

INDEPENDENT SCHOOL DISTRICT NO. 659
REGULAR SCHOOL BOARD MEETING

Monday, December 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. Truth in Taxation Presentation for the Payable 2025 Property Tax Levy and Fiscal Year 2024-2025 General Fund Budget Revision Followed by Public Comment
 - b. FY2024 audit results and presentation
 - c. 2024-25 Comprehensive Achievement and Civic Readiness (CACR) Goals
 - d. Policy Committee Recommendations
 - e. 2024-25 Superintendent Focus Area No. 1
 - f. Construction Update No. 2
6. Consent Agenda
 - a. Minutes
 - b. Gift Agreements
 - c. Personnel Items
7. Items for Individual Action
 - a. Certify Final 2024 Payable 2025 Tax Levy
 - b. Fiscal Year 2024-2025 General Fund Budget Revision
8. Items for Information
 - a. Enrollment Report
 - b. Dec. 2 District Committee Meeting Recap
9. Future Meetings
 - a. Monday, January 13, 2025, 6:00 p.m., Organizational Board Meeting followed by the Regular Board Meeting, Northfield DO Boardroom
 - b. Monday, January 27, 2025, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
10. Adjournment

NORTHFIELD PUBLIC SCHOOLS
MEMORANDUM

Monday, December 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, December 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. Truth in Taxation Presentation for the Payable 2025 Property Tax Levy and Fiscal Year 2024-2025 General Fund Budget Revision Followed by Public Comment. The final certified levy for 2025 is \$27,740,323.16, representing a 26.4% increase from the prior year. The increase from the preliminary levy to the final levy includes the initial debt payment for the Reimagine NHS bond. Director of Finance Val Mertesdorf will review the levy and recommend revisions to the 2024-25 general fund budget. The general fund budget revision accounts for legislative impacts, final audited data, settled contracts, and benefits. The public is invited to speak following the truth in taxation presentation.
 - b. FY2024 Audit Results and Presentation. Ben Johnson with CliftonLarsonAllen, LLP, will present the results of the 2023-24 fiscal year audit. A copy of the full audit report is available upon request.
 - c. 2024-25 Comprehensive Achievement and Civic Readiness (CACR) Goals. Director of Instructional Services Hope Langston will present the 2024-2025 CACR goals.
 - d. Policy Committee Recommendations. Superintendent Hillmann will present the policy committee's recommended updates to policies 103, 401, 402, 403, 404, and 405. This will be an item for individual action at the next board meeting.
 - e. 2024-25 Superintendent Focus Area No. 1. Superintendent Hillmann will provide an update on his 2024-25 focus areas.
 - f. Construction Update No. 2. Superintendent Hillmann will provide an update on the NHS construction project.
6. Consent Agenda
Recommendation: Motion to approve the following items listed under the Consent Agenda.
 - a. Minutes. Minutes of the regular school board meeting held on November 25, 2024.
 - b. Gift Agreements. Gift agreements to be approved are attached.
 - c. Personnel Items.
 - i. Appointments
 1. Jennifer Antoine, Special Ed EA PCA for 33.5 hours/week at the NCEC, beginning 12/9/2024-6/6/2025. Step 4-\$18.05/hr.+ prorated PCA stipend. - subject to change upon settlement of 2024-26 agreement.
 2. Lily Becker, KidVentures Site Assistant for up to 11 hours/week at Greenvale Park, beginning 12/4/2024. Step 1-\$17.80/hr.

3. Jayden Garcia Ramirez, Child Nutrition Associate I for 3.25 hours/day at Spring Creek, beginning 1/2/2025. \$2192/hr.
 4. Reed Hagberg, Softball/Basketball Official with Community Education Recreation, beginning 11/10/2024-5/31/2025. \$30/game
 5. Deborah Wagner, Special Ed EA PCA for 7 hours/day at Bridgewater, beginning 12/6/2024. Step 4-\$18.05/hr.+ prorated PCA stipend. - subject to change upon settlement of 2024-26 agreement.
- ii. Increase/Decrease/Change in Assignment
1. Molly Andrews, Special Ed EA Child Specific for 6.75 hours/day at the Middle School, change to Special Ed EA Resource Room EBD for 6.75 hours/day at the Middle School, effective 12/2/2024.
 2. Correction: Jennifer Bowens, Special Ed EA for 6.5 hours/day and Supervisory for .50 hours/day at the High School, change to 1.0 FTE Special Ed Teacher at Spring Creek, effective 12/9/2024-6/6/2024. MA+30, Step 7
 3. Nancy Fox, Teacher at Spring Creek, add Site Supervisor with Community Ed Recreation, effective 11/27/2024-5/31/2025. Step 6-\$17.87/hr.
 4. Claire Gardner, Teacher at the Middle School, add Speech Coach at the Middle School, effective 12/1/2024. \$2,772 stipend.
 5. Christina Smith-Lee, Special Ed EA for 7 hours/day at Bridgewater, change to Special Ed EA for 4.20 hours/day at the Middle School, effective 12/2/2024.
- iii. Leave of Absence
1. Julie Erickson, Early Venture Teacher at NCEC, FMLA leave of absence beginning 12/10/2024 - 12/16/2024.
 2. Teresa Findlay, Educational Assistant at the Middle School, Leave of Absence beginning 1/2/2025 for 6 work weeks.
 3. Amber Soderlund, Teacher at Spring Creek, FMLA Leave of Absence beginning on or about 3/25/2025 through the end of the 2024-2025 school year.
- iv. Retirements/Resignations/Terminations
1. Lorraine Linehan, Child Nutrition Associate I at the Middle School, resignation effective 12/13/2024. Will continue as a substitute with Child Nutrition.
 2. Christina Smith-Lee, Special Ed EA at the Middle School, resignation effective 12/19/2024.
 3. Jamie Stanley, Special Ed EA at the High School, declined position effective 11/29/2024. Will continue as a substitute EA.
- v. Seniority Lists
The board is requested to approve the 2024-2025 Principal/Assistant Principals Seniority List and the 2024-2025 Teacher Seniority List.

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

7. Items for Individual Action

- a. Certify Final 2024 Payable 2025 Tax Levy. This action completes the school district's process that began in September with the preliminary levy certification to Rice, Dakota, and Goodhue counties and the Minnesota Department of Education (MDE). We have reviewed and analyzed MDE's calculation and the school district's property tax base estimate by Rice, Dakota, and Goodhue counties. This levy, payable in 2025, will be a component of the 2025-26 fiscal budget.

Superintendent's Recommendation: Motion to certify to county auditors the 2024 Payable 2025 Final Certified Levy Limitation and Certification Report in the amount of \$27,740,323.16 which represents a 26.4% increase from the prior year.

- b. Fiscal Year 2024-2025 General Fund Budget Revision. The board is asked to approve the revisions to the FY24 general fund budget as presented. The adopted general fund revenue and expenditure budget for FY24 was \$67,744,818 and \$66,853,904 respectively. The recommended revised budget for FY25 is revenues of \$67,749,122 and expenditures of \$68,341,666. The major factors contributing to these changes include the final audited data from FY24, updated enrollment estimates, finalized employment agreements, benefits, and transportation.

Superintendent's Recommendation: Motion to approve the revised 2024-25 general fund budget with revenues of \$67,749,122 and expenditures of \$68,341,666.

8. Items for Information

- a. Enrollment Report. Superintendent Hillmann will review the December 2024 enrollment report.

- b. Dec. 2 District Committee Meeting Recap. While individual committee reports will be shared in January, Superintendent Hillmann will share a recap of the district committee meetings held on Dec. 2.

9. Future Meetings

- a. Monday, January 13, 2025, 6:00 p.m., Organizational Board Meeting followed by the Regular Board Meeting, Northfield DO Boardroom
- b. Monday, January 27, 2025, 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.

Truth in Taxation | 2024 Pay 2025 Final Levy Certification | December 9, 2024

Val Mertesdorf, Director of Finance

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

Levy Cycle

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

The tax capacity for Northfield Public Schools has increased each year. The increase in tax capacity includes increased property values as well as additional taxable parcels. The increase for 2023 was 11.7% which is significant. This is a reflection of the increasing property values and new taxable properties we've seen across the district.

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

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

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

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

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

2024 Pay 2025 Property Tax Levy Summary

Our certified levy authority increased \$5,794,069.8 or 26.4% compared to the prior year. The Pay 2025 levy totals \$27,740,323.16 to be certified. The increase is a result of the voter approved increase for the Reimagine NHS bond referendum. The support of our community on November 5 is one of the only reasons we can increase the levy from the preliminary amount in September. We are so grateful the community trusts the district to do this important work.

2025 Property Tax Levy Breakdown

The district's property tax levy of \$27,740,323.16 supports the following:

- Debt Service 33%
- General Fund: Referendum 33%
- General Fund: Other 25%
 - Includes Location Equity Revenue, Operating Capital, LTFM, Building Lease, and OPEB
- Capital Levy: 8%
- Community Services: 1%

Subtotal Comparisons

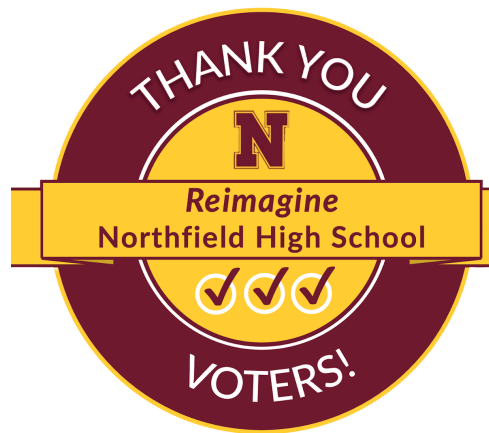
The District's Pay 2025 levy includes a \$5.7 million increase in debt service which is the addition of the first Reimagine NHS bond payment. The general fund is comparable with the prior year. Community Education will

increase by \$27,702, or 7%. This is related to formulas tied to the basic funding increases, as well as some legislative increases.

The district's Pay 2025 levy includes a 48.8% increase in the amount authorized by the voters. What an incredible community we live in! As a testament to this community's generous support of education, you can see that 73% of our total levy is voter approved.

Levy History

Over the last five years our average increase has been 7.2%. We are incredibly fortunate to live in a community that supports education wholeheartedly. The burden on taxpayers is significant, especially during an economically tumultuous period. Unfortunately, property taxes and funding for education is not equitable across the state due to many legislative rules. We will continue to be responsible stewards and advocate for our community at the legislature. We invite any interested community members to join our Legislative Action Committee if you are interested in learning more!



