | Hetzel | 22 |
| 4 | McLaughlin | 22 |
| 4 | Schroeder | 22 |
| 5 | Carlson | 27 |
| 5 | Sickler | 26 |
| 5 | Tacheny | 22 C |
| TOTAL | | 489 |

Spring Creek

| Grade | Teacher | |
|--------------|---------------|------------|
| K | Berkvam Peter | 22 |
| K | Heil, G | 22 |
| K | Matson | 23 |
| 1 | Born | 23 C |
| 1 | Craft | 25 |
| 1 | Downs | 25 |
| 2 | Russell | 19 C |
| 2 | Soderlund | 27 |
| 2 | Spitzack | 27 |
| 3 | Guggisberg | 26 |
| 3 | Jandro | 26 |
| 3 | Sasse | 16 C |
| 4 | Fox | 24 |
| 4 | Haar | 24 |
| 4 | Healy | 25 |
| 4 | McManus | 18 C |
| 5 | Baragary | 25 |
| 5 | Malecha | 24 |
| 5 | Ostermann | 22 C |
| 5 | Stulken | 24 |
| TOTAL | | 467 |

Bridgewater

| Grade | Teacher | |
|--------------|--------------|------------|
| K | Cade | 18 |
| K | Danielson | 23 |
| K | Haley | 21 |
| K | Rodgers | 20 |
| K | Tran | 22 |
| 1 | Bischoff | 20 |
| 1 | Charlton | 21 |
| 1 | Hall | 21 |
| 1 | Lanza | 18 C |
| 2 | LaVoy | 23 |
| 2 | Lofquist | 23 |
| 2 | Schwaab | 23 |
| 2 | Swenson | 22 C |
| 3 | Larson | 24 C |
| 3 | Schuster | 26 |
| 3 | Sickler | 25 |
| 3 | Truman | 26 |
| 4 | Hehr | 27 |
| 4 | Rodriguez | 18 C |
| 4 | Rud | 26 |
| 4 | Ryan | 25 |
| 5 | Blatti | 24 |
| 5 | Duchene/Kohl | 24 |
| 5 | Holden | 26 |
| 5 | Rubin | 23 C |
| TOTAL | | 569 |

| Middle School | Total | High School | Total |
|---------------|------------|---------------|-------------|
| Grade 6-2030 | 295 | Grade 9-2027 | 325 |
| Grade 7-2029 | 277 | Grade 10-2026 | 306 |
| Grade 8-2028 | 311 | Grade 11-2025 | 312 |
| TOTAL | 883 | Grade 12-2024 | 305 |
| | | TOTAL | 1248 |

| ALC | F/T | **P/T | **I/S | Total |
|---------------|-----------|----------|-----------|------------|
| Grade 9-2027 | 0 | 0 | 0 | 0 |
| Grade 10-2026 | 38 | 0 | 20 | 58 |
| Grade 11-2025 | 18 | 0 | 10 | 28 |
| Grade 12-2024 | 40 | 1 | 47 | 88 |
| TOTAL | 96 | 1 | 77 | 174 |

| Regular | Big 9 | Total |
|---|-------------|------------------|
| Early Childhood** | 144 | 144 |
| Kindergarten-2030 | 231 | 0 231 |
| Grade 1-2035 | 254 | 2 256 |
| Grade 2-2034 | 246 | 0 246 |
| Grade 3-2033 | 252 | 0 252 |
| Grade 4-2032 | 275 | 2 277 |
| Grade 5-2031 | 267 | 2 269 |
| Total K-5 | 1669 | 6 1675 |
| Total Middle Sch | 883 | 9 892 |
| Total High Sch | 1248 | 41 1289 |
| GRAND TOTAL | 3800 | 56 3856 |
| ALC 9-12 | | 174 |
| GRAND TOTAL w/ALC and Big 9 only | | 4030 3808 |

Early Childhood**

| Teacher | |
|--------------|------------|
| Boda | 2 |
| Dorey | 13 |
| Gross | 11 |
| Hubbard | 10 |
| Kruse | 1 |
| Ludwig | 17 |
| McLeese | 8 |
| O'Connor | 13 |
| Roth | 18 |
| Sanders | 14 |
| Schnorr | 15 |
| Tharp | 7 |
| Townzen | 11 |
| Webster | 4 |
| TOTAL | 144 |

Big 9 Online

| Grade | Teacher | |
|---------------|---------|-----------|
| Grade K-2036 | Kehler | 0 |
| Grade 1-2035 | Kehler | 2 |
| Grade 2-2034 | Kehler | 0 |
| Grade 3-2033 | Kehler | 0 |
| Grade 4-2032 | Kehler | 2 |
| Grade 5-2031 | Kehler | 2 |
| Grade 6-2030 | Kehler | 3 |
| Grade 7-2029 | Kehler | 3 |
| Grade 8-2028 | Kehler | 3 |
| Grade 9-2027 | Kehler | 8 |
| Grade 10-2026 | Kehler | 14 |
| Grade 11-2025 | Kehler | 10 |
| Grade 12-2024 | Kehler | 9 |
| TOTAL | | 56 |