

INDEPENDENT SCHOOL DISTRICT NO. 659
REGULAR SCHOOL BOARD MEETING

Monday, September 9, 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. Northfield Middle School Improvement Showcase
 - b. NPS Activities Department Improvement Showcase
 - c. LMR Media Update and Contract Extension
 - d. Fall 2024 Bond Referendum
6. Consent Agenda
 - a. Minutes
 - b. Gift Agreements
 - c. Personnel Items
7. Items for Individual Action
 - a. Superintendent's 2024-2025 Focus Areas
8. Items for Information
 - a. Retired Educators' Luncheon
9. Future Meetings
 - a. Monday, September 23, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
 - b. Monday, October 14, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
 - c. Monday, October 28, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
10. Adjournment

NORTHFIELD PUBLIC SCHOOLS
MEMORANDUM

Monday, September 9, 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, September 9, 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. Northfield Middle School Improvement Showcase. Middle School Principal Greg Gelineau will provide the board with an overview of the middle school's successes and highlights in 2023-2024 and the focus areas for the 2024-2025 school year.
 - b. NHS Activities Department Improvement Showcase. Activities Director John Mahal will provide the board with an overview of the activities department's successes and highlights in 2023-2024 and the focus areas for the 2024-2025 school year.
 - c. LMR Media Update and Contract Extension. LMR Media's Lance Reisetter will present an update on identifying, pricing, and selling advertising opportunities within the district. Director of Finance Val Mertesdorf will also present two draft sponsorship agreements and a proposed extended contract with LMR Media.
 - d. Fall 2024 Bond Referendum. Superintendent Hillmann will update the board on the bond referendum informational campaign and highlight upcoming events.
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 August 12, 2024.
 - b. Gift Agreements. Gift agreements to be approved are attached.
 - c. Personnel Items
 - i. Appointments
 1. Riley Butcher, Instructor Lead with Community Ed Recreation, beginning 9/4/2024-5/31/2025. Step 4-\$16.32/hr.
 2. Guadalupe Gallego, Community School Site Assistant for up to 15 hours/week at Greenvale Park, beginning 9/30/2024-5/15/2025. \$15.66/hr.
 3. Giovanni Green, Instructor Lead with Community Ed Recreation, beginning 9/4/2024-5/31/2025. Step 4-\$16.32/hr.
 4. Jacob Halek, Instructor Lead with Community Ed Recreation, beginning 9/4/2024-5/31/2025. Step 4-\$16.32/hr.
 5. Kiera Hasan, Targeted Services MSYC Site Assistant for 2 hours/day Mon.-Thurs. at the Middle School, beginning 9/24/2024-5/15/2025. Step 3-\$19.06/hr.
 6. Megan Holleran, Yearbook Advisor at the High School, beginning 8/28/2024. \$3,326 stipend.
 7. Correction: Amy Kolars, 1.0 FTE Special Education Resource Room Teacher at the Middle School, beginning 8/19/2024. BA10, Step 7.
 8. Jackson LeBlanc, Instructor Lead with Community Ed Recreation, beginning 9/4/2024 - 5/31/2025. Step 4-\$16.32/hr.

9. Elijah Paton, Instructor Lead with Community Ed Recreation, beginning 9/4/2024-5/31/2025. Step 4-\$16.32/hr.
 10. Bryon Sauvy, Instructor Lead with Community Ed Recreation, beginning 9/4/2024-5/31/2025. Step 4-\$16.32/hr.
 11. Deonta Thomas, Instructor Lead with Community Ed Recreation, beginning 9/4/2024-5/31/2025. Step 4-\$16.32/hr.
- ii. Increase/Decrease/Change in Assignment
1. Nives Bakkic, Educational Assistant at the Middle School, add Targeted Services MSYC Site Assistant for 7 hours/week Mon.-Thurs. at the Middle School, effective 9/24/2024-5/15/2025. Step 4-\$19.71/hr.
 2. Liz Brewer, Educational Assistant at the Middle School, add Targeted Services MSYC Site Assistant for 1.75 hours/day Mon.-Thurs. at the Middle School, effective 9/24/2024-5/15/2025. Step 4-\$19.71/hr.
 3. Sebastian Bursert, Cultural Liaison with the District, add Boys Head Soccer Coach at the Middle School, effective 9/3/2024. \$3,326 stipend.
 4. Rikki Drewitz, Media Center EA at the Middle School, add Targeted Services MSYC Site Leader for 8 hours/week Mon.-Thurs. at the Middle School, effective 9/23/2024-5/15/2025. Step 2-\$19.72/hr.
 5. Marilyn Frey, Special Ed EA for 6.50 hours/day and Gen Ed Flex Supervision for .50 hours/day at the High School, change to Special Ed EA for 7 hours/day at the High School, effective 8/26/2024.
 6. Kay Goodrich, Special Ed EA for 6.50 hours/day and Gen Ed Flex Supervision for .50 hours/day at the High School, change to Special Ed EA for 7 hours/day at the High School, effective 8/26/2024.
 7. Brianna Grabinger, ECFE EA Sib Care for 14.5 hours/week at the NCEC, change to ECFE EA Sib Care for 22.25 hours/week at the NCEC, effective 9/16/2024.
 8. Bethany Jensen, Special Ed EA for 6.75 hours/day at the Middle School, add Gen Ed Crossing Guard AM for .25 hours/day at the Middle School, effective 8/3/2024.
 9. Shelly Kruger, Special Ed EA for 6.50 hours/day and Gen Ed Flex Supervision for .50 hours/day at the High School, change to Special Ed EA Job Coach/LI for Job Coach 3.38 hours/day and LI for 3.62 hours/day at the High School, effective 8/26/2024.
 10. Meghan Kuechenmeister, Special Ed EA LI for 6.75 hours/day at the High School, change to Special Ed EA LI for 7 hours/day at the High School, effective 8/26/2024.
 11. Heather Kuehl, English Teacher at the Middle School, add Assistant Boys Soccer Coach at the Middle School, effective 9/3/2024. \$2,772 stipend.
 12. Dolly Larsen, Special Ed EA for 6.75 hours/day and Gen Ed Supervision Bus for .25 hours/day at Spring Creek, change to Special Ed EA for 6.75 hours/day and Gen Ed Supervision Bus for .25 hours/day at the Middle School, effective 9/03/2024-9/13/2024.
 13. Teri Quamme, Special Ed EA for 6.50 hours/day and Gen Ed Supervision for .50 hours/day at the High School, change to Special Ed EA for 7 hours/day at the High School, effective 8/26/2024.
 14. Jessica Rushton, Special Ed EA for 6.75 hours/day at Spring Creek, change to Special Ed EA for 6.75 hours/day and Gen Ed Supervision for .25 hours/day at Spring Creek, effective 9/3/2024.
 15. John Sand, Phy Ed Teacher at the High School, change to .90 FTE Phy Ed Teacher and .10 FTE Health Teacher at the High School, effective 8/22/2024-6/6/2025.
 16. Leah Sand, Health/Phy Ed Teacher at the High School, change to .70 FTE Phy Ed Teacher and .30 FTE Health Teacher at the High School, effective 8/22/2024-6/6/2025.
 17. Tammy Schwagerl, Special Ed EA for 5.75 hours/day, Special Ed Bus Duty for 1.25 hours/day and Gen Ed Flex Supervision for .50 hours/day at the High School, change to Special Ed EA for 6.25 hours/day and Special Ed Bus EA for 1.25 hours/day at the High School, effective 8/26/2024.
 18. Pilar Sullivan, Hand in Hand Gen Ed EA for 7.50 hours/day at the NCEC, change to Hand in Hand Gen Ed EA for 7.75 hours/day at the NCEC, effective 9/3/2024.
 19. Tori Swedin, ECFE EA Sib Care for 5 hours/week at the NCEC, change to ECFE EA Sib Care for 6 hours/week at the NCEC, effective 9/16/2024.
 20. Karrie Vogel, Special Ed EA for 6.75 hours/day and Gen Ed Supervision for .25 hours/day at Spring Creek, change to Special Ed EA for 6.5 hours/day and at Spring Creek, effective 9/3/2024.
 21. Sarah Wolfe, ECFE EA Sib Care for 15 hours/week at the NCEC, change to ECFE EA Sib Care for 9 hours/week at the NCEC, effective 9/16/2024.
 22. Brent Yule, Health/Phy Ed Teacher at the High School, change to .30 FTE Phy Ed Teacher and .70 FTE Health Teacher at the High School, effective 8/22/2024-6/6/2025.
- iii. Leave of Absence
1. Katherine Norrie, Teacher at the High School, FMLA Leave of Absence beginning 9/18/2024 and continue on an intermittent basis as needed for up to 60 work days.
- iv. Retirements/Resignations/Terminations
1. Molly Archambault, Special Ed EA at the High School, resignation effective 8/26/2024.
 2. Michele Cruz, Special Ed EA at the Middle School, resignation effective 8/26/2024. Will continue as a CNA at the Middle School.

*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. Superintendent's 2024-2025 Focus Areas. The board is asked to approve the Superintendent's 2024-2025 Focus Areas as presented at the last school board meeting.

Superintendent's Recommendation: Motion to approve the Superintendent's 2024-2025 Focus Areas as presented.

8. Items for Information

- a. Retired Educators' Luncheon. Board members are invited to attend the district's annual retired educators' luncheon on Friday, October 4. The luncheon will be held at Ruth's on Stafford beginning at 11:30 a.m. If you plan to attend please RSVP to Anita Aase no later than Sept. 26.

9. Future Meetings

- a. Monday, September 23, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
- b. Monday, October 14, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
- c. Monday, October 28, 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.

Purpose

The purpose of the school improvement showcase is to share success stories, identify focus areas for the upcoming school year, align efforts, and inspire action toward achieving our strategic plan and vision to prepare **every** student for lifelong success!