2024-25 General Fund Budget Revision | December 9, 2024

Val Mertesdorf, Director of Finance

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

We have final data from the prior fiscal year, our October 1 enrollment is no longer a projection, we have settled most employment agreements, we have hired staff, and we have our allocations for federal funding from MDE. We take all this information, compare it to the adopted budget presented in June, and see which areas of the budget need to be adjusted. We input the October 1 enrollment and the final 2023-24 enrollment into our projection model and use historical averages and the cohort survival method to predict future enrollment. In the spring, we projected that we would have 4,158.1 weighted pupil units. With our October 1 enrollment, the projection decreased slightly to 4,157.3. Our enrollment trends continue to align with our demographic study.

The General Fund budget amendment will include increasing revenues by \$4,304. While overall this is a small change, I wanted to call out the shift between federal and state sources. The decrease in federal revenue is related to the shift of using federal special education dollars to offset tuition billing. This results in a dollar for dollar increase in state special education revenue. The increase in local sources is related to an increased interest revenue projection.

The General Fund budget amendment will include increasing expenditures by \$1,487,762. There are a few factors creating this increase. Our health insurance premium is increasing 10% to keep pace with the high claims we are experiencing; 5% of this increase will be contributed by the district. For perspective, our budget for health insurance was approximately \$6.4 million. A 5% increase is a \$320,000 increase. We have also continued to see an increased number of teacher retirements. This results in increased severance payments (which we levy for), as well as a direct increase in the other post-employment benefits. On a positive note, we are switching our workers' compensation carrier effective 1/1/25 which will result in a savings of \$100,000 annually on the premium.

We have also continued to see an increase in special education transportation expenditures. The fiscal year 2024 budget was short almost \$500,000. This transportation can be a volatile expenditure depending on students' needs. Special education transportation is reimbursed at 100% from the state. While this doesn't allow for a completely balanced budget in the year of the expenditure, I'm grateful that we know the revenue will be coming to support this.

The 2024-25 adopted budget was based on several estimates, and the unassigned fund balance is one of them. We had projected to end FY2023-24 with approximately 14.14% unassigned fund balance. We actually ended with 13.83%. The chart to the right shows that our actual fund balance increased by \$30,186 more than I projected. The percentage is lower because the expenditures were \$1.6 million more than projected.

We were projected to end 2024-25 with 14.35% unassigned fund balance as a percentage of our total general fund expenditures. However, with our audited fund balance and revised budget projection we expect to end 2024-25 with 12.17%. We are working on an updated financial forecast for January. There are several increases to expenditures that we need to plan for.

2023-24 REVISED BUDGET	2023-24 AUDIT RESULTS	VARIANCE
\$ 62,956,616	\$ 65,099,390	\$ 2,142,774
\$ 62,170,588	\$ 63,789,006	\$ 1,618,418
\$ 786,028	\$ 1,310,384	\$ 524,356
\$ 13,266,547	\$ 13,266,547	\$ -
\$ 14,052,575	\$ 14,576,931	\$ 524,356
\$ 5,717,030	\$ 6,211,200	\$ 494,170
\$ 8,335,545	\$ 8,365,731	\$ 30,186
\$ 14,052,575	\$ 14,576,931	\$ 524,356
14.14%	13.83%	-0.31%

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



TRUTH IN TAXATION
2024 Pay 2025 Levy Certification

12/9/2024

Reaching Out, Reaching Up: THE 2027 STRATEGIC PLAN



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Levy Cycle

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

Levy Cycle

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

Legislative Impact

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

Property Tax Changes

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

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

Market Value		
2023	4,356,969,847	11.7%
2022	3,901,347,572	15.6%
2021	3,374,481,976	6.3%
2020	3,175,023,876	5.2%
2019	3,017,922,391	5.7%
2018	2,854,311,092	6.3%
2017	2,685,879,947	



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

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



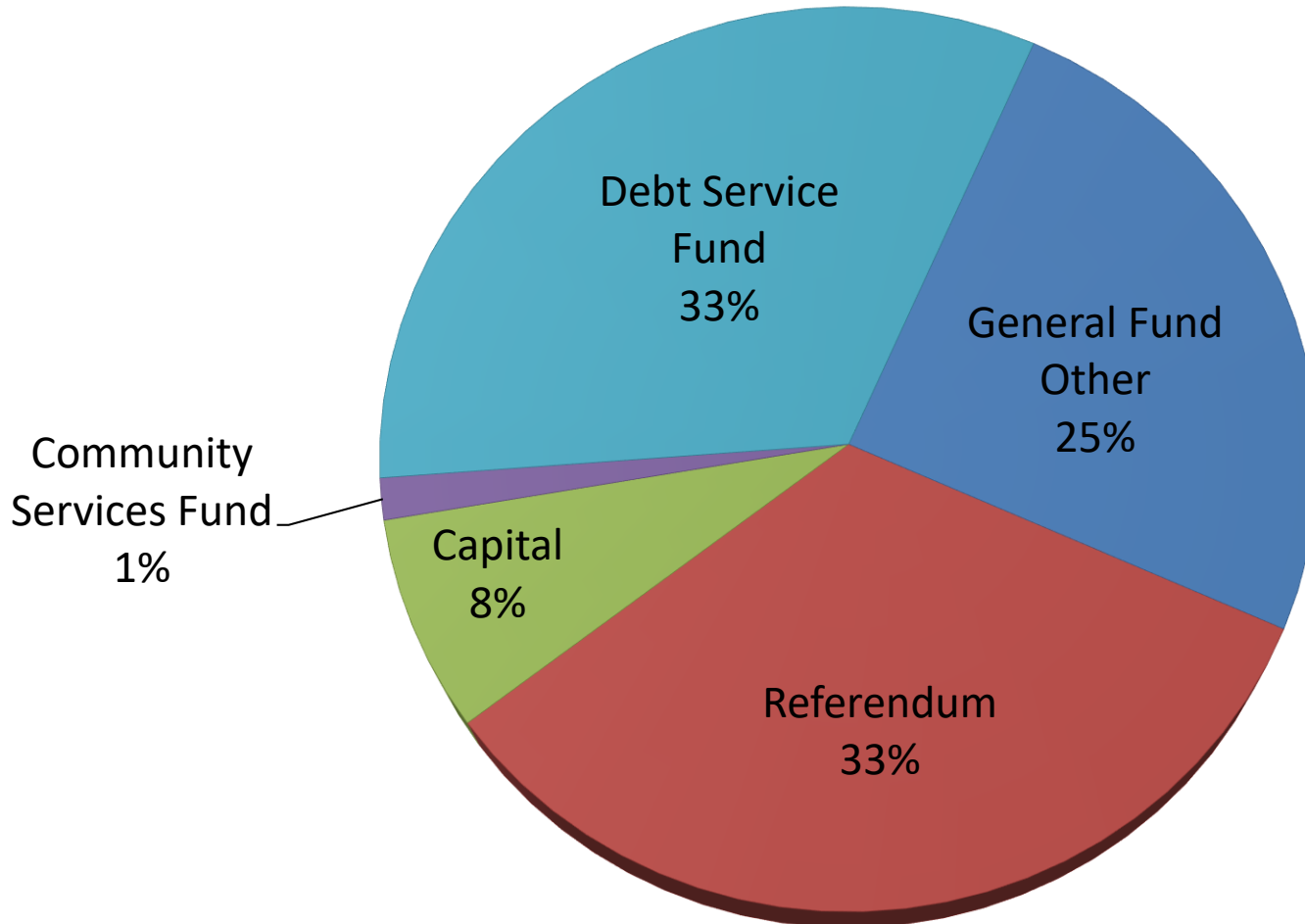
Summary

2025 Property Tax Levy

- Overall levy authority up \$5,794,069.80 or 26.4%
- Preliminary levy of \$21,836,963.45
- Final Certified levy of \$27,740,323.16
- Voters approved all 3 referendum questions for Reimagine NHS on November 5th which is the only reason in statute we can increase our levy.

2025 Property Tax Levy

\$27,740,323.16



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

Pay 25 Levy Analysis

	Pay 2025 Certified Levy	Pay 2024 Certified Levy	Increase (Decrease)	Percent Change
General Fund	\$18,214,594.56	\$18,214,797.54	\$ (202.98)	0.00%
Community Education	\$ 412,762.30	\$ 385,060.12	\$ 27,702.18	7.19%
Debt Service	\$ 9,112,966.30	\$ 3,346,395.70	\$ 5,766,570.60	172.32%
Total	\$27,740,323.16	\$21,946,253.36	\$ 5,794,069.80	26.40%

Subtotals by Truth in Taxation Category	Pay 2025 Certified Levy	Pay 2024 Certified Levy	Increase (Decrease)	Percent Change
Voter Approved	\$20,257,011.69	\$13,610,536.32	\$ 6,646,475.37	48.83%
Other	\$ 7,483,311.47	\$ 8,335,717.04	\$ (852,405.57)	-10.23%
Total	\$27,740,323.16	\$21,946,253.36	\$ 5,794,069.80	26.40%

Subtotals by Tax Base	Pay 2025 Certified Levy	Pay 2024 Certified Levy	Increase (Decrease)	Percent Change
Referendum Market Value*	\$12,483,532.20	\$12,744,471.74	\$ (260,939.54)	-2.05%
Net Tax Capacity	\$15,256,790.96	\$ 9,201,781.62	\$ 6,055,009.34	65.80%
Total	\$27,740,323.16	\$21,946,253.36	\$ 5,794,069.80	26.40%

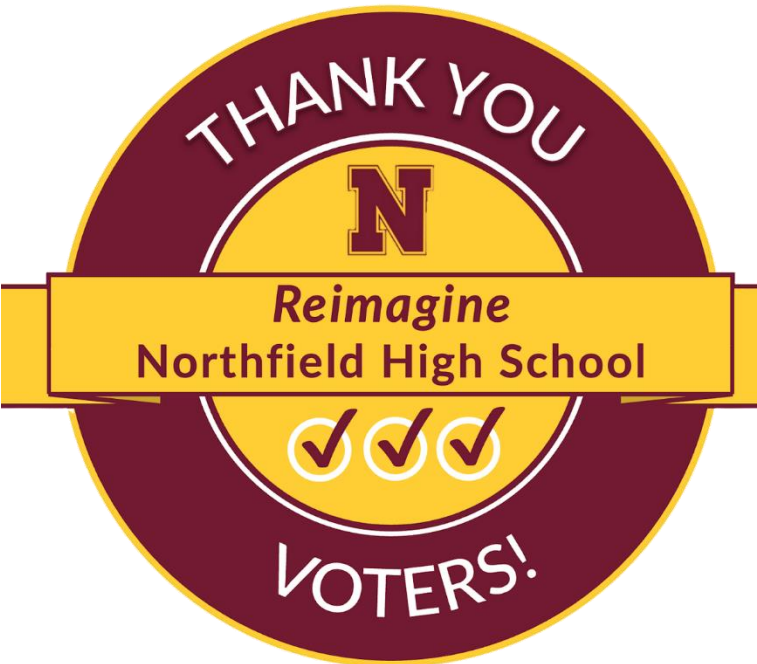
*Includes Operating Referendum and Equity Revenue



Funds	Certified Pay25	Certified Pay24	Difference
General Fund			
Referendum	\$ 8,904,815	\$ 8,776,542	\$ 128,273
Local Optional Revenue	\$ 2,910,619	\$ 2,865,591	\$ 45,029
Equity	\$ 295,743	\$ 283,152	\$ 12,591
Capital Projects Levy	\$ 2,122,886	\$ 1,906,488	\$ 216,398
Operating Capital	\$ 491,184	\$ 451,839	\$ 39,345
Achievement & Integration	\$ 118,489	\$ 113,489	\$ 5,000
Other Post Employment Benefits	\$ 1,399,008	\$ 903,607	\$ 495,401
Reemployment Insurance	\$ 2,000	\$ 2,000	\$ -
Safe Schools	\$ 146,750	\$ 148,810	\$ (2,060)
Career Technical	\$ 80,471	\$ 80,471	\$ -
Long Term Facilities Maintenance	\$ 879,679	\$ 1,303,735	\$ (424,056)
Lease Levy	\$ 425,996	\$ 411,969	\$ 14,027
Abatements	\$ 5,688	\$ 27,222	\$ (21,534)
Adjustments (up to 3 yrs)	\$ 431,266	\$ 939,883	\$ (508,617)
Total General Fund	\$ 18,214,595	\$ 18,214,797	\$ (202)
Community Education	\$ 412,762	\$ 385,060	\$ 27,702
Debt Service	\$ 9,112,966	\$ 3,346,396	\$ 5,766,570
Total Levy	\$ 27,740,323	\$ 21,946,253	\$ 5,794,070
Percent Change			26.40%

LEVY TRENDS

	Pay 25 Certified Levy	Pay 24 Certified Levy	Pay 23 Certified Levy	Pay 22 Certified Levy	Pay 21 Certified Levy
General Fund	\$ 18,214,594.56	\$ 18,214,797.54	\$ 15,232,888.17	\$14,255,967.15	\$14,528,579.31
Community Education	\$ 412,762.30	\$ 385,060.12	\$ 440,332.22	\$ 428,563.42	\$ 440,332.22
Debt Service	\$ 9,112,966.30	\$ 3,346,395.70	\$ 5,462,319.85	\$ 5,324,716.91	\$ 5,364,977.00
Total	\$ 27,740,323.16	\$ 21,946,253.36	\$ 21,135,540.24	\$20,009,247.48	\$20,333,888.53
Difference	\$ 5,794,069.80	\$ 810,713.11	\$ 1,126,292.76	\$ (324,641.05)	\$ 347,892.60
Percent Change	26.40%	3.84%	5.63%	-1.60%	1.74%



2024-25 General Fund Budget Revision



2024-25 General Fund Budget Revision

- Key factors for adjusting budget from adopted to revised:
 - Audited information for previous fiscal year finalized
 - October 1 enrollment data no longer a projection
 - Settled employment contracts
 - Grants
 - Renewed contracts
 - Benefits

Enrollment Projection

Average Daily Membership							
	Pre-K	KG	1-3	4-6	7-12	Total	Weighted
2023-24 Adopted	50.2	252.0	734.1	825.6	1,962.2	3,824.1	4,216.6
2023-24 Revised	50.2	252.0	734.1	825.6	1,962.2	3,824.1	4,216.6
2023-24 Actual	53.0	230.6	749.8	843.1	1,963.3	3,839.8	4,232.4 +15.8
2024-25 Adopted	47.5	238.5	766.0	813.7	1,910.5	3,776.0	4,158.1
2024-25 Revised	55.5	204.6	749.4	839.9	1,923.2	3,772.6	4,157.3
Difference	+8.0	-33.9	-16.6	+26.2	+12.7	-3.4	-0.8

Revenue Revision

	2022-23 AUDIT RESULTS	2023-24 AUDIT RESULTS	2024-25 PROPOSED BUDGET	2024-25 REVISED BUDGET
PROPERTY TAXES (LEVY)	\$ 14,428,100	\$ 15,579,902	\$ 18,429,798	\$ 18,386,381
STATE SOURCES	\$ 40,469,579	\$ 45,025,813	\$ 46,103,824	\$ 46,452,052
FEDERAL SOURCES	\$ 4,274,807	\$ 1,284,792	\$ 1,371,005	\$ 948,005
LOCAL SOURCES	\$ 2,095,339	\$ 3,208,883	\$ 1,840,191	\$ 1,962,684
Total	\$ 61,267,825	\$ 65,099,390	\$ 67,744,818	\$ 67,749,122

Notable Changes:

- Reduction in federal sources is related to the shifting of those dollars to cover tuition billing. This is a shift from federal to state to allow the increase in special education funding.
- Increase in local sources is due to interest revenue projection

Expenditure Revision by Program

	2022-23 AUDIT RESULTS	2023-24 AUDIT RESULTS	2024-25 PROPOSED BUDGET	2024-25 REVISED BUDGET
ADMINISTRATION	\$ 2,257,679	\$ 2,365,595	\$ 2,447,124	\$ 2,493,156
DISTRICT SUPPORT	\$ 1,393,996	\$ 1,484,590	\$ 1,662,018	\$ 1,683,445
REGULAR INSTRUCTION	\$ 29,691,044	\$ 30,316,827	\$ 31,687,534	\$ 32,565,294
VOCATIONAL	\$ 194,979	\$ 513,423	\$ 541,554	\$ 544,198
SPECIAL EDUCATION	\$ 12,574,538	\$ 13,539,406	\$ 13,743,093	\$ 13,852,991
INSTRUCTIONAL	\$ 2,825,507	\$ 2,762,472	\$ 2,950,561	\$ 3,015,679
PUPIL SUPPORT	\$ 5,202,669	\$ 5,573,343	\$ 5,486,249	\$ 5,747,117
SITE & BUILDINGS	\$ 4,813,863	\$ 4,685,878	\$ 5,101,685	\$ 5,191,138
FISCAL & OTHER FIXED	\$ 272,456	\$ 301,313	\$ 285,002	\$ 298,474
CAPITAL OUTLAY	\$ 3,967,763	\$ 2,246,159	\$ 2,949,084	\$ 2,950,174
TOTAL	\$ 63,194,494	\$ 63,789,006	\$ 66,853,904	\$ 68,341,666

Expenditure Revision by Object

	2022-23 AUDIT RESULTS	2023-24 AUDIT RESULTS	2024-25 PROPOSED BUDGET	2024-25 REVISED BUDGET
SALARIES	\$ 35,631,953	\$ 36,572,885	\$ 37,881,246	\$ 38,213,121
BENEFITS	\$ 13,949,786	\$ 14,705,839	\$ 15,380,900	\$ 15,834,415
PURCHASED SERVICES	\$ 6,739,378	\$ 7,503,758	\$ 7,144,821	\$ 7,906,124
SUPPLIES	\$ 2,289,606	\$ 2,473,039	\$ 3,137,600	\$ 3,075,731
DUES & MEMBERSHIPS	\$ 616,008	\$ 287,326	\$ 360,253	\$ 362,101
CAPITAL OUTLAY	\$ 3,967,763	\$ 2,246,159	\$ 2,949,084	\$ 2,950,174
TOTAL	\$ 63,194,494	\$ 63,789,006	\$ 66,853,904	\$ 68,341,666

Fund Balance Projection

	2022-23 AUDIT RESULTS	2023-24 AUDIT RESULTS	2024-25 PROPOSED BUDGET	2024-25 REVISED BUDGET
REVENUE	\$ 61,267,825	\$ 65,099,390	\$ 67,744,818	\$ 67,749,122
EXPENDITURES	\$ 63,194,494	\$ 63,789,006	\$ 66,853,904	\$ 68,341,666
DIFFERENCE BEGINNING FUND BALANCE	\$ (1,926,669)	\$ 1,310,384	\$ 890,914	\$ (592,544)
ENDING FUND BALANCE	\$ 13,266,547	\$ 14,576,931	\$ 14,943,489	\$ 13,984,387
RESTRICTED	\$ 5,561,095	\$ 6,211,200	\$ 5,824,111	\$ 6,199,945
UNASSIGNED	\$ 7,705,452	\$ 8,365,731	\$ 9,119,378	\$ 7,784,442
TOTAL FUND BALANCE	\$ 13,266,547	\$ 14,576,931	\$ 14,943,489	\$ 13,984,387
UNASSIGNED FUND BALANCE % <small>(new calc)</small>	13.10%	13.83%	14.35%	12.17%



**NORTHFIELD PUBLIC SCHOOLS
INDEPENDENT SCHOOL DISTRICT NO. 659**

EXECUTIVE AUDIT SUMMARY (EAS)

JUNE 30, 2024



CPAs | CONSULTANTS | WEALTH ADVISORS

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November 20, 2024

Board of Education
Independent School District No. 659
Northfield, Minnesota

This Executive Audit Summary and Management Report presents information which we believe is important to you as members of the school board. We encourage you to review the sections of this report, the audited financial statements, and the auditors' reports.

We would be pleased to furnish additional information with respect to these suggestions and discuss this memorandum with you at your convenience. We wish to express our appreciation to the District for the courtesies, cooperation, and assistance extended to us during the course of our work.

CliftonLarsonAllen LLP

A handwritten signature in black ink, appearing to read 'Craig W. Popenhagen'.

Craig Popenhagen, CPA
Principal

**NORTHFIELD PUBLIC SCHOOLS
INDEPENDENT SCHOOL DISTRICT NO. 659
TABLE OF CONTENTS
JUNE 30, 2024**

EXECUTIVE AUDIT SUMMARY	1
FORMAL REQUIRED COMMUNICATIONS	2
APPENDIX A	
FINANCIAL TRENDS OF YOUR DISTRICT	7

**EXECUTIVE AUDIT SUMMARY (EAS) FOR
INDEPENDENT SCHOOL DISTRICT NO. 659
YEAR ENDED JUNE 30, 2024**

We prepared this Executive Audit Summary and Management Report in conjunction with our audit of the District's financial records for the year ended June 30, 2024.

Audit Opinion

The financial statements are fairly stated. We issued what is known as a "clean" audit report.

Internal Control Over Financial Reporting

No findings in internal controls were reported.

Yellow Book Compliance Findings

No compliance issues were reported in our review of laws, regulations, contracts, and grants that could have significant financial implications to the District.

Single Audit Opinion

There were no compliance or internal control over compliance findings reported related to Single Audit compliance.

Minnesota Legal Compliance

No findings related to Minnesota Legal Compliance were reported.