School Improvement Showcase Highlights and Focus Areas

Highlights and Focus Areas	
Highlights	Benchmark Alignment
<p>NMS sent our first AVID cohort to the High School</p>	<p><u>Benchmarks this highlight aligns with:</u></p> <ul style="list-style-type: none"> ● All students have a connection with a caring adult beyond their parents as they transition to middle school. ● All students have interests, goals, and a vision for the future by the end of 8th grade. ● All parents report satisfaction with their children’s educational experience. <p><u>Strategic Commitment this highlight aligns with:</u></p> <ul style="list-style-type: none"> ● Equity–We ensure that every child has a fair opportunity to reach their full potential. ● Learner Outcomes–We ensure that every child has a fair opportunity to reach their full potential.
<p>We improved our score on the employee experience survey question that reads, “I see progress being made to create a culture of success for employees across the organization and those we serve.”</p> <p>Improved from a mean of 3.67 in the spring of 2023 to 3.84 in the Fall of 2023.</p> <p>Increased the Top Box from 22.95% in the spring of 2023 to 25.22% in the Fall of 2023.</p>	<p><u>Benchmarks this highlight aligns with:</u></p> <ul style="list-style-type: none"> ● All employees report satisfaction in the workplace. <p><u>Strategic Commitment this highlight aligns with:</u></p> <ul style="list-style-type: none"> ● Learner Outcomes–We ensure that every child has a fair opportunity to reach their full potential.
<p>We improved our score on the parent/caregiver experience survey question that reads, “I am treated with respect at the middle school.”</p>	<p><u>Benchmarks this highlight aligns with:</u></p> <ul style="list-style-type: none"> ● All students exhibit physical, social, and emotional well-being. ● All students have a connection with a caring adult beyond their parents as they transition to middle school. ● All parents report satisfaction with their children’s educational experience.

<p>Improved from a mean of 4.18 in the spring of 2023 to 4.26 in the fall of 2023.</p>	
<p>Focus Area for 2024-25</p> <p>NMS Focus Area: All NMS classrooms will incorporate two or more AVID strategies into each unit of study during the 2024-25 school year</p>	<p><u>Benchmarks this highlight aligns with:</u></p> <ul style="list-style-type: none"> • All students have a connection with a caring adult beyond their parents as they transition to middle school. • All students have interests, goals, and a vision for the future by the end of 8th grade. • All parents report satisfaction with their children’s educational experience. <p><u>Strategic Commitment this highlight aligns with:</u></p> <ul style="list-style-type: none"> • Equity–We ensure that every child has a fair opportunity to reach their full potential. • Learner Outcomes–We ensure that every child has a fair opportunity to reach their full potential.
<p>Focus Area for 2024-25</p> <p>NMS Focus Area: All NMS students will feel connected to at least one trusted adult in the building.</p>	<p><u>Benchmarks this focus area aligns with:</u></p> <ul style="list-style-type: none"> • All students are connected to the community. • All students exhibit physical, social, and emotional well-being. • All students have a connection with a caring adult beyond their parents as they transition to middle school. • All parents report satisfaction with their children’s educational experience. <p><u>Strategic Commitment this highlight aligns with:</u></p> <ul style="list-style-type: none"> • People–We prioritize the engagement, satisfaction, and support of every student, staff member, and family.
<p>Focus Area for 2024-25</p> <p>NMS Focus Area: NMS teachers will incorporate one <u>new</u> High Impact Teaching Strategy each semester (two total)</p>	<p><u>Benchmarks this focus area aligns with:</u></p> <ul style="list-style-type: none"> • All students are at grade level in reading and mathematics by the end of 3rd and 6th grades. • All parents report satisfaction with their children’s educational experience. <p><u>Strategic Commitment this highlight aligns with:</u></p> <ul style="list-style-type: none"> • Equity–We ensure that every child has a fair opportunity to reach their full potential. • Learner Outcomes–We ensure that every child has a fair opportunity to reach their full potential.

Summary

The 2023-24 school year was a success with many wins to celebrate. We made a targeted effort to work on the staff culture by adding back some fun social activities and throwing in some new ones. NMS staff gave us positive feedback and the desire to continue with these events. We also made great strides in our equity journey from an academic and behavioral perspective. We may not have reached our last year goal of decreasing school wide quarter two D’s and F’s to 9% by 2025-26, but continue to make progress. This past year grade 6 dropped by 6% (19%), grade 7 by 10% (15%) and grade 8 by 14.5% (31%). I would expect this trend to continue, but it will more than likely take us longer to reach this goal. We also want to celebrate the great work that was done to improve the adult NMS culture. It was easy to get overly focused on student goals and forget to spend time on our adults. We flipped the narrative this past year and intentionally made time to connect as a staff and have some fun along the way.

Overall, I am very proud of all the work we did during the 2023-24 school year and when the state report card comes out, I believe we will see some terrific results from our work.

Moving forward NMS will take a new approach to school improvement and closely align to our District Strategic Commitments. All our teaching staff will be expected to work on five NMS focus areas this year, with two of the areas being used to create PLC smart goals. This will allow for more grade level and department driven goals and do a better job looping in our elective teachers, who have always felt like they were on the outside looking in. All of the NMS Focus Areas are connected to one or more of the district strategic commitments and our hope is to bring the building and district goals even more closely aligned. Below are the 5 NMS focus areas:

1. All NMS classrooms will incorporate two or more AVID strategies into each unit of study during the 2024-25 school year.
2. All NMS students will feel connected to at least one trusted adult in the building.
3. All NMS students will actively use an organizational tool to keep track of current and upcoming assignments/events.
4. NMS teachers will incorporate one new [High Impact Teaching Strategy](#) each semester (two total).
5. NMS will have all digital materials accessible in audio format.



Northfield Middle School

2024-25 School Improvement Showcase
September 9, 2024



Strategic Plan

VISION

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

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.	<small>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."</small>



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.

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.

District 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.

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.

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.

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".

School Improvement Showcase Purpose

- Share success stories
- Identify focus areas
- Align with the district's strategic plan
- Inspire action
- Align efforts

...to prepare **every** student for lifelong success!

2023-24 SIP Goal Results

- The middle school made positive progress on all three of our goals.
- The middle school improved our responses on the Employee Experience Survey question about having a positive culture from 3.67 to 3.84, on a 5 point scale.
- The middle school continued its downward trend of lowering the number of “F’s” during quarter two, in all three grades.
- The middle school saw a drop of the number of suspensions of our students of color to below 5%, which is lower than the demographic percentage and significantly lower than 2023-24.



NMS sent our first AVID cohort to the High School



Benchmarks this highlight aligns with:

- All students have a connection with a caring adult beyond their parents as they transition to middle school.
- All students have interests, goals, and a vision for the future by the end of 8th grade.
- All parents report satisfaction with their children's educational experience.

Strategic Commitment this highlight aligns with:

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

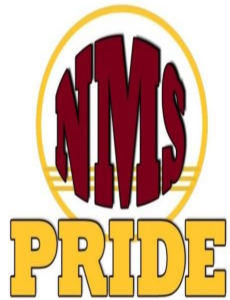
We improved our score on the employee experience survey question that reads, “I see progress being made to create a culture of success for employees across the organization and those we serve.”



Benchmarks this highlight aligns with:

- All employees report satisfaction in the workplace.

We improved our score on the parent/caregiver experience survey question that reads, “I am treated with respect at the middle school.”



Prepared

Respect

Integrity

Dependability

Excellence

Preparados

Respeto

Integridad

Digno/a de confianza

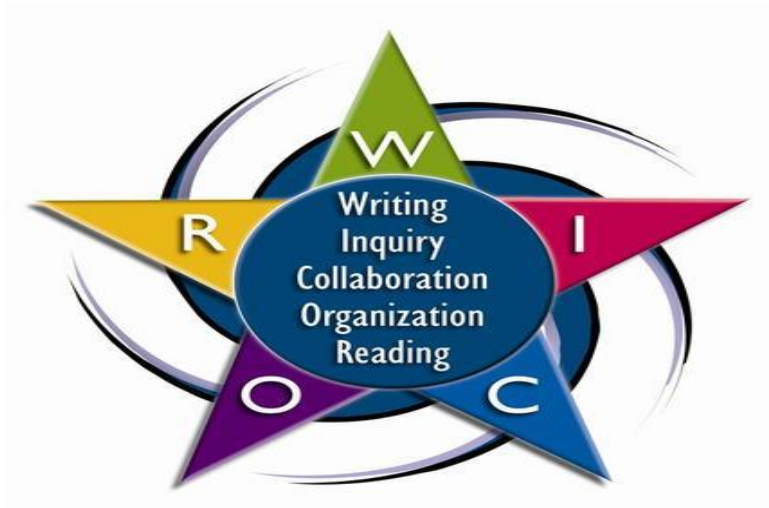
Excelencia

Benchmarks this highlight aligns with:

- All students exhibit physical, social, and emotional well-being.
- All students have a connection with a caring adult beyond their parents as they transition to middle school.
- All parents report satisfaction with their children’s educational experience.

NMS Focus Area:

All NMS classrooms will incorporate two or more AVID strategies into each unit of study during the 2024-25 school year



Benchmarks this highlight aligns with:

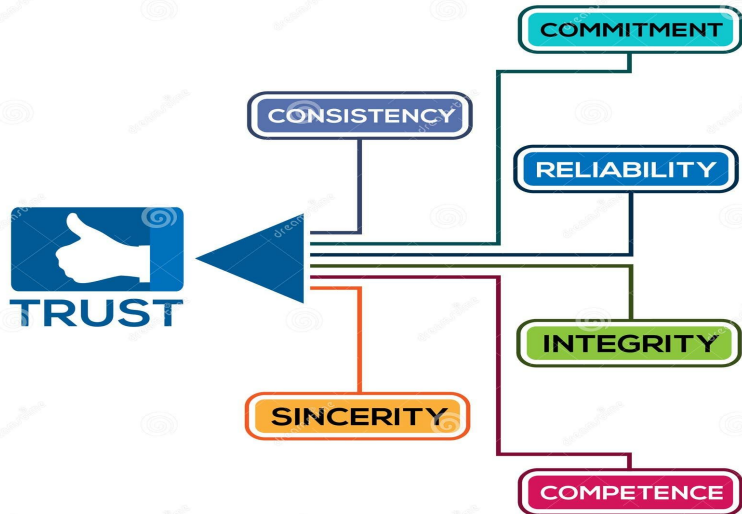
- All students have a connection with a caring adult beyond their parents as they transition to middle school.
- All students have interests, goals, and a vision for the future by the end of 8th grade.
- All parents report satisfaction with their children's educational experience.
-

Strategic Commitment this highlight aligns with:

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

NMS Focus Area:

All NMS students will feel connected to at least one trusted adult in the building.