FORMAL REQUIRED COMMUNICATIONS

Board of Education
Independent School District No. 659
Northfield, Minnesota

We have audited the financial statements of the governmental activities, each major fund and the aggregate remaining fund information of Independent School District No. 659 (the District) as of and for the year ended June 30, 2024, and have issued our report thereon dated November 20, 2024. We have previously communicated to you information about our responsibilities under auditing standards generally accepted in the United States of America, *Government Auditing Standards*, and Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance), as well as certain information related to the planned scope and timing of our audit in our engagement agreement dated July 5, 2024. Professional standards also require that we communicate to you the following information related to our audit.

Significant audit findings or issues

Qualitative aspects of accounting practices

Accounting policies

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by the District are described in Note 1 to the financial statements.

No new accounting policies were adopted, and the application of existing policies was not changed during 2024.

We noted no transactions entered into by the District during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

Accounting estimates

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected. The most sensitive estimates affecting the financial statements were:

- Due from Minnesota Department of Education
- Due from Federal through the Minnesota Department of Education
- Estimated useful lives of depreciable capital assets

- Estimated severance benefits payable
- Other postemployment benefits payable
- Net Pension Liability
- Incurred but not reported claims (IBNR) related to self-insurance

Management's estimate of the due from Minnesota Department of Education is based on amounts anticipated to be received from the state for various aid entitlements for fiscal 2023-2024. The most significant of these is the aid portion of general education revenue. General education revenue and certain other revenues are computed by applying an allowance per student to the number of students served by the District. Student attendance is accumulated in a statewide database – MARSS. Because of the complexity of student accounting and because of certain enrollment options, student information is input by other school districts and the MARSS data for fiscal year 2023-2024 is not finalized until well into the next fiscal year. Management expects any differences between estimated and actual data will be insignificant.

Management's estimate of due from Federal through the Minnesota Department of Education is based on amounts anticipated to be received through the state for various federal aid entitlements for fiscal 2023-2024. Many federal entitlements require that supporting financial reporting information be provided both in the Uniform Financial Accounting and Reporting Standards (UFARS) accounting system and also the SERVS reporting system. To the extent that these two separate systems are not in agreement and reported in a timely manner, the estimated aid entitlement may be adversely affected. Management expects any differences between estimated and actual data will be insignificant.

Management's estimate of the useful lives for depreciable capital assets is based on guidance recommended by the Minnesota Department of Education and other sources. The useful life of a depreciable capital asset determines the amount of depreciation that will be recorded in any given reporting period as well as the amount of accumulated depreciation that is reported at the end of a reporting period.

Management's estimate of severance payable is based on assumptions made by the District as required by GASB 16 and the results of an actuarial study. A liability has been recorded in long-term debt for accumulated sick leave convertible to early retirement pay for which it is probable the employees will be compensated. The "vesting method" used by the District to calculate this liability is based on assumptions involving the probability of employees becoming eligible to receive the benefits (vesting), and the potential use of accumulated sick leave prior to termination.

Management's estimate of other postemployment benefits payable is based on an actuarially determined calculation, less actual payments incurred on behalf of retirees and an actuarially determined estimate of implicit rate subsidy, which is the estimated increased cost of premiums due to inclusion of retirees in the same plan as the District's active employees.

Management's estimate of the net pension liability is based on an actuarially determined calculation of the District's proportionate share of the net pension liability of cost-sharing multiple-employer pension plans sponsored by the Teachers Retirement Association and the Public Employees Retirement Association of Minnesota, in which the District participates.

Management's estimate of IBNR is based on claims history and guidance provided by the District's health insurance consultants.

We reviewed and tested management's procedures and underlying supporting documentation in the areas discussed above and evaluated the key factors and assumptions used to develop the estimates noted above in determining that they are reasonable in relation to the financial statements taken as a whole. We concluded that the accounting estimates and management judgments appeared to consider all significant factors and resulted in appropriate accounting recognition.

Financial statement disclosures

Certain financial statement disclosures are particularly sensitive because of their significance to financial statement users. There were no particularly sensitive financial statement disclosures.

The financial statement disclosures are neutral, consistent, and clear.

Difficulties encountered in performing the audit

We encountered no significant difficulties in dealing with management in performing and completing our audit.

Significant unusual transactions

We identified no significant unusual transactions during our audit.

Uncorrected misstatements

Professional standards require us to accumulate all misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. Management did not identify, and we did not notify them of any uncorrected financial statement misstatements.

Corrected misstatements

Management did not identify, and we did not notify them of any financial statement misstatements detected as a result of audit procedures.

Disagreements with management

For purposes of this communication, a disagreement with management is a disagreement on a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditors' report. No such disagreements arose during our audit.

Management representations

We have requested certain representations from management that are included in the management representation letter dated November 20, 2024.

Management consultations with other independent accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a “second opinion” on certain situations. If a consultation involves application of an accounting principle to the District’s financial statements or a determination of the type of auditors’ opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Significant issues discussed with management prior to engagement

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to engagement as the District’s auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our engagement.

Required supplementary information

With respect to the required supplementary information (RSI) accompanying the financial statements, we made certain inquiries of management about the methods of preparing the RSI, including whether the RSI has been measured and presented in accordance with prescribed guidelines, whether the methods of measurement and preparation have been changed from the prior period and the reasons for any such changes, and whether there were any significant assumptions or interpretations underlying the measurement or presentation of the RSI. We compared the RSI for consistency with management’s responses to the foregoing inquiries, the basic financial statements, and other knowledge obtained during the audit of the basic financial statements. Because these limited procedures do not provide sufficient evidence, we did not express an opinion or provide any assurance on the RSI.

Supplementary information in relation to the financial statements as a whole

With respect to the Schedule of Expenditures of Federal Awards (SEFA) accompanying the financial statements, on which we were engaged to report in relation to the financial statements as a whole, we made certain inquiries of management and evaluated the form, content, and methods of preparing the SEFA to determine that the SEFA complies with the requirements of the Uniform Guidance, the method of preparing it has not changed from the prior period or the reasons for such changes, and the SEFA is appropriate and complete in relation to our audit of the financial statements. We compared and reconciled the SEFA to the underlying accounting records used to prepare the financial statements or to the financial statements themselves. We have issued our report thereon dated November 20, 2024.

With respect to the Statement of Revenues, Expenditures, and Changes in Fund Balance – Budget and Actual – Debt Service Fund, the Schedule of Changes in Fund Equities, and the Uniform Financial Accounting and Reporting Standards Compliance Table (collectively, the supplementary information) accompanying the financial statements, on which we were engaged to report in relation to the financial statements as a whole, we made certain inquiries of management and evaluated the form, content, and methods of preparing the information to determine that the information complies with accounting principles generally accepted in the United States of America, the method of preparing it has not changed from the prior period or the reasons for such changes, and the information is appropriate and complete in relation to our audit of the financial statements. We compared and reconciled the supplementary information to the underlying accounting records used to prepare the financial statements or to the financial statements themselves. We have issued our report thereon dated November 20, 2024.

Other information included in annual reports

Other information (financial or nonfinancial information other than the financial statements and our auditors' report thereon) is being included in your annual report and is comprised of the introductory section. Our responsibility for other information included in your annual report does not extend beyond the financial information identified in our opinion on the financial statements. We have no responsibility for determining whether such other information is properly stated and do not have an obligation to perform any procedures to corroborate other information contained in your annual report. We are required by professional standards to read the other information included in your annual report and consider whether a material inconsistency exists between the other information and the financial statements because the credibility of the financial statements and our auditors' report thereon may be undermined by material inconsistencies between the audited financial statements and other information. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report. Our auditors' report on the financial statements includes a separate section, "Other Information," which states we do not express an opinion or any form of assurance on the other information included in the annual report. We did not identify any material inconsistencies between the other information and the audited financial statements.

* * *

This communication is intended solely for the information and use of the Board of Education and management of the District, and is not intended to be, and should not be, used by anyone other than these specified parties.



CliftonLarsonAllen LLP

Rochester, Minnesota
November 20, 2024

APPENDIX A

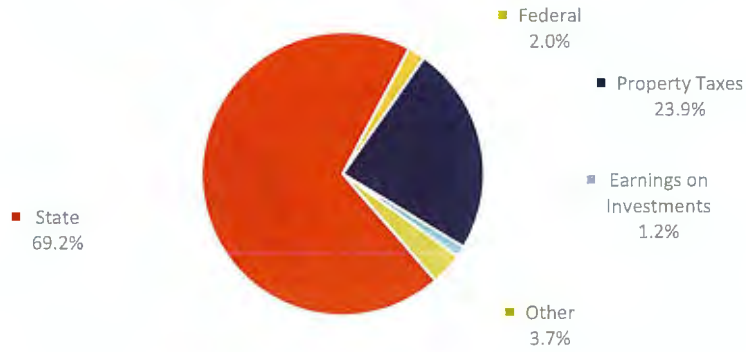
FINANCIAL TRENDS OF YOUR DISTRICT

The following graphs reflect financial trends of Independent School District No. 659. Information related to fund balances were obtained from current and prior year audit reports.

Fiscal Year Ended June 30, 2024

General Fund Revenue by Source

\$65,099,390

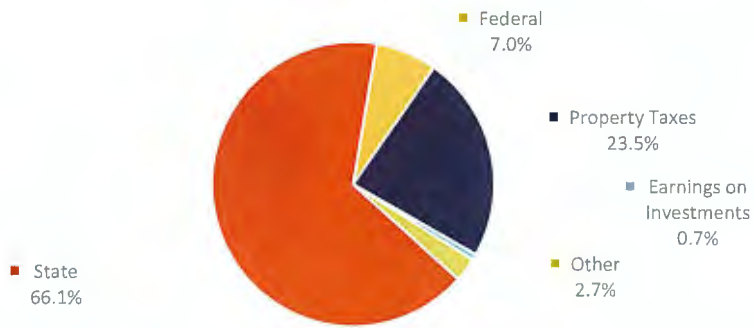


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Fiscal Year Ended June 30, 2023

General Fund Revenue by Source

\$61,263,584

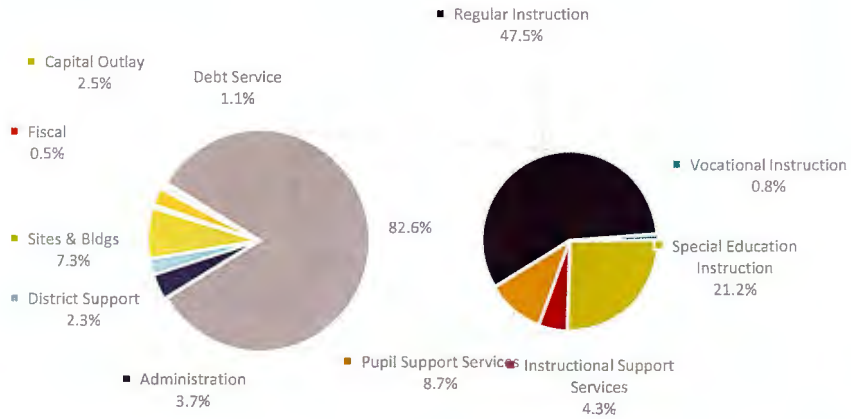


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Fiscal Year Ended June 30, 2024

General Fund Expenditures by Program

\$63,789,006



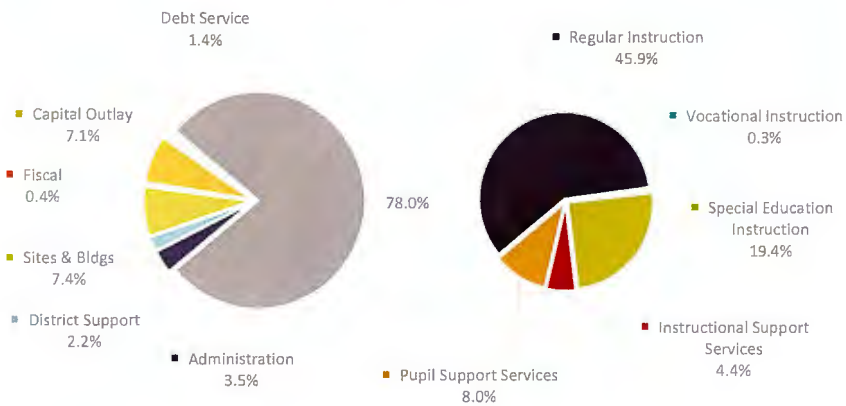
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Fiscal Year Ended June 30, 2023

General Fund Expenditures by Program

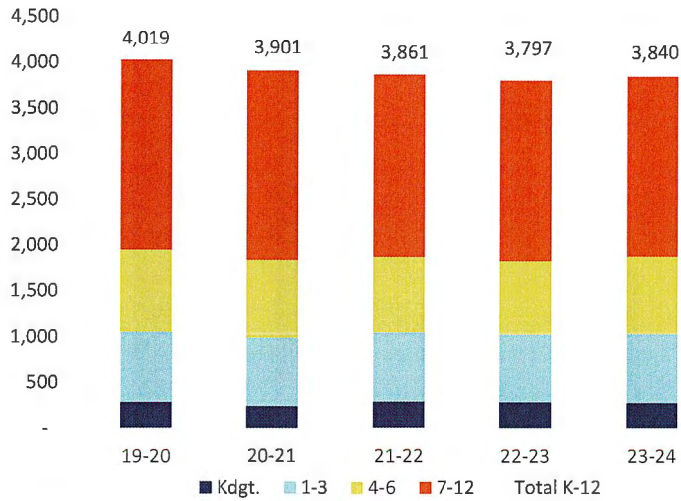
\$64,739,162



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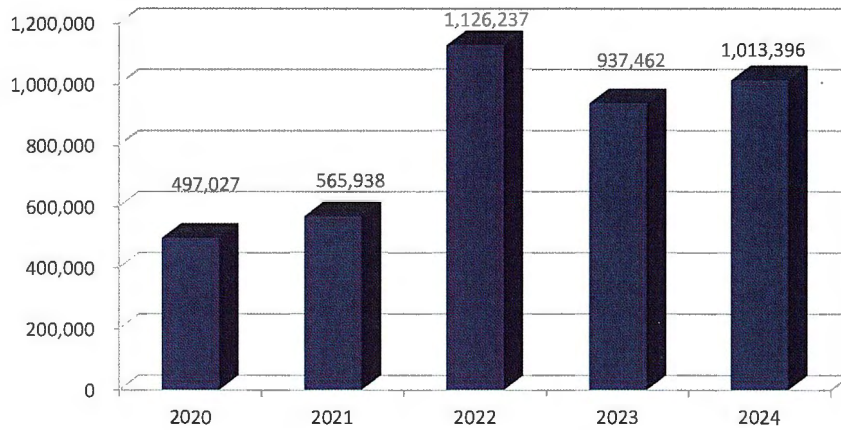
8

Five-Year Enrollment Trend

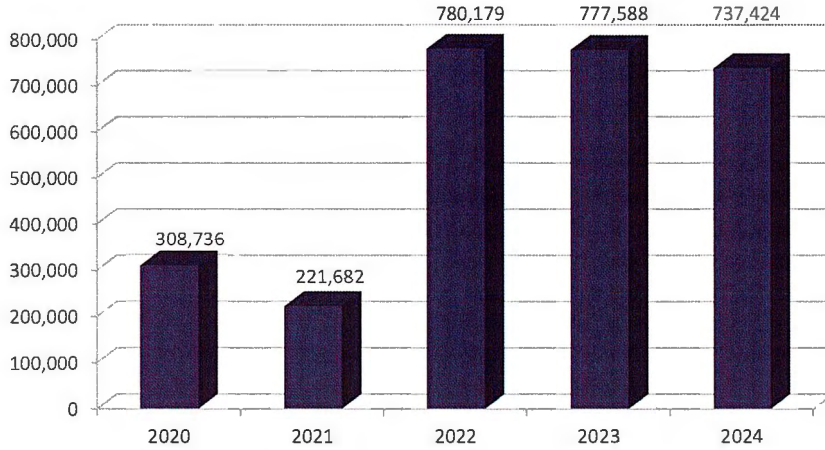


ISD NO. 659 NORTHFIELD

Food Service Fund Balance



Community Education Fund Balance





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ISD NO. 659 NORTHFIELD

June 30, 2024

Craig Popenhagen-Principal

Luke Greden-Principal

Ben Johnson - Senior

Audit Summary

Audit Opinion

- The financial statements are fairly stated. We issued what is known as a “clean” audit report.

Internal Control Over Financial Reporting

- No deficiencies in internal control over financial reporting were noted.

Compliance and Other Matters (Yellow Book)

- No compliance issues were noted in our review of laws, regulations, contracts, and grants that could have significant financial implications to the District.

Compliance Required by Uniform Guidance (Single Audit)

- No findings were noted relating to compliance and internal control over compliance.

Minnesota Legal Compliance

- No Minnesota legal compliance findings were noted.



Audit Summary

UGG Single Audit

- Over \$750,000 of Total Federal Expenditures
- Tested the Child Nutrition Program
- No compliance issues were noted in our review of the federal programs

Current-Year Changes

- Reporting Changes in Accounting Principles, Changes in Estimates and Corrections of Errors

Future Changes

- Compensated Absences – Effective FY2025

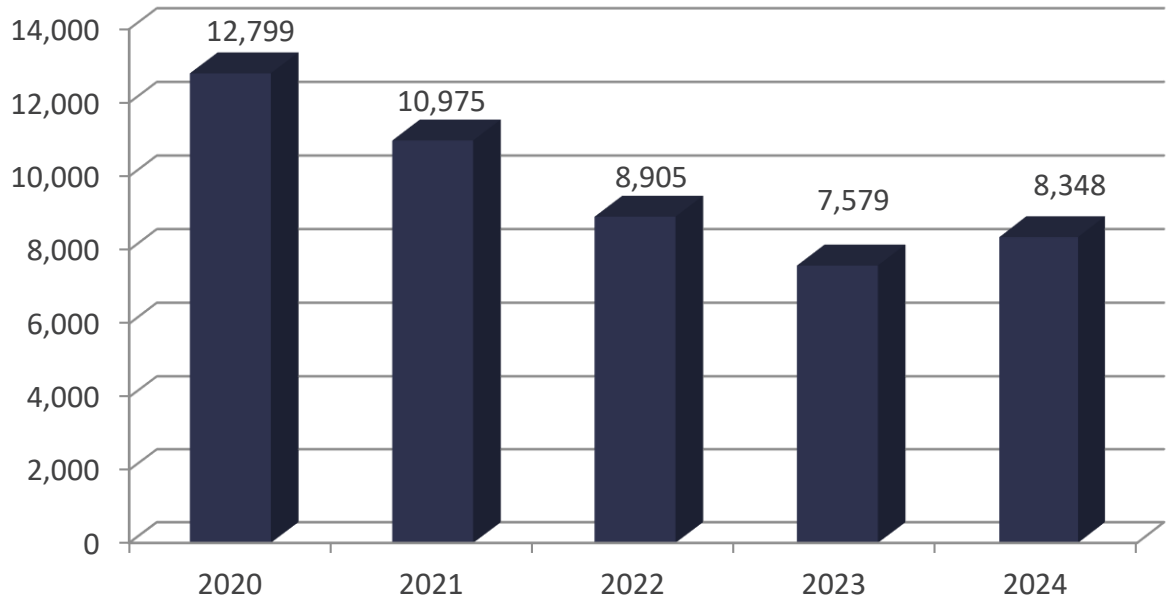


**INDEPENDENT SCHOOL DISTRICT #659
 COMBINING STATEMENT OF REVENUES, EXPENDITURES,
 AND CHANGES IN FUND BALANCES
 GENERAL FUND
 YEAR ENDED JUNE 30, 2024**