Benchmarks this focus area aligns with:

- All students are connected to the community.
- All students exhibit physical, social, and emotional well-being.
- All students have a connection with a caring adult beyond their parents as they transition to middle school.
- All parents report satisfaction with their children's educational experience.

Strategic Commitment this highlight aligns with:

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

NMS Focus Area:

NMS teachers will incorporate one new High Impact Teaching Strategy each semester (two total)



Benchmarks this focus area aligns with:

- All students are at grade level in reading and mathematics by the end of 3rd and 6th grades.
- All parents report satisfaction with their children's educational experience.

Strategic Commitment this highlight aligns with:

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

Thank You and Questions



Purpose

The purpose of the school improvement showcase is to share success stories, identify focus areas for the upcoming school year, align efforts, and inspire action toward achieving our strategic plan and vision to prepare **every** student for lifelong success!

School Improvement Showcase Highlights and Focus Areas

Highlights and Focus Areas	
Highlights	Benchmark Alignment
Highlight No. 1	<ul style="list-style-type: none"> Aligning with district benchmark #9, I sent out surveys to each family/caretaker at the end of each season to provide feedback (if they'd like) from their child's season. (Only fall/winter were completed the previous year). Each program has specific results based on student and family/caretaker survey data. This data allowed me to dive deeper if/when themes of information or event-specific moments needed to be celebrated.
Highlight No. 2	<ul style="list-style-type: none"> Aligning with district benchmark #4, in June, we had two guest speakers who helped provide professional development for our head coaches in order to learn together so we could provide great learning opportunities for each of our students. We were able to weave in Raiders L.E.A.D. information into our conversations so that our coaches also understand what we are doing in school and how they can utilize the same language/concepts within their programs. We need to be leaders of self before we can lead others!
Highlight No. 3	<ul style="list-style-type: none"> Aligning with district benchmark #2, our Bleacher Captains attended multiple events throughout the year and helped our student body cheer positively and often made a difference in cheering on our teams! Multiple ADs have commented on how classy our students are and will be trying to duplicate what we have established.
Focus Area No. 1	<ul style="list-style-type: none"> Aligning with district benchmark #9, it is important to continue asking our families and caretakers how their child's experience has been in the activity they participated in. This allows us to continuously learn and grow for that ongoing improvement that we strive for with everything we do.
Focus Area No. 2	<ul style="list-style-type: none"> Aligning with district benchmark #4, it is important for our students to create relationships with their coaches/advisors that allow them to feel valued while being put into situations that support their physical, social, and emotional well-being. NHS head coach professional development has been minimal in recent years due to COVID but this was a need I heard from coaches to have more continuity and togetherness as an NHS coaching staff across all activities.
Focus Area No. 3	<ul style="list-style-type: none"> Aligning with district benchmark #2, our Bleacher Captain program supports our students to display and showcase positive behavior while out in the community. Each year we have new students so we will need to continue to provide specific

	<p>training to help them lead positive cheers at our events so that we are cheering for our team, not against our opponents or officials.</p> <ul style="list-style-type: none">● Using an MSHSL grant, we brought in DJ Hillier to help support our positive messages/training this fall.
--	--

Summary

Overall, we have great student participation numbers, which translates into students who feel valued and are connected to our building/community. Our parents/caretakers report high satisfaction rates and our coaches continue to support students to not only do well in their activity but to learn life skills that will support them as they move forward in their journey. I'm also pleased with how we have been mindful of our overall activities budget even with rising official expenses and multiple teams/individuals going to state competitions last year (great problem to have!)

Northfield High School Activities

2024-25 School Improvement Showcase
September 9, 2024

Strategic Plan

VISION

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

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



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.

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.

District 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.

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.

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.

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".

School Improvement Showcase Purpose

- Share success stories
- Identify focus areas
- Align with the district's strategic plan
- Inspire action
- Align efforts

...to prepare **every** student for lifelong success!

2023-24 SIP Goal Results

- **Family Engagement:** 85% of respondents will rate their child's overall experience in the program a 4 or better on a 5 point scale on an end of season survey.
(2023-24 results: 83%)
- **Learner Outcomes:** 83% of participants will agree or strongly agree that “My participation in the sport/activity has helped me feel connected to my school and/or community.”
(2023-24 results: 88%)
- **Anti-Racism Goal:** Bleacher Captains goals: Spectator supervisors will report positive student spectator behavior at 100% of NHS home events.
(2023-24 results 100%)



Highlight #1 - Family/Caretaker Survey Data



- Aligning with district benchmark #9, I sent out surveys to each family/caretaker at the end of each season to provide feedback (if they'd like) from their child's season. (Only fall/winter were completed the previous year).
- Each program has specific results based on student and family/caretaker survey data.
- This data allowed me to dive deeper if/when there were themes of information or event specific moments that need to be celebrated.

Highlight #2 - Head Coach Professional Development



- Aligning with district benchmark #4, in June, we had two guest speakers that helped provide professional development for our head coaches in order to learn together so we can provide great learning opportunities for each of our students.
- We were able to weave in Raiders L.E.A.D. information into our conversations so that our coaches also understand what we are doing in school and how they can utilize the same language/concepts within their programs. We need to be leaders of self before we can lead others!

Highlight #3 - Bleacher Captain's



- Aligning with district benchmark #2, our Bleacher Captain's attended multiple events throughout the year and helped our student body cheer positively and oftentimes be a difference maker in cheering on our teams!
- Multiple AD's have commented on how classy our students are and will be trying to duplicate what we have established.

Focus Area No. 1 (Family/Caretaker Survey Data)



- Aligning with district benchmark #9, it is important to continue asking our families and caretakers how their child's experience has been in the activity they participated in. This allows us to continuously learn and grow for that ongoing improvement that we strive for with everything we do.

Focus Area No. 2 (Head Coach Professional Development)



- Aligning with district benchmark #4, it is important for our students to create relationships with their coaches/advisors that allows them to feel valued while being put into situations that supports their physical, social, and emotional well-being.
- NHS head coach professional development has been minimal in recent years due to COVID but this was a need I heard from coaches in order to have more continuity and togetherness as a NHS coaching staff across all activities.

Focus Area No. 3 (Bleacher Captains)



- Aligning with district benchmark #2, our Bleacher Captain program supports our students to display and showcase positive behavior while out in the community.
- Each year we have new students so we will need to continue to provide specific training to help them lead positive cheers at our events so that we are cheering for our team, not against our opponents or officials.
- Using a MSHSL grant, we brought in DJ Hillier to help support our positive messages/training this fall.

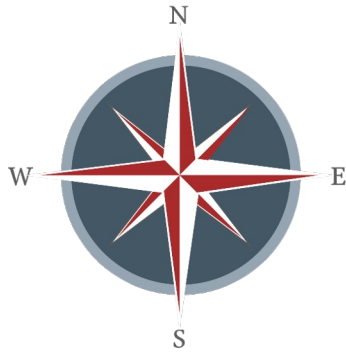
NHS Activity Participation Rates

	2022-2023	2023-2024	2024-2025
Boys Cross Country	53	62	61
Girls Cross Country	40	41	43
Football	92	93	101
Boys Soccer	54	70	57
Girls Soccer	39	54	47
Girls Swim & Dive	51	48	49
Girls Tennis	38	36	45
Volleyball	50	57	62
Bowling	16	15	12
Fall Play/Musical	20	26	25
	453	502	502

It is great to see steady activity participation rates amongst our student population! The more students participate in one or more activities, the more we hope they will feel valued, connected, and interested in being student leaders for NHS to reach their full potential!

Thank You and Questions





LMR MEDIA
Local Marketing Results

Partnership with Northfield Public School District

September 9, 2024

LMR - Local Marketing Results Media Background

- A Northfield business - started with a vision of helping Northfield companies with advertising and marketing
- Full-service agency that specializes in hyper-local advertising and marketing
- Parent company of NorthfieldLive, which streams Northfield athletics and activities
- Team has extensive background in local marketing and advertising research
- Currently in an agreement with Northfield School District

Advertising Opportunities & Vision

- There are opportunities for the Northfield School District to further develop relationships with local businesses that both provide revenue for the district and provide advertising space for the clients.
- The opportunity for local businesses to show support in these spaces signifies:
 - Client as a Community Partner
 - Proud supporter of Northfield School District

Potential Revenue

Strategy to purchase new scoreboards / upgrade facilities

POTENTIAL NET REVENUE TO NORTHFIELD SCHOOL DISTRICT

\$200,000

YEARS 1-5

- Memorial Field
- Varsity Baseball Field
- Varsity Softball Field
- JV Softball Field

\$705,150

YEARS 6-10

- Memorial Field
- Varsity Baseball Field
- Varsity Softball Field
- JV Softball Field
- Gym
- New Gym expansion
- JV Baseball Field

Pending Approval: LMR Media Service Agreement

- LMR is not simply a vendor, we are a business partner - the work for us does not stop when the signs are sold and put up
- The scope of work changed from simply identifying space and selling advertising to a much larger plan that includes helping the school develop a cohesive plan to showcase a desirable finished/planned look for multiple fields
 - Different types of signs on multiple fields
 - Many hours of due diligence on materials to use
 - Identifying vendors
 - Creating mockups for clients
 - Work with grounds to create maintenance plan

Northfield Public Schools Strategic Commitment: Partnerships

Pending Approval: NCC Builders Pressbox

Memorial Field press box in need of structural & functional repairs, including:

- Exterior siding needs to be replaced
 - Fix rotten framing when siding is off
- Windows need to be replaced after framing is fixed
- Rotting floor has been patched
- Vinyl floor needs to be replaced
- Electrical updating
- Ventilation updating
- Exterior Doors updating



NHS Memorial Field

Mesh Banner
(Seasonal)

26' long 4' high

5 year Contract



Varsity Baseball Field

- Vinyl over Aluminum (Not Seasonal)
- 4'x8'
- 5 year Contract



Varsity Baseball Field



AWAY DUGOUT (FROM DIVISION ST):

Rock Fields: JV Softball Field



Rock Fields: JV Softball Field



DRAFT - EXAMPLES ONLY

Rock Fields Varsity Softball

- Vinyl over Aluminum (Not Seasonal)
- 5'x10'
- 5 year Contract

SCREENING

NEW SCREENING TO END OF FENCE - ADVERTISING SPACES

IDERS

NORTHFIELD
NIA
INSURANCE AGENCY, INC.

ServiceMASTER
Clean

COMMUNITY
RESOURCE BANK

RA
A U

DRAFT - EXAMPLES ONLY

Rock Fields Varsity Softball



Rock Fields Varsity Softball



**HOME DUGOUT RAIDER
BRANDING**

Sales Representative Contract

This Sales Representative Contract ("Contract") is made effective as of September 01, 2024, by and between Northfield School District, of 201 Orchard Street South, Northfield, Minnesota 55057, and LMR Media, of 8918 Canby Ct., Northfield, Minnesota 55057.

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

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

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

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

Therefore, the parties agree as follows:

DESCRIPTION OF SERVICES. Beginning on September 01, 2024, LMR Media will provide the following services (collectively, the "Services"):

Help the Northfield School District monetize space and beautification of facilities by:

Identify locations for potential advertisers

Determine the size of potential ad spots, including dimensions and ability to withstand a sign of various materials

Consult with multiple vendors regarding outdoor elements/weather impact on signage

Consult with the school district grounds crew on the feasibility

Considering both year-round and seasonal signs

Due diligence on current facilities to understand what needs updating/upgrading before signage can be applied or sold

Due diligence mitigating potential issues up-front (e.g., weather and human interaction/vandalism) by sourcing numerous vendors and material types that can be maintained

Create a pricing structure based on data, research & analysis including:

Location

Visibility

Proximity to traffic

MnDOT traffic counts

Weather and wind flow

Size of signage

Signage materials (e.g., mesh, vinyl over aluminum or wood).

Cost of various materials

Cost of other advertising in the area.

Will signage stay up continuously or need to be put up & taken down in Spring & Fall

Create mock-ups of signs

Create full-field mock-ups creating a vision for cohesive, good-looking, finished products (e.g., Memorial Field, Gymnasium, Baseball/Softball Fields, etc.)

Be an intermediary between Northfield School District and local businesses to create an advertising partnership beneficial to all parties

Help create business-to-business agreements for Northfield School District & be an advocate for the Northfield Booster Club.

In partnership with the school district, advocate for the school district and business partners by standing behind the product by being part of a solution should the need arise.

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

COMMISSION PAYMENTS. Northfield School District will make commission payments to LMR Media based on 20% of Gross Sales that LMR Media sells or manages. For the purposes of this Contract, Gross Sales that LMR Media sells or manages means Total customer revenues. less shipping charges.

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

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

TERM/TERMINATION. This Contract shall terminate automatically on August 31, 2029.

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

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

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

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

IF for Northfield School District:

Northfield School District
Dr. Matt Hillmann
Superintendent
201 Orchard Street South
Northfield, Minnesota 55057

IF for LMR Media:

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

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

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

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

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

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

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

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

Company:
Northfield School District

By: _____
Dr. Matt Hillmann
Superintendent

Date: _____

Sales Representative:
LMR Media

By: *Lance Reisetter* _____
Lance Reisetter
Owner

Date: 08/19/2024 _____

**NORTHFIELD PUBLIC SCHOOLS
ACTIVITIES SPONSOR
PARTNER AGREEMENT**

This Agreement entered into this _____ day of _____, by and between Northfield Public Schools, ISD 659 hereinafter referred to as “School”, and NCC Builders, hereinafter referred to as “Partner”, hereby agree as follows:

1. Terms and Conditions. Under the terms and conditions herein set forth, the School grants advertising rights to the Partner on the Northfield High School Memorial Field Pressbox for the term of this agreement.

1.1. Partner agrees to remodel the Northfield High School Memorial Field Pressbox including but not limited to replacing exterior siding and windows.

1.2. Years one (1) through five (5) will be five thousand dollars (\$5,000.00) annually. Partner will not be responsible for the annual amount up to the amount of donated labor and materials.

2. Term of Agreement. The period of this agreement shall be for an initial term of five (5) years, effective July 1, 2024 through June 30, 2029.

3. Payment. Partner agrees to pay a lump sum payment by September 30th of each year of the agreement, payable to Northfield Public Schools.

4. First Right of Refusal/Renewal. Partner shall have the right of first refusal and/or renewal to negotiate a new agreement. Partner shall notify School, in writing, no less than 180 days prior to expiration of the Agreement to exercise first right of refusal and/or renewal.

4.1. If Partner chooses to renew, years six (6) through ten (10) will be renewed at five thousand dollars (\$5,000.00) annually.

4.2. If Partner chooses to renew, years eleven (11) through fifteen (15) will be renewed at seven thousand dollars (\$7,000.00) annually.

5. Miscellaneous Provisions.

5.1. Partner Rebranding - In the event that the Partner organization updates or changes their logo, the Partner will be responsible for the cost of updating the necessary items.

5.2. Relocation - School reserves the option during the term of this Agreement to relocate, at the District's expense, equipment under this agreement. School will ensure that the alternate location is reasonably comparable.

5.3. Damage - School will ensure that equipment is kept in good working condition. If equipment is damaged, School will attempt to repair or replace the equipment. If School is not able to repair or replace the equipment, School will notify Partner in writing within thirty (30) days. Partner will have the option to repair or replace equipment under this agreement. If Partner does not want to repair or replace equipment under this agreement, the agreement will be canceled for the remaining term.

6. Assignment. This agreement shall not be assigned by the Partner, nor shall the Partner grant any other person any of its rights without prior written consent of School.

6.1. Partner will have the option to pay the remaining balance of this agreement in the event Partner is closing or selling the business.

7. Hold Harmless and Indemnification. Partner agrees to defend, hold harmless and indemnify the School, its officers, agents and employees, from and against any and all actions, suits, damages, liability or other proceedings which may arise as the result of the advertising contemplated. This section does not require Partner to be responsible for or defend against any claims or damages arising solely from acts or omissions of the State, its officers, agents, or employees.

8. Applicable Law. This Agreement shall be governed by the laws of the State of Minnesota. If any provision of this Agreement is or becomes unenforceable, the other provisions shall remain valid and enforceable to the maximum extent possible.

9. Nondiscrimination. It is mutually agreed that there shall be no discrimination on the basis of a person's race, color, creed, religion, national origin, ancestry, citizenship, gender, sexual orientation, age, or disability.

10. Default. If Partner fails to pay when due any amount owing under this Agreement, and such failure continues for a period of ten (10) days after Partner receives written notice of the default from School, or if either party to this Agreement fails to perform any of its covenants and obligations under this Agreement, and such failure continues for a period of thirty (30) days after the non-performing party receives written notice of the default from the other

party, then such aggrieved party may terminate this Agreement by giving notice of termination.

11. Advertising Content. All advertisements will be approved by the Activities Director or their designee prior to being placed on the Scoreboard. The Director's approval determination shall be made no later than ten (10) business days after he or she has received the proposed advertisement from the Partner. The following advertising is not acceptable:

- i. Individuals or groups promoting tobacco, alcohol, drugs, drug paraphernalia, liquor, weapons, obscene, pornographic or illegal materials;
 - ii. Political parties, candidates, or movements;
 - iii. Individuals or groups promoting gambling;
 - iv. Religious organizations or messages;
 - v. Advertising that is misleading, deceptive, disrespectful, fraudulent, or libelous;
 - vi. Advertising that is obscene, contains vulgar language, or promotes illegal or sexual activity; and
 - vii. Advertising that is disruptive to the education of School's students.
 - viii. Advertising that is inconsistent with the educational objections of the board of education or inappropriate for inclusion in publication.
-

On this day and year first above written, the parties hereto have executed this Agreement.

NCC BUILDERS

Adam Steffl
President
1610 Riverview Lane
Northfield, MN 55057

Authorized Signature and Title

Date

NORTHFIELD PUBLIC SCHOOLS

Val Mertesdorf
Director of Finance
201 Orchard Street South
Northfield, MN 55057

Authorized Signature and Title

Date

2024 Northfield High School Bond Referendum Learning Opportunities

Last updated 08/08/2024

Would you like a presentation for your group? Contact Anita Aase at (507) 663-0629 or aaase@northfieldschools.org

Note: Tours will be canceled if there no attendees 15 minutes after it is scheduled to start.