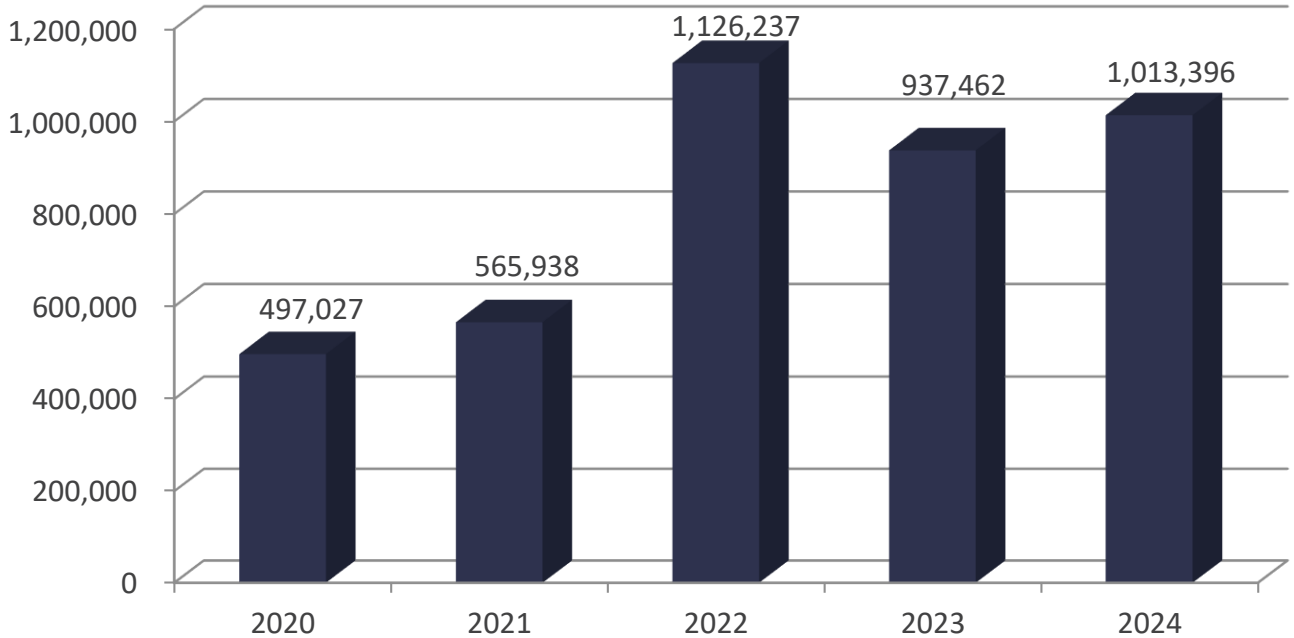
	Nonspendable Assigned & Unassigned	Non-Capital Restrictions	Capital Related Restriction			General Fund Total
			Operating Capital	Long Term Fac. Maint.	Total	
Revenues and Other Financing Sources	\$ 55,089,598	\$ 6,856,583	\$ 1,863,574	\$ 1,289,635	\$ 3,153,209	\$ 65,099,390
Expenditures	<u>54,495,991</u>	<u>6,516,644</u>	<u>1,867,510</u>	<u>908,861</u>	<u>2,776,371</u>	<u>\$ 63,789,006</u>
Excess (Deficit) Revenues Over Expenditures	593,607	339,939	(3,936)	380,774	376,838	1,310,384
Fund Balance June 30, 2023	<u>11,663,978</u>	<u>872,014</u>	<u>164,274</u>	<u>566,281</u>	<u>730,555</u>	<u>\$ 13,266,547</u>
Fund Balance June 30, 2024	<u>\$ 12,257,585</u>	<u>\$ 1,211,953</u>	<u>\$ 160,338</u>	<u>\$ 947,055</u>	<u>\$ 1,107,393</u>	<u>\$ 14,576,931</u>



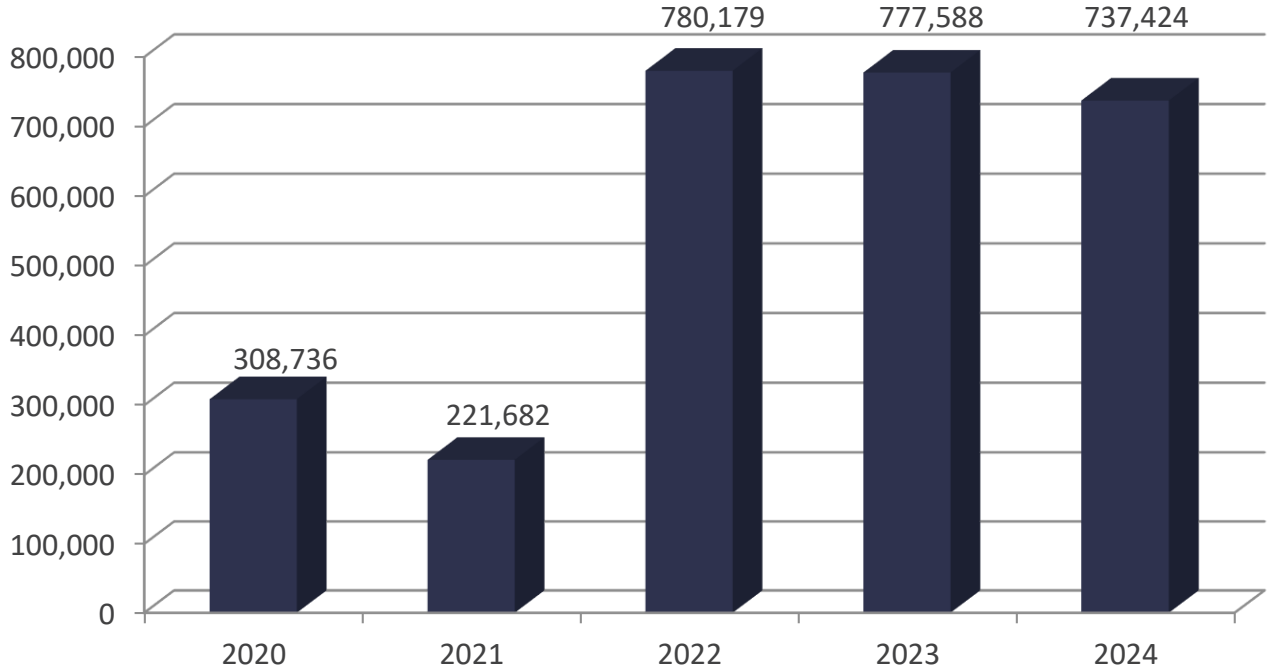
General Fund-Unassigned Fund Balance (in \$000's)