Date	Event	Location	Time	Notes
March 21, 2024	Prairie Creek School Board	Prairie Creek Community School	7:00 p.m.	
April 6, 2024	Chamber Community Market Fair	Dundas Dome	9 a.m. - 3 p.m.	
April 13, 2024	NHS Tour	NHS Media Center	4 p.m. - 6 p.m.	Enter at Door No. 10. Tour begins in media center. This event includes a presentation, tour, and Q&A.
April 23, 2024	Virtual Session	Zoom	12 p.m. - 12:30 p.m.	A virtual session includes a short presentation and Q&A. Zoom link
April 27, 2024	NHS Tour	NHS Media Center	9 a.m. - 11 a.m.	Enter at Door No. 10. Tour begins in media center. This event includes a presentation, tour, and Q&A.
April 28, 2024	Virtual Session	Zoom	7 p.m. - 7:30 p.m.	A virtual session includes a short presentation and Q&A. Click here for the Zoom link.
May 2, 2024	Rotary	United Methodist Church	12 p.m. - 1:30 p.m.	For Rotary members and their guests. (Rescheduled at Rotary's request from June 27)
May 3, 2024	Cinco de Mayo	Northfield Middle School	5 p.m. - 7 p.m.	
May 7, 2024	Virtual Session	Zoom	12 p.m. - 12:30 p.m.	A virtual session includes a short presentation and Q&A. Click here for the Zoom link.
May 14, 2024	NHS Tour	NHS Media Center	4 p.m. - 6 p.m.	Enter at Door No. 10. Tour begins in media center. This event includes a presentation, tour, and Q&A.
May 15, 2024	Intergovernmental Township Meeting	Northfield Town Hall	7 p.m.	
May 16, 2024	Third Thursdays	Division Street between 4th & 5th	5 p.m. - 8 p.m.	Riverwalk Market Fair
May 18, 2024	NHS Tour	NHS Media Center	9 a.m. - 11 a.m.	Enter at Door No. 10. Tour begins in media center. This event includes a presentation, tour, and Q&A.
May 19, 2024	Virtual Session	Zoom	7 p.m. - 7:30 p.m.	A virtual session includes a short presentation and Q&A. Click here for the Zoom link.
May 20, 2024	FiftyNorth	1651 Jefferson Pkwy	10:30 a.m. - 11:30 a.m.	
May 21, 2024	Arcadia School Board	Arcadia Charter School	6:30 p.m.	
June 10, 2024	Northfield Lions Club	Flaherty's Northfield Lanes	12 noon	Lions Club meeting
June 12, 2024	Books and Stars	Way Park	6 p.m. - 7 p.m.	
June 15, 2024	NHS Tour	NHS Media Center	9 a.m. - 11 a.m.	Enter at Door No. 10. Tour begins in media center. This event includes a presentation, tour, and Q&A. (Start time changed to 9 am)
June 20, 2024	Third Thursdays	Division Street between 4th & 5th	5 p.m. - 8 p.m.	Riverwalk Market Fair
June 24, 2024	NHS Tour	NHS Media Center	4 p.m. - 6 p.m.	Enter at Door No. 10. Tour begins in media center. This event includes a presentation, tour, and Q&A. This tour precedes the Chamber of Commerce candidate forum.
June 25, 2024	Evenings in the Park	Dresden Hill Park	6 p.m. - 7:30 p.m.	
June 26, 2024	Books and Stars	Way Park	6 p.m. - 7 p.m.	
July 2, 2024	Kildahl Park Pointe	888 Cannon Valley Drive	10:00 a.m.	
July 3, 2024	Books and Stars	Way Park	6 p.m. - 7 p.m.	
July 8, 2024	NHS Tour	NHS Media Center	3 p.m. - 5 p.m.	Enter at Door No. 10. Tour begins in media center. This event includes a presentation, tour, and Q&A.
July 9, 2024	Castle Rock township meeting	Castle Rock townhall	7:00 p.m.	
July 10, 2024	Bridgewater township meeting	Bridgewater townhall	4:00 p.m.	
July 10, 2024	Books and Stars	Way Park	6 p.m. - 7 p.m.	
July 16, 2024	Evenings in the Park	Northfield Estates	6 p.m. - 7:30 p.m.	
July 17, 2024	Books and Stars	Way Park	6 p.m. - 7 p.m.	
July 18, 2024	Third Thursdays	Division Street between 4th & 5th	5 p.m. - 8 p.m.	Riverwalk Market Fair
July 24, 2024	Books and Stars	Way Park	6 p.m. - 7 p.m.	
July 25, 2024	Northfield Crazy Daze	Downtown Northfield	7 a.m. - 4 p.m.	
July 27, 2024	NHS Tour	NHS Media Center	9 a.m. - 11 a.m.	Enter at Door No. 10. Tour begins in media center. This event includes a presentation, tour, and Q&A.
July 29, 2024	Greenvale Park township meeting	Greenvale Park townhall	7:00 p.m.	
July 31, 2024	Books and Stars	Way Park	6 p.m. - 7 p.m.	
August 10, 2024	NHS Tour	NHS Media Center	10 a.m. - 12 p.m.	Enter at Door No. 10. Tour begins in media center. This event includes a presentation, tour, and Q&A.
August 14, 2024	Chamber State of the District	Ruth's on Stafford	11 a.m. - 1 p.m.	For Chamber of Commerce members and their guests.
August 14, 2024	FiftyNorth	1651 Jefferson Pkwy	6 p.m. - 7 p.m.	
August 15, 2024	Third Thursdays	Division Street between 4th & 5th	5 p.m. - 8 p.m.	Riverwalk Market Fair
August 20, 2024	NHS Tour	NHS Media Center	4 p.m. - 6 p.m.	Enter at Door No. 10. Tour begins in media center. This event includes a presentation, tour, and Q&A.
August 20, 2024	Evenings in the Park	Summerfield	6 p.m. - 7:30 p.m.	
August 31, 2024	NHS Tour	NHS Media Center	10 a.m. - 12 p.m.	Enter at Door No. 10. Tour begins in media center. This event includes a presentation, tour, and Q&A.
September 9, 2024	FiftyNorth	1651 Jefferson Pkwy	9 a.m. - 10 a.m.	Northfield Area Retired Educators (NARE)
September 14, 2024	NHS Tour	NHS Media Center	9 a.m. - 11 p.m.	Enter at Door No. 10. Tour begins in media center. This event includes a presentation, tour, and Q&A.
September 14, 2024	Hispanic Heritage Celebration	Central Park	11 a.m. - 5 p.m.	
September 16, 2024	NHS Tour	NHS Media Center	4 p.m. - 6 p.m.	Enter at Door No. 10. Tour begins in media center. This event includes a presentation, tour, and Q&A.

2024 Northfield High School Bond Referendum Learning Opportunities

Last updated 08/08/2024

Would you like a presentation for your group? Contact Anita Aase at (507) 663-0629 or aaase@northfieldschools.org

Note: Tours will be canceled if there no attendees 15 minutes after it is scheduled to start.

Date	Event	Location	Time	Notes
October 7, 2024	NHS Tour	NHS Media Center	6 p.m. - 8 p.m.	Enter at Door No. 10. Tour begins in media center. This event includes a presentation, tour, and Q&A.
October 15, 2024	NHS Tour	NHS Media Center	4 p.m. - 6 p.m.	Enter at Door No. 10. Tour begins in media center. This event includes a presentation, tour, and Q&A.
October 17, 2024	FiftyNorth	1651 Jefferson Pkwy	1 p.m. - 2 p.m.	
October 24, 2024	NHS Tour	NHS Media Center	6 p.m. - 8 p.m.	Enter at Door No. 10. Tour begins in media center. This event includes a presentation, tour, and Q&A.
November 2, 2024	NHS Tour	NHS Media Center	10 a.m. - 12 p.m.	Enter at Door No. 10. Tour begins in media center. This event includes a presentation, tour, and Q&A.

NORTHFIELD PUBLIC SCHOOLS

School Board Minutes

August 26, 2024

District Office Boardroom

1. Call to Order

School Board Chair Claudia Gonzalez-George called the regular meeting of the Board of Education of Independent School District No. 659 to order at 6:00 p.m. Present: Butler, Goerwitz, Gonzalez-George, Hardy, Miller, Nelson, and Quinnell. Absent: None. This meeting was open to the public, live-streamed and recorded, and access to the recording was posted to the school district website.

2. Agenda Approval/Table File

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

3. Public Comment

There was no public comment.

4. Announcements and Recognitions

- The district's annual back-to-school event was held today. The program included recognizing staff for their years of service, individual recognitions, and student speakers.

5. Items for Discussion and Reports

- a. Northfield Community Education Improvement Showcase. Director of Community Education Erin Bailey provided the board with an overview of the NCEC successes and highlights in 2023-2024 and the focus areas for the 2024-2025 school year.
- b. Bridges Math Implementation. Director of Instructional Services Hope Langston and PreK-12 Systems and Instructional Coach Ray Coudret presented an update on the implementation of the new Kindergarten-Grade 5 math curriculum.
- c. Superintendent's 2024-2025 Focus Areas. Dr. Hillmann shared a draft of his focus areas for the 2024-25 school year. This will be an item for individual action at the next school board meeting.
- d. Fall 2024 Bond Referendum. Superintendent Hillmann updated the board on the bond referendum informational campaign and highlighted upcoming events.

6. Consent Agenda

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

- a. Minutes. Minutes of the Regular School Board meeting held on August 12, 2024.
- b. Gift Agreements. Gift agreements included in the board packet.
- c. Financial Report. Director of Finance Mertesdorf requested the board approve paid bills totaling \$1,978,834.57, payroll checks totaling \$3,594,889.69, a wire transfer totaling \$450,000.00 from Frandsen General to Frandsen Sweep, a wire transfer totaling \$300,000.00 from Frandsen Sweep to Frandsen General, and the financial reports for April 2024. At the end of April 2024 total cash and investments amounted to \$23,645,549.54.
- d. Boys Cross Country Sponsorship with Arcadia. The board approved the non-exclusive cooperative sponsorship with Arcadia Charter School for boys cross country beginning with the 2024-2025 school year.
- e. Personnel Items
 - i. Appointments
 1. Shari Bridley, Special Ed EA PCA for 7 hours/day at the NCEC, beginning 8/26/2024. Special Ed Step 4 - \$18.05/hr. + PCA Stipend - subject to change upon settlement of 2024-26 agreement.