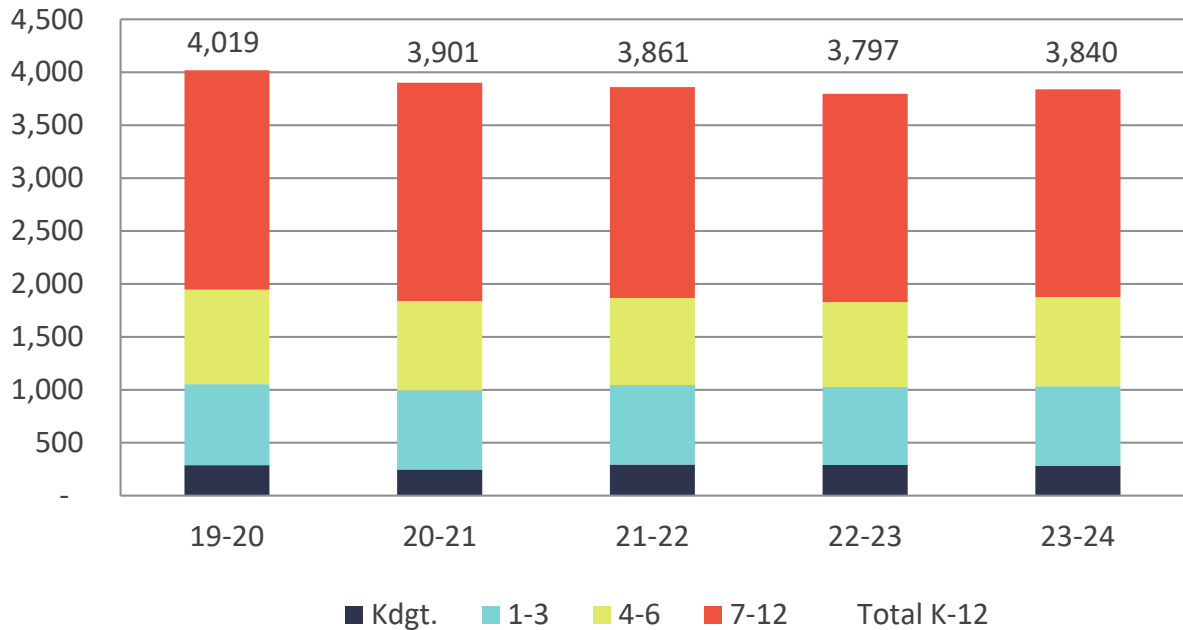
Food Service Fund Balance



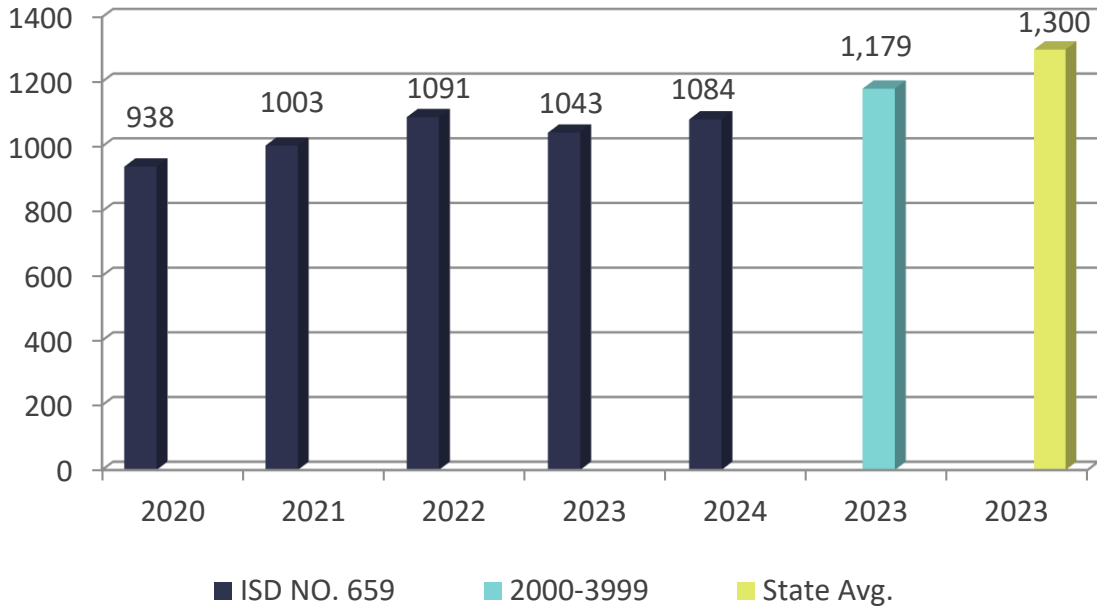
Community Education Fund Balance



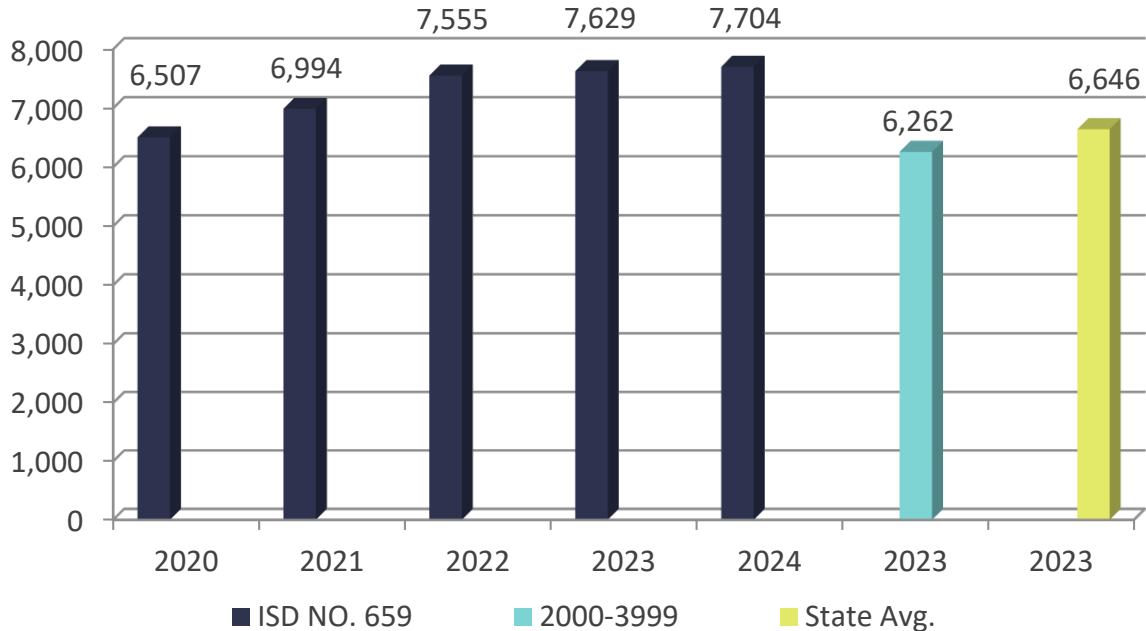
Five-Year Enrollment Trend



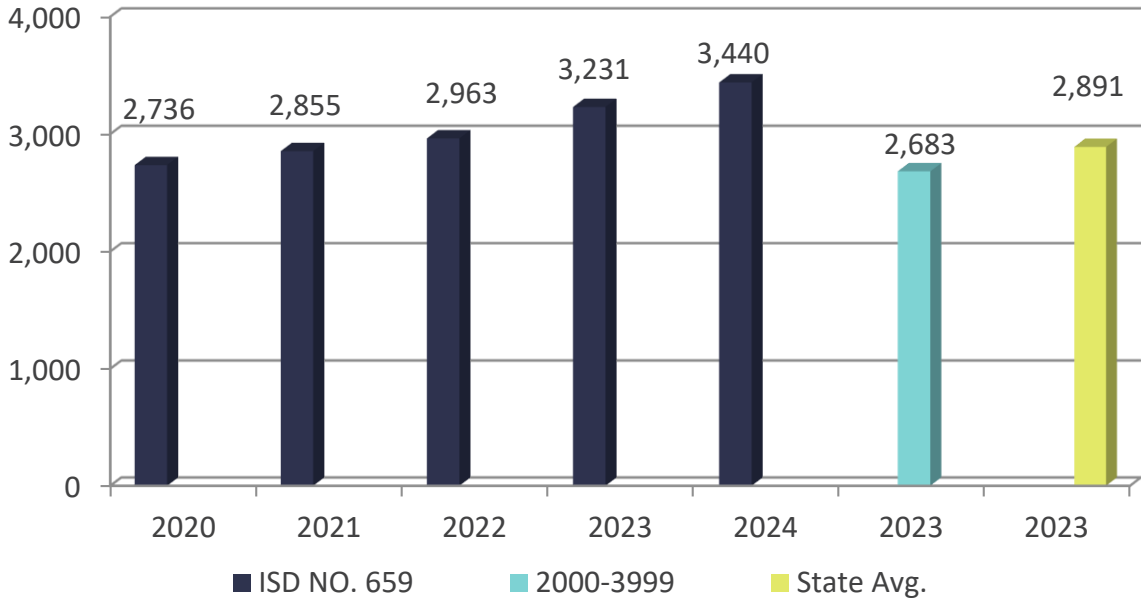
District & School Administration & Support Cost per Student



Regular Instruction Cost per Student



Special Education Instruction Cost per Student



THANK YOU!

Craig Popenhagen, Principal

507-280-2327

Craig.Popenhagen@claconnect.com

Luke Greden, Principal

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**Northfield Schools - Comprehensive Achievement and Civic Readiness Plan
Narrative Presentation to the School Board
December 9, 2024**

We are pleased to be here tonight to provide the 2024-2025 goals for the Northfield Comprehensive and Civic Readiness Plan. All of our work is grounded in advancing the district's vision to prepare **every** student for lifelong success by developing critical thinkers who are curious and ready to engage in our society.

During the 2024 session, the Minnesota Legislature renamed World's Best Workforce (WBWF) to Comprehensive Achievement and Civic Readiness (CACR). This new name emphasizes dual roles for the goals set forth in district plans—supporting students with academic achievement within their pre-K through 12 experience as well as preparing them to be active members of their community after graduation. This change will take effect as of the 2024-25 school year strategic plans and Fall 2025 annual summary report.

CACR plans will address the four WBWF goals as well as **one additional goal**:

- All children are ready for school.
- All racial and economic achievement gaps between students are closed.
- All students are ready for career and college.
- All students graduate from high school.
- **Prepare students to be lifelong learners.**

The WBWF third grade literacy goal is now included in the READ Act local literacy plan submitted in June of each year.

At their November meeting, 22 Northfield Forward members proposed a number of potential metrics for each of the five CACR goals. The 2024-2025 goal results will be presented to the school board in the fall of 2025.

Following the November meeting, Instructional Services worked with other departments to evaluate the efficiency of data collection for each of the proposed goals using the district parameters provided to the Northfield Forward team.

Metrics must be:

- Cost neutral.
- Require no additional student assessments.
- Efficiently measured.

Our year one CACR metrics are:

All children are ready for school.

Fall of kindergarten Fastbridge Early Reading and aMath scores*

*aMath is the Fastbridge adaptive math test for K-12, similar to Star Math or MAP Math

All racial and economic achievement gaps between students are closed.

Consistent attendance data

All students are ready for career and college.

Second semester credit attainment data for 9th, 10th and 11th graders


All students graduate from high school.

4-year graduation rates

Prepare students to be lifelong learners.

Year 1 Goal: Pull all data into one system or process of efficient measurement.

Year 2 Goal: 100% of NHS students will participate in activities, outside work and/or elective coursework outside of graduation requirements.



**Comprehensive
Achievement and Civic
Readiness (CACR) Goals
2024-2025**



— *Celebrating 150 years* —

District Mission

Our Vision

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

Our Strategic Plan

Reaching Out, Reaching Up:
THE 2027 STRATEGIC PLAN

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

STRATEGIC COMMITMENTS

- People**
We prioritize the engagement, satisfaction, and support of every student, staff member, and family.
- Learner Outcomes**
We prepare every student to be academically and socially ready to choose their preferred pathway after high school graduation.
- Equity**
We ensure that every child has a fair opportunity to reach their full potential.
- Communication**
We communicate effectively and transparently with all stakeholders.
- Stewardship**
We responsibly manage our personnel, finances, property, time and environmental impact.
- Partnerships**
We seek community partnerships that accelerate student achievement of district benchmarks.

BENCHMARKS

1 All children are ready for kindergarten.	2 All students are connected to the community.	3 All students are at grade level in reading and mathematics by the end of third and sixth grades.
4 All students exhibit physical, social and emotional well-being.	5 All students have a connection with a caring adult beyond their parents as they transition to middle school.	6 All students have interests, goals and a plan 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 unrestricted fund balance to ensure financial stability.	11 Community education provides relevant and accessible learning opportunities for all residents.	<small>Note: The 11 action benchmarks are aligned with the Strategic Plan and the Northfield Public Schools' 2027 Community Engagement Plan. All community engagement opportunities are aligned with the Strategic Plan and the 2027 Community Engagement Plan.</small>



From **WBWF** to **CACR**

2024 Legislative Change



Comprehensive Achievement and Civic Readiness Plan

During the 2024 session, the Minnesota Legislature renamed WBWF to Comprehensive Achievement and Civic Readiness (CACR). This new name emphasizes dual roles for the goals set forth in district plans—supporting students with academic achievement within their pre-K through 12 experience as well as preparing them to be active members of their community after graduation. This change will take effect as of the 2024-25 school year strategic plans and fall 2025 annual summary report.

Comprehensive Achievement and Civic Readiness Plan

What role does the school board play?

Minnesota Statutes 2023, section 120B.11, requires school boards to establish advisory committees. The advisory committee should:

- Ensure that community members have an opportunity to participate in the strategic planning process.
- Be reflective of the district's diversity and its schools, and thus include, to the extent possible, teachers, parents/guardians, support staff, students, and other community residents.
- Make recommendations to the school board concerning rigorous academic standards and student achievement goals and measures.

How will districts and charter schools measure progress?

Each district and charter school creates its own plan to prepare all students for school and align a standards-based curriculum with classroom instruction, so that students are career- and college-ready at graduation. The success of each plan can be measured locally using selected metrics.



22 Northfield Forward members provided input on the 24.25 CACR goals during the November 2024 meeting.

Comprehensive Achievement and Civic Readiness Goal Setting Parameters

Cost neutral | No additional student assessments | Efficient measurement

Comprehensive Achievement and Civic Readiness Plan

2024-2025 CACR Goals

- **All children are ready for school.**
- **All racial and economic achievement gaps between students are closed.**
- **All students are ready for career and college.**
- **All students graduate from high school.**
- **Prepare students to be lifelong learners.**

All children are ready for school.

CACR GOAL ONE

2024 – 2025 Readiness Goal

72% of incoming kindergarten students will meet the grade level benchmark on the Fall 2025 Fastbridge Assessment

70% of kindergarten students met the grade level benchmark on the Fall 2024 Fastbridge Assessment.

Additional Proposed Metric:

- **Preschool Screening Rates**

All racial and economic
achievement gaps between
students are closed.

CACR GOAL TWO

2024 – 2025 Achievement Gap Goal

The attendance rates of FRP and Students of Color groups will meet or exceed the rate of NFRP and White peers in 24-25.

Consistent attendance rates for Students of Color (74%) and FRP (70%) were below the rate of White (83%) and NFRP (85%) student demographic groups in the 2023-2024 school year.

Additional Proposed Metric:

- After school activity attendance

All students are ready for career and college.

CACR GOAL THREE

2024 – 2025 Career and College Readiness Goal

95% of each NHS high school grade level cohort will be on track for graduation.

Semester 2 NHS On Track Percentages for 23.24 School Year:

Grade 9: 93%
Grade 10: 92%
Grade 11: 92%
Grade 12: 97%

Other Proposed Metrics for Career and College Readiness

- All eighth grade students will complete a career interest inventory to guide their high school course progression.
- AP and PSEO course enrollment
- ACT and Grade 8 MCA
- Measurement of post secondary opportunities for students who access Special Ed services

All students graduate from
high school.