2. Marc Byler, Assistant Football Coach for 2 hours/day at the Middle School, beginning 8/20/2024. \$2,772 stipend, step 1.
 3. Antonia Duresky, Child Nutrition Associate I for 5 hours/day at the High School, beginning 9/3/2024. \$21.92/hr.
 4. Updated Lane Placement: Natalie Jaeger, 1.0 FTE Mathematics Teacher at the High School, beginning 8/22/2024. BA30, Step 4.
 5. Bethany Jensen, Special Ed EA PCA for 6.75 hours/day at the Middle School, beginning 8/26/2024. Special Ed Step 4 - \$18.05/hr. + PCA Stipend - subject to change upon settlement of 2024-26 agreement.
 6. Oskar Kuehl, Assistant Boys Soccer Coach at the High School, beginning 8/20/2024. \$4,990 stipend, step 1.
 7. Correction on pay rate: Gretta Kunze, Summer Bridges to Kindergarten Teacher at BW, effective 8/5/24-8/16/24. \$40.00/hr.
 8. Updated Lane Placement: Andrea Lang, 1.0 FTE Special Ed EBD Teacher at Spring Creek, beginning 8/19/2024. BA40, Step 1
 9. Beau Lepper, General Ed EA-Supervision for 2.5 hours/day and Special Ed EA PCA for 4.75 hours/day at Greenvale Park, beginning 8/26/2024. Special Ed Step 4-\$18.05/hr. + PCA Stipend Gen Ed Step 4-\$16.66/hr. - subject to change upon settlement of 2024-26 agreement.
 10. Will McCreary, Girls Tennis Coach at the Middle School, beginning 9/3/2024. \$2,772 stipend, step 1.
 11. Dylan O'Toole, Special Ed EA PCA for 6.75 hours/day and Special Ed EA Bus for .33 hours/day at Bridgewater, beginning 8/26/2024. Step 1 - \$16.66/hr. + PCA Stipend - subject to change upon settlement of 2024-26 agreement.
 12. Ella Palmquist, 1.0 FTE Early Childhood Special Education Teacher at the NCEC, beginning 8/22/2024-6/6/2025. BA, Step 1-pending obtaining a Tier 1 MN teaching license for ECSE.
 13. Caroline Peterson, 1.0 FTE Long Term Substitute Fifth Grade Teacher at Bridgewater, beginning 8/22/2024-11/18/2024. BA, Step 1
 14. Sarah Scofield, Assistant Girls Soccer Coach for 2 hours/day at the Middle School, beginning 9/3/2024. \$2,772 stipend, step1.
 15. Tegan Underdahl, EarlyVentures Teacher for 40 hours/week at the NCEC, beginning 8/22/2024. Step 1-\$19.06/hr.
 16. Dilcia Alvia Santamaria, 1.0 FTE Custodian at Bridgewater, beginning approximately 8/28/2024. Step 1-\$20.67/hr.
 17. Dylan Besch, Kid Ventures Student Site Assistant for up to 15 hours/week at Greenvale Park, beginning 8/29/2024. Student Step 1-\$15.66/hr.
 18. Sophia Haugen, Kid Ventures Student Site Assistant for up to 15 hours/week at Bridgewater, beginning 8/29/2024. Student Step 1-\$15.66/hr.
 19. Ella Hillis, Community School Club Leader for up to 15 hours/week at Greenvale Park, beginning 9/30/2024-5/15/2025. \$25.53/hr.
 20. Ella Hillis, Community School Site Assistant for up to 15 hours/week at Greenvale Park, beginning 9/30/2024-5/15/2025. Step 2-\$18.43/hr.
 21. Zoe Jesh, Early Ventures Teacher for 40 hours/week at the NCEC, beginning 8/22/2024. Step 2-\$19.71/hr.
 22. Correction: Beau Lepper, General Ed EA-Supervision for 2.5 hours/day and Special Ed EA PCA for 4.75 hours/day at Greenvale Park, beginning 8/26/2024. Special Ed Step 4-\$18.05/hr. + PCA Stipend Gen Ed Step 4-\$18.05/hr. - subject to change upon settlement of 2024-26 agreement.
 23. Scott Pitts, General Ed EA for 6 hours/day at Bridgewater, beginning 9/3/2024-6/6/2025. Gen Ed Step 4-\$18.05/hr. - subject to change upon settlement of 2024-26 agreement.
 24. Emilia Rosas-Riley, 1.0 FTE Custodian at Greenvale Park, beginning approximately 8/28/2024. Step 5-\$22.58/hr.
 25. Dan Roschen, 1.0 FTE Head Custodian at the Middle School, beginning 9/8/2024. Step 6-\$32.26/hr.
- ii. Increase/Decrease/Change in Assignment
1. Addie Barber, KidVentures Student Site Assistant for 40 hours/week at Spring Creek, change to KidVentures Student Site Assistant for up to 15 hours/week at Spring Creek, effective 9/2/2024.
 2. Cassie Bardole, KidVentures Site Assistant on call as needed at Spring Creek, change to KidVentures Site Assistant for up to 11 hours/week at Bridgewater, effective 8/22/2024.
 3. Pamela Bennewitz, EA for 35 hours/week at Greenvale Park, add Community School Site Assistant for up to 8 hours/week at Greenvale Park, effective 9/30/2024-5/15/2025. Step 3-\$19.06/hr.
 4. Isabella Bisel, KidVentures Student Site Assistant for 40 hours/week at Spring Creek, change to KidVentures Student Site Assistant for up to 15 hours/week at Bridgewater, effective 8/22/2024.
 5. Amy Boecker, KidVentures Site Assistant for up to 40 hours/week at Spring Creek, change to KidVentures Substitute with Community Education, effective 8/22/2024.
 6. Jasmine Bos, KidVentures Site Assistant for 40 hours/week at Spring Creek, change to KidVentures Site Assistant for up to 28.5 hours/week at Greenvale Park, effective 8/22/2024.

7. Jasmine Bos, KidVentures Site Assistant for 28.5 hours/week at Spring Creek, add Special Ed EA PCA for 4 hours/day at Bridgewater, effective 8/26/2024. Step 1 - \$16.66/hr. + PCA Stipend - subject to change upon settlement of 2024-26 agreement.
8. Russel Boyington, KidVentures Site Assistant for up to 40 hours/week at Spring Creek, change to Kidventures Substitute with Community Education, effective 8/22/2024.
9. Russel Boyington, Theater Advisor and KV Sub at the Middle School/Community Ed, add Community School Club Leader for up to 10 hours/week at Greenvale Park, effective 9/30/2024-5/15/2025. \$25.53/hr.
10. Russel Boyington, Theater Advisor and KV Sub at the Middle School/Community Ed, add Community School Site Assistant for up to 10 hours/week at Greenvale Park, effective 9/30/2024-5/15/2025. \$19.71/hr.
11. Mary Boyum, Special Ed EA for 6.75 hours/day and Gen Ed Supervision for .25 hours/day at Spring Creek, Change to Special Ed EA for 6.50 hours/day and Gen Ed Supervision for .25 hours/day. Add Special Ed Bus EA for 1.25 hours/day at Spring Creek, effective 9/3/2024-6/6/2025.
12. Amelia Brandt, KidVentures Site Assistant for 40 hours/week at Spring Creek, change to KidVentures Site Assistant for up to 28.5 hours/week at Bridgewater, effective 9/3/2024.
13. Elizabeth Brewer, Special Ed EA PCA for 6.75 hours/day at the Middle School, change to Change to Special Ed EA for 6.25 hours/day and add Special Ed Bus EA for 1.50 hours/day at the Middle School/Spring Creek, effective 9/3/2024-6/6/2025.
14. Jasmin Celis, KidVentures Student Site Assistant on call as needed at Spring Creek, change to KidVentures Student Site Assistant for up to 15 hours/week at Spring Creek, effective 8/22/2024.
15. Taylor Choudek, 1.0 FTE Early Childhood Special Ed Teacher at the NCEC, change to .90 FTE Early Childhood Special Ed Teacher and .10 Early Learning Coach at the NCEC, effective 8/14/2024.
16. Peggy Christensen, CNA at Bridgewater, add Special Ed EA Bus for 19 hours/week with the District, effective 8/26/2024-6/6/2025.
17. Joshua Craft, KidVentures Site Assistant for up to 40 hours/week at Spring Creek, change to Kidventures Substitute with Community Education, effective 9/2/2024.
18. Michele Cruz, CNA I for 5 hours/day at the High School, change to CNA I for 3 hours/day at the Middle School, effective 8/19/2024.
19. Michele Cruz, CNA I for 3 hours/day at the Middle School, add Special Ed EA PCA for 2.5 hours/day at the Middle School, effective 8/26/2024. Step 1 - \$16.66/hr. + PCA Stipend - subject to change upon settlement of 2024-26 agreement.
20. Ashley Douglas, Educational Assistant at Bridgewater, add Community School Club Leader for up to 8 hours/week at Bridgewater, effective 9/30/2024-5/15/2025. \$25.53/hr.
21. Lindsey Downs, ADSIS Teacher at Spring Creek, add .50 Head Volleyball Coach, .50 Assistant Volleyball Coach-8th Grade at the Middle School, effective 9/3/2024. \$3,049 stipend step 1.
22. Will Downs, KidVentures Site Assistant for up to 40 hours/week at Spring Creek, change to Kidventures Substitute with Community Education, effective 9/2/2024.
23. Claire Edwards, KidVentures Site Assistant for 40 hours/week at Spring Creek, change to KidVentures Site Assistant for up to 15 hours/week at Spring Creek, effective 8/22/2024.
24. Nolan Feldhake, KidVentures Site Assistant for up to 40 hours/week at Spring Creek, change to Kidventures Substitute with Community Education, effective 9/2/2024.
25. Isabel Fleming, KidVentures Student Site Assistant for 40 hours/week at Spring Creek, change to KidVentures Site Assistant for up to 15 hours/week at Greenvale Park, effective 9/2/2024.
26. Ilana Forsgren, KidVentures Site Assistant on call as needed at Spring Creek, change to KidVentures Site Assistant for up to 8.5 hours/week at Bridgewater, effective 8/22/2024.
27. Ana Gallego, Special Ed EA for 6.75 hours/day and Gen Ed Supervision for .50 hours/day at Greenvale Park, change to Special Ed EA for 5.75 hours/day and Gen Ed Supervision for .50 hours/day. Add Kindergarten EA for 1 hour/day at Greenvale Park, effective 9/3/2024.
28. Ana Gallego, Educational Assistant at Greenvale Park, add Community School Club Leader for up to 8 hours/week at Greenvale Park, effective 9/30/2024-5/15/2025. \$25.53/hr.
29. Aimee Gerdesmeier, KidVentures Site Leader for 40 hours/week at Spring Creek, change to KidVentures Site Leader for 35 hours/week at Spring Creek, effective 9/3/2024.
30. Leah Grisim, Head Boys Soccer Coach at the Middle School, change to Head Girls Soccer Coach at the Middle School, effective 9/3/2024. \$3,326 stipend, step 2.
31. Mary Harrity-Davidson, Girls Tennis Co-Head Coach at the Middle School, change to Girls Head Tennis Coach at the Middle School, effective 9/3/2024. \$3,326 stipend, step 10.
32. Jaelyn Holz, KidVentures Student Site Assistant for 40 hours/week at Spring Creek, change to KidVentures Student Site Assistant for up to 15 hours/week at Spring Creek, effective 8/22/2024.
33. Kailyn Ims, KidVentures Student Site Assistant for 40 hours/week at Spring Creek, change to KidVentures Student Site Assistant for up to 15 hours/week at Bridgewater, effective 9/3/2024.
34. Briana Lanham, KidVentures Site Assistant for 40 hours/week at Spring Creek, change to KidVentures Site Assistant for up to 28.5 hours/week at Spring Creek, effective 9/2/2024.
35. Alisa Larsen, Special Ed EA PCA for 7 hours/day M-Th at the NCEC, add Special Ed EA Bus for 3.75 hours/week at Bridgewater, effective 9/3/2024-6/6/2025.

36. Susan Lightfield, KidVentures Student Site Assistant for 40 hours/week at Spring Creek, change to KidVentures Student Site Assistant for up to 8.5 hours/week at Spring Creek, effective 8/22/2024.
37. Allison Matthews, KidVentures Student Site Assistant for 40 hours/week at Spring Creek, change to KidVentures Student Site Assistant for up to 15 hours/week at Bridgewater, effective 9/2/2024.
38. Beth McClune, Special Ed EA PCA for 6.75 hours/day at the Middle School, Change to Special Ed EA for 6.25 hours/day and add Special Ed Bus EA for 1.25 hours/day at the Middle School, effective 9/3/2024-6/6/2025.
39. Tonya Merritt Skluzacek, KidVentures Site Leader for 40 hours/week at Spring Creek, change to KidVentures Site Leader for 35 hours/week at Bridgewater, effective 9/2/2024.
40. Rebecca Meyer, Special Ed EA for 6.50 hours/day and Gen Ed Supervision for .50 hours/day at the High School, Change to Special Ed EA for 6.25 hours/day and Gen Ed Supervision for .50 hours/day. Add Special Ed Bus EA for 1.25 hours/day at the High School, effective 9/3/2024-6/6/2025.
41. Nancy Meyers, CN at the Middle School, add Special Ed EA Bus for 3 hours/day with the District, effective 9/3/2024-6/6/2025.
42. Lacey Neuman Bissonnette, KidVentures Site Leader on call as needed at Spring Creek, change to KidVentures Site Leader for 35 hours/week at Greenvale Park, effective 8/22/2024.
43. Brody Nygaard, KidVentures Student Site Assistant for up to 40 hours/week at Spring Creek, change to Kidventures Substitute with Community Education, effective 9/2/2024.
44. Kayden Oaklund, KidVentures Student Site Assistant for up to 40 hours/week at Spring Creek, change to Kidventures Substitute with Community Education, effective 8/22/2024.
45. Deb Pack, Special Ed EA PCA for 6.25 hours/day and Gen Ed EA for .50 hours/day at the High School, Change to Special Ed EA for 5.75 hours/day and Gen Ed EA for .50 hours/day. Add Special Ed Bus EA for 1.25 hours/day at the High School, effective 9/3/2024-6/6/2025.
46. Lizbeth Ramirez, KidVentures Site Assistant for 40 hours/week at Spring Creek, change to KidVentures Site Assistant for up to 3.75 hours/week at Greenvale Park, effective 8/22/2024.
47. Nicole Rasmussen, KidVentures Site Assistant for 40 hours/week at Spring Creek, change to KidVentures Site Assistant for up to 15 hours/week at Bridgewater, effective 8/22/2024.
48. Elga Reyes De Broughton, Special Ed EA for 6.75 hours/day and Gen Ed Supervision for .25 hours/day at Spring Creek, Change to Special Ed EA for 6.50 hours/day and add Special Ed Bus EA for 1.25 hours/day at Spring Creek, effective 9/3/2024-6/6/2025.
49. Amanda Rezac, Special Ed EA at the High School, add KidVentures Site Assistant for up to 15 hours/week at Spring Creek, effective 8/26/2024. Step 3-\$19.06/hr.
50. Raine Scheuble, KidVentures Student Site Assistant for up to 40 hours/week at Spring Creek, change to Kidventures Substitute with Community Education, effective 9/2/2024.
51. Qiyuan Shen, KidVentures Site Assistant for 40 hours/week at Spring Creek, change to KidVentures Site Assistant for up to 2.5 hours/week at Greenvale Park, effective 9/2/2024.
52. Marea Sieger, KidVentures Student Site Assistant on call as needed at Spring Creek, change to KidVentures Student Site Assistant for up to 15 hours/week at Greenvale Park, effective 8/22/2024.
53. Kaine Singvongsa, Special Ed EA PCA for 5.75 hours/day and Special Ed Bus EA for 1.25 hours/day at Greenvale Park, change to Special Ed EA PCA for 6.75 hours/day at Greenvale Park, effective 8/26/2024.
54. Jade Suhsen, EarlyVentures Teacher at the NCEC, change to Special Ed EA for 17.5 hours/week at the NCEC and add KidVentures Site Assistant for 8.5 hours/week at Greenvale Park, effective 8/26/2024.
55. Laura Vind, Special Ed Teacher at the Middle School, change Special Ed EA PCA for 31.25 hours/week at the High School, effective 9/3/2024-6/6/2025.
56. Camden Waters, KidVentures Site Assistant for up to 40 hours/week at Spring Creek, change to Kidventures Substitute with Community Education, effective 9/2/2024.
57. Carina Zick, Special Ed EA PCA for 6.75 hours/day and Gen Ed EA for .25 hours/day at Spring Creek, Change to Special Ed EA for 6 hours/day and add Special Ed Bus EA for 1.50 hours/day at Spring Creek, effective 9/3/2024-6/30/2025.
58. Mason Zick, Physical Ed Teacher at the Middle School, add Football Coach Grade 6 at the Middle School, effective 9/3/2024. \$2,218 stipend, step 1.
59. Trish Beacom, Early Ventures Teacher for 32 hours/week at the NCEC, change to Early Ventures Teacher for up to 40 hours/week at the NCEC, effective 8/26/2024.
60. Adriana Bermudez, Early Ventures Teacher and EA for up to 40 hours/week at the NCEC, change to EA for 4.10 hours/day and Early Ventures Substitute at the NCEC, effective 8/26/2024.
61. Mairin Born, Grade 1 Teacher at Spring Creek, add Community School Teacher for up to 8 hours/week at Spring Creek, effective 9/30/2024-5/15/2025. \$40/hr.
62. Hannah Braun, Early Ventures Site Assistant for 32.5 hours/week at the NCEC, change to Early Ventures Site Assistant for 40 hours/week at the NCEC, effective 8/26/2024.
63. Katie Casson, German Teacher at the High School, add Senior Class Advisor at the High School, effective 8/22/2024-6/6/2025. \$300 stipend.
64. Anita Corwin, Early Ventures Site Assistant for up to 40 hours/week at the NCEC, change to Early Ventures Site Assistant for up to 40 hours/week at the NCEC, effective 8/26/2024.

65. Kaci DeGroot, Early Ventures Teacher for 40 hours/week at the NCEC, change to Early Ventures Teacher for 32 hours/week at the NCEC, effective 8/26/2024.
66. Adria Fischer, Early Ventures Teacher 16 hours/week at the NCEC, change to Early Ventures Teacher for 32 hours/week at the NCEC, effective 8/26/2024.
67. Sara Gerdesmeier, Early Ventures Site Assistant for 30 hours/week at the NCEC, change to Early Ventures Site Assistant for 37.5 hours/week at the NCEC, effective 8/26/2024.
68. Danielle Goodfellow, Early Ventures Teacher for 38 hours/week at the NCEC, change to Early Ventures Teacher for 40 hours/week at the NCEC, effective 8/26/2024.
69. Garrett Gray, KidVentures Substitute, change to KidVentures Site Assistant for up to 28.5 hours/week at Bridgewater and Spring Creek, effective 8/26/2024.
70. Brenda Hand, EL Teacher at Bridgewater, add Community School Teacher for up to 8 hours/week at Bridgewater, effective 9/30/2024-5/15/2025. \$40/hr.
71. Gretchen Heil, Kindergarten Teacher at Spring Creek, add Community School Teacher for up to 4 hours/week at Spring Creek, effective 9/30/2024-5/15/2025. \$40/hr.
72. Anna Kelly, Science Teacher at Greenvale Park, add Community School Teacher for up to 12 hours/week at Greenvale Park, effective 9/30/2024-5/15/2025. \$40/hr.
73. Rachael Langer, Math Teacher at the Middle School, add Math League Advisor 1.5 hours/week at the Middle School, effective 9/3/2024. \$3,326 stipend.
74. Anne Larson, Short Call Substitute Teacher with the District, add Long Term Substitute Grade 3 Teacher at Greenvale Park, effective 8/30/2024-9/16/2024. Lane/step
75. Ana Marquez Gaton, EL EA for 7 hours/day at the Middle School, change to EL EA for 6.75 hours/day at the Middle School, effective 9/3/2024.
76. Amanda Morelan, Spec Ed EA for 6.75 hours/day at the Middle School, add Gen Ed EA Crossing Guard for .25 hours/day at the Middle School, effective 9/3/2024.
77. Katherine Norrie, Art Teacher at the High School, add Senior Class Advisor at the High School, effective 8/22/2024-6/6/2025. \$716.67 stipend.
78. Sandy Pelava, Early Ventures Teacher for 38 hours/week at the NCEC, change to Early Ventures Teacher for 40 hours/week at the NCEC, effective 8/26/2024.
79. Sara Redetzke, Special Ed EA for 6.75 hours/day at the Middle School, add Gen Ed EA Crossing Guard for .25 hours/day at the Middle School, effective 9/3/2024.
80. Kelli Rehbein, Early Ventures Teacher for 32 hours/week at the NCEC, change to Early Ventures Teacher for 40 hours/week at the NCEC, effective 8/26/2024.
81. Megan Roe, Early Ventures Teacher for 38 hours/week at the NCEC, change to Early Ventures Teacher for 40 hours/week at the NCEC, effective 8/26/2024.
82. Angie Schewe, Early Ventures Teacher for 24 hours/week at the NCEC, change to Early Ventures Teacher for 16 hours/week (may work additional hours on an as needed basis) at the NCEC, effective 8/26/2024.
83. Mackenzie Schewe, Early Ventures Teacher for up to 40 hours/week at the NCEC, change to Early Ventures Substitute at the NCEC, effective 8/26/2024.
84. Katie Schuman, Early Ventures Teacher for 38.5 hours/week at the NCEC, change to Early Ventures Teacher for 40 hours/week at the NCEC, effective 8/26/2024.
85. Tammy Schwagerl, Special Ed EA for 6.50 hours/day and Gen Ed Supervision for .50 hours/day at the High School, Change to Special Ed EA for 5.75 hours/day and Gen Ed Supervision for .50 hours/day. Add Special Ed Bus EA for 1.25 hours/day at the High School, effective 9/3/2024-6/6/2025.
86. Sarah Swan McDonald, Social Studies Teacher at the High School, add Senior Class Advisor at the High School, effective 8/22/2024-6/6/2025. \$716.67 stipend.
87. Amanda Tracy, Spanish Teacher at the High School, add Senior Class Advisor at the High School, effective 8/22/2024-6/6/2025. \$716.67 stipend.
88. Cydney Ulvestad, Early Ventures Teacher for up to 40 hours/week at the NCEC, change to Early Ventures Teacher for 40 hours/week at the NCEC, effective 8/26/2024.
89. Abby Vanyo, Early Ventures Teacher for up to 40 hours/week at the NCEC, extend end date from 8/23/2024 to 6/6/2025.

iii. Leave of Absence

1. Betsy Peterson, Teacher at Greenvale Park, FMLA Leave of Absence beginning on 8/22/2024 - approximately 9/16/2024.

iv. Retirements/Resignations/Terminations

1. Russel Boyington, General Ed EA at Greenvale Park, and Kid Venture Site Assistant, resignation effective 6/20/2024.
2. Alexis Groves, Custodian at Greenvale Park Elementary, resignation effective 8/23/2024.
3. Amy Hales, Special Education EA/PCA at the Middle School, resignation effective 8/13/2024.
4. Jonna Hanek, Head Custodian at Greenvale Park Elementary, retirement effective 8/19/2024.
5. Johan Ponciano, Special Education EA/PCA at the High School, resignation effective 8/20/2024.
6. Roberta (Bobbi) Schmidtke, Early Venture Site Lead at Northfield Community Education Center, resignation effective 8/6/2024.
7. Gerald Smuda, Custodian Engineer at Bridgewater, resignation effective 6/17/2024.

8. Mark Snare, Custodian at Greenvale Park, resignation effective 8/21/2024.
 9. Correction: Roberta (Bobbi) Schmidtke, Early Venture Site Lead at Northfield Community Education Center, resignation effective 8/23/2024.
7. Items for Individual Action
- a. Student Citizenship Handbook. On a motion by Butler, seconded by Miller, the board unanimously approved the 2024-2025 Student Citizenship Handbook.
8. Items for Information
9. Future Meetings
- a. Monday, September 9, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
 - b. Monday, September 23, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
 - c. Monday, October 14, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
10. Adjournment
- On a motion by Quinnell, seconded by Hardy, the board unanimously approved to adjourn the regular board meeting at 7:50 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:	Amount:	Who the bequest, donation, or gift is from:	What is the bequest, donation, or gift for?
8/26/2024	\$4,095.00	Spring Creek PTO	Brain Pop Subscriptions for 2024-2025
8/26/2024	\$6,750.00	Spring Creek PTO	Donation to Licensed Staff Special Supplies
8/26/2024	\$1,000.00	Neuger Communications	2024-2025 Booster Club Corporate Sponsorship Championship Sponsorship Donation
8/23/24	\$45.86	Anna & Derek Wolfe	Sydney Rodgers - Kinderarten Classroom Teacher
8/27/24	\$15.50	Pat Tabery	My classroom - Read aloud and book marks for their books
8/28/24	\$0.00	Pam Charlton	Science instruction (biology/life sciences)
8/29/24	\$100.00	David Ludescher	Chess Club Donation
8/29/24	\$200.00	Professional Dental Group	Chess Club Donation
8/29/24	\$1,000.00	Baseball Done Right LLC	MN Twins Camp
8/30/24	N/A	Anonymous	Early Childhood Education
9/3/24	\$10.00	Lyndsey Husbyn	MS Angel Funds
9/3/2024	\$50.00	Kate Buckmeier	Northfield Booster Club Donations
9/3/2024	\$5.00	Teresa Bauman	NMS Music T-Shirts 2024-25 Scholarship Donation
9/3/2024	\$10.00	Todd Zwolensky	NMS Music T-Shirts 2024-25 Scholarship Donation
9/4/2024	\$2.00	Emily Mohl	NMS Music T-Shirts 2024-25 Scholarship Donation
9/4/2024	\$5.00	Laura Hartpence	NMS Music T-Shirts 2024-25 Scholarship Donation
9/4/2024	\$1.00	Nat Wilson	NMS Music T-Shirts 2024-25 Scholarship Donation
9/4/2024	\$10.00	Gabrielle/ Gwendolyn Redman	NMS Music T-Shirts 2024-25 Scholarship Donation
9/4/2024	\$10.00	Alison Flannery	NMS Music T-Shirts 2024-25 Scholarship Donation
9/4/2024	\$10.00	Jeremy Loebach	NMS Music T-Shirts 2024-25 Scholarship Donation
9/4/2024	\$50.00	Danielle Massie	NMS PBIS/PRIDE Donations
9/5/2024	\$10.00	Amanda Randall	NMS Music T-Shirts 2024-25 Scholarship Donation
9/4/24	\$1,500.00	Anonymous	Snack Cart
9/5/24	\$375.00	Anonymous	Snack Cart

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

Proposed 2024-25 Superintendent Focus Areas

Aug. 26, 2024

Purpose: The superintendent's focus areas to drive progress toward achieving the district’s vision, strategic commitments, and benchmarks.

Focus Area	Strategic Plan Alignment	Progress Reporting
The superintendent will prioritize the implementation of the K-5 mathematics curriculum to continuously improve the district’s mathematics proficiency rates.	<p>Strategic commitment alignment:</p> <p>People, Learner Outcomes, Equity, and Stewardship.</p> <p>Benchmark alignment:</p> <p>3. All students are at grade level in reading and mathematics by the end of third and sixth grades.</p>	At least three progress reports will be presented at regular board meetings. Artifacts can include but are not limited to, aggregated progress monitoring data, aggregated unit test results, student and staff perception data, TNTP collaboration summaries, and teacher lab reporting.
The superintendent will prioritize the continued development of career and technical education by developing a school-to-work program for general education high school students. (A school-to-work program already exists for students receiving special education services.)	<p>Strategic commitment alignment:</p> <p>People, Learner Outcomes, Equity, and Partnerships.</p> <p>Benchmark alignment:</p> <p>4. All students exhibit physical, social and emotional well-being.</p> <p>7. All students graduate from high school with a plan to reach their full potential.</p>	At least three progress reports will be presented at regular board meetings. Artifacts can include but are not limited to, an action plan, meeting summaries, and course descriptions.
The superintendent will prioritize the professional growth of district staff by planning and executing the first Northfield School District Leadership Development Institute.	<p>Strategic commitment alignment:</p> <p>People, Learner Outcomes, Equity, Communication, Stewardship, and Partnerships.</p> <p>Benchmark alignment:</p> <p>8. All employees report satisfaction in the workplace.</p>	At least three progress reports will be presented at regular board meetings. Artifacts can include but are not limited to curriculum outlines, institute dates, and the participant roster.

Focus Area	Strategic Plan Alignment	Progress Reporting
<p>In partnership with KYMN radio, the superintendent will prioritize communicating school district stories by planning and executing a monthly podcast titled “Profiles in High Performance.”</p>	<p>Strategic commitment alignment:</p> <p>People, Equity, Communication, and Partnerships.</p> <p>Benchmark alignment:</p> <p>9. All parents report satisfaction with their children’s educational experience.</p>	<p>At least three progress reports will be presented at regular board meetings. Artifacts can include but are not limited to links to published content.</p>
<p>The superintendent will continue leading an educational campaign to inform the public about the Nov. 5, 2024 bond referendum.</p>	<p>Strategic commitment alignment:</p> <p>People, Learner Outcomes, Equity, Communication, Stewardship, and Partnerships.</p> <p>Benchmark alignment:</p> <p>4. All students exhibit physical, social and emotional well-being.</p> <p>7. All students graduate from high school with a plan to reach their full potential.</p> <p>8. All employees report satisfaction in the workplace.</p> <p>9. All parents report satisfaction with their children’s educational experience.</p> <p>10. The district maintains 14% of its annual expenditures in its unassigned fund balance to ensure financial stability.</p>	<p>Reports at each board meeting through Nov. 12, 2024.</p>
<p>The superintendent will continue to seek feedback from parents of Black, Hispanic, and Indigenous students to continuously improve BIPOC students’ experiences and feelings of belonging.</p>	<p>Strategic commitment alignment:</p> <p>People, Learner Outcomes, Equity, Communication, and Partnerships.</p> <p>Benchmark alignment:</p> <p>9. All parents report satisfaction with their children’s educational experience.</p>	<p>At least three progress reports will be presented at regular board meetings. Artifacts can include but are not limited to meeting dates, number of participants, and a summary of meeting topics.</p>
<p>These focus areas, in addition to the 41 job responsibilities, are organized around eight major topic areas included in the superintendent’s evaluation.</p>		