CACR GOAL FOUR

Class of 2024 Graduation Goal

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

The 2023 4-year graduation rate for the Northfield Public School District was 93% and 97% for Northfield High School

Additional Proposed Metric:

- **Course completion rates**

Prepare students to be lifelong learners.

CACR GOAL FIVE

2024 – 2025 Lifelong Learner Goal

In the 2024-2025 school year, the Northfield School District will develop a comprehensive system to track student participation in activities, work and elective course enrollment.

Year 1 Goal: Pull all data into one system or process of efficient measurement.

Year 2 Goal: 100% of NHS students will participate in activities, outside work and/or elective coursework outside of graduation requirements.

Additional Proposed Metric:

- Social emotional competencies

District Benchmarks - All Students

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.

**Alignment
to CACR
Goals**

Alignment of District CACR Goals and Metrics to District Benchmarks

1	All children are ready for school. (Fastbridge Results)	All children ready for kindergarten. (Fastbridge Results)
2	All racial and economic achievement gaps between students are closed. (Attendance)	Benchmarks measure results of <u>all students</u> . (All Student Benchmark Results)
3	All students are ready for career and college. (Credit Attainment)	All students are at grade level in reading and mathematics by the end of third and sixth grades. (MCA Results)
4	All students graduate from high school. (Graduation Rate)	All students graduate from high school with a plan to reach their full potential. (Graduation Rate)
5	Prepare students to be lifelong learners. (Activities/Work/Elective Participation)	All students have interests, goals and a vision for the future by the end of eighth grade. (8th Grade Survey Results)



Questions?

Policy 103 CONCERNS OR COMPLAINT RESOLUTION

I. PURPOSE

The Northfield School District takes seriously all concerns or complaints by students, employees, parents, district residents, and property or business owners. If a specific complaint procedure is provided within any other policy of the district, the specific procedure shall be followed in reference to such a complaint. If a specific complaint procedure is not provided, the purpose of this policy is to provide a procedure that will be used. This policy aligns with the district's commitment to partnerships, communication, and people.

II. GENERAL STATEMENT OF POLICY

An effective organization relies on direct communication between stakeholders. The superintendent or their designee will establish [procedures](#) to accompany this policy that will guide stakeholders on how to bring their concerns or complaints to resolution. These procedures shall be consistent with the applicable provisions of Minnesota Statutes chapter 13 (Minnesota Government Data Practices Act), other district policy, or law.

Other policies that contain a complaint procedure include, but are not limited to:

Policy 102: Educational and Employment Opportunity

Policy 413: Harassment and Violence

Policy 414: Mandated Reporting of Child Neglect or Physical or Sexual Abuse

Policy 415: Mandated Reporting of Maltreatment of Vulnerable Adults

Policy 514: Bullying Prohibition

Policy 521: Student Disability Nondiscrimination

Policy 522: Title IX Sex Nondiscrimination Policy, Grievance Procedure and Process

Policy 526: Hazing Prohibition

Activities & Athletics Co-Curricular Handbook

Policy 103 Concerns or Complaint Resolution

Adopted: 02.08.2021; Non-Substantive Update: 04.19.2022; INSERT DATE HERE

Board of Education

INDEPENDENT SCHOOL DISTRICT NO. 659

Northfield, Minnesota

Legal References: Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)

Cross References: MSBA/MASA Model Policy 206 (Public Participation in School Board Meetings/Complaints about Persons at School Board Meetings and Data Privacy Considerations)
MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)
MSBA/MASA Model Policy 413 (Harassment and Violence)
MSBA/MASA Model Policy 514 (Bullying Prohibition)
MSBA School Law Bulletin "I" (School Records – Privacy – Access to Data)

Procedures for Policy 103: CONCERNS OR COMPLAINT RESOLUTION

I. GENERAL STATEMENT

The purpose of this document is to identify the chain of responsibility to support the concern/complaint resolution process. The district provides a sample concern/complaint procedure template to help employees, students, parents, district residents, and property or business owners document steps in the process if necessary. This process should be documented using the appropriate [process summary document](#).

II. RESOLUTION PROCESS

- A. ***Discuss the issue directly with the person of concern.*** Most issues or problems can be solved by a conversation between those involved in it. Individuals should first discuss the issue directly with the person of concern. Parent concerns about student-to-student issues should begin with the teacher. If you believe the situation has escalated to a bullying issue, follow the procedures in [Policy 514](#).
- B. ***Discuss the issue with the supervisor/building principal.*** If the issue is not able to be solved between the individuals involved in the problem, contact your supervisor/building principal by phone, electronic mail, or by appointment. Share the specific concern/complaint and details about the attempt to solve the problem directly with the person of concern in Step A.

Step C for Employees	Step C for Students, Parents, District Residents, and Property or Business Owners
<p><i>If the issue is not resolved in Step B, it can be brought to the attention of the Director of Human Resources.</i></p> <p>As often as possible, the initial stage will include an attempt to bring the issue to the satisfactory resolution of both parties.</p> <p>If the issue includes an allegation of wrongdoing, the complaint will be reviewed, clarified, and investigated.</p> <p>In this case, the Director of Human Resources will take any action (or no action) deemed appropriate based on the results of the investigation. The complainant most likely will not be able to know the outcome of the investigation or any action taken due to the limitations of the Minnesota Government Data Practices Act.</p>	<p><i>If the issue is not resolved in Step B, it can be brought to the district administrator responsible for the area included in the concern or complaint.</i></p> <p>If the student, parent, district resident, and property or business owner is unsure of the appropriate district administrator, go to Step D. The superintendent's office may redirect the issue to the appropriate department.</p>

D. ***Bring the issue to the Superintendent.*** If the issue is not resolved satisfactorily in Step C, the concern or complaint can be brought to the Superintendent.

E. ***Bring the issue to the Chair of the Board of Education.*** If the issue is not resolved in Step D, the concern or complaint can be brought to the Chair of the Board of Education.

Procedures for Policy 103 Concerns or Complaint Resolution
Adopted: 02.08.2021

NORTHFIELD SCHOOL DISTRICT NO. 659
Northfield, Minnesota
Updated: INSERT DATE HERE

Policy 401 EQUAL EMPLOYMENT OPPORTUNITY

I. PURPOSE

The purpose of this policy is to provide equal employment opportunity for all Northfield School District applicants for employment and for all ~~Northfield School District~~ district employees. This policy aims to align with the district's strategic commitments to people.

II. GENERAL STATEMENT OF POLICY

A. The policy of the school district is to provide equal employment opportunity for all applicants and employees. The district does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, sex, sexual orientation, gender identity or expression, marital status, status with regard to public assistance, disability, age, family care leave status or veteran status. The district also makes reasonable accommodations for disabled employees.

[Note: The Minnesota Human Rights Act defines "sexual orientation" to include "having or being perceived as having a self-image or identity not traditionally associated with one's biological maleness or femaleness." Minnesota. Statutes section 363A.03, subdivision 44.]

B. The district prohibits the harassment of any individual for any of the categories listed above. For information about the types of conduct that constitute impermissible harassment and the district's internal procedures for addressing complaints of harassment, please refer to the district's policy on harassment and violence.

C. This policy applies to all areas of employment including job application procedures, hiring, advancement, discharge, compensation, job training and other terms, conditions and privileges of employment.

D. Every district employee shall be responsible for following this policy.

E. Any person having a question regarding this policy or reporting a violation of this policy should contact the Director of Human Resources.

Policy 401 Equal Employment Opportunity

Adopted: 02.14.2005; Updated: 08.10.2020; Non-Substantive Update: 04.19.2022, INSERT DATE HERE

Board of Education

INDEPENDENT SCHOOL DISTRICT NO. 659

Northfield, Minnesota

Legal References:

Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
29 U.S.C. § 621 et. seq. (Age Discrimination in Employment Act)
29 U.S.C. § 2615 (Family and Medical Leave Act)
38 U.S.C. § 4211 et. seq. (Employment and Training of Veterans)
38 U.S.C. § 4301 et seq. (Employment and Reemployment Rights of Members of the Uniformed Services)
42 U.S.C. § 2000e et seq. (Equal Employment Opportunities; Title VII of the Civil Rights Act)
42 U.S.C. § 12101 et seq. (Equal Opportunity for Individuals with Disabilities)

Cross References:

MSBA/MASA Policy 402 (Disability Nondiscrimination)

MSBA/MASA Policy 405 (Veteran's Preference)
MSBA/MASA Policy 413 (Harassment and Violence)

Policy 402 ~~DISABILITY NONDISCRIMINATION POLICY~~

I. PURPOSE

In alignment with the district's vision to prepare every student for lifelong success and its strategic commitment to people, The purpose of this policy is to provide a fair employment setting for all persons in the Northfield School District and to comply with state and federal law.

II. GENERAL STATEMENT OF POLICY

- A. The district shall not discriminate against qualified individuals with disabilities because of the disabilities of such individuals in regard to job application procedures, hiring, advancement, discharge, compensation, job training and other terms, conditions and privileges of employment.
- B. The district shall not engage in contractual or other arrangements that have the effect of subjecting its qualified applicants or employees with disabilities to discrimination on the basis of disability. The district shall not exclude or otherwise deny equal jobs or job benefits to a qualified individual because of the known disability of an individual with whom the qualified individual is known to have a relationship or association.
- C. The district shall make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee unless the accommodation would impose undue hardship on the operation of the business of the school district.
- D. Any job applicant or employee wishing to discuss the need for a reasonable accommodation, or other matters related to a disability or the enforcement and application of this policy, should contact the Director of Special Services. This individual is the district's appointed ADA/Section 504 coordinator.

Policy 402 Disability Nondiscrimination Policy

Adopted: 02.14.2005; Updated: 08.10.2020; Non-Substantive Update: 04.19.2022, INSERT DATE HERE

Board of Education

INDEPENDENT SCHOOL DISTRICT NO. 659

Northfield, Minnesota

Legal References:

Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
29 U.S.C. 794 et. seq. (Section 504 of the Rehabilitation Act of 1973)
42 U.S.C. § 12101 (Americans with Disabilities Act)
29 C.F.R. Part 32 (Nondiscrimination of the Basis of Handicap in Programs or Activities Receiving Federal Financial Assistance)
34 C.F.R. Part 104 (Nondiscrimination on the Basis of Handicap in Programs or Activities Receiving Federal Financial Assistance)

Cross References:

MSBA/MASA Policy 413 (Harassment and Violence)
MSBA/MASA Policy 521 (Student Disability Nondiscrimination)

Policy 403 DISCIPLINE, SUSPENSION, AND DISMISSAL OF SCHOOL DISTRICT EMPLOYEES

I. PURPOSE

The professional performance of school district employees is essential for the district to achieve its vision, strategic commitments, and benchmarks. The purpose of this policy is to achieve effective operation of the Northfield School District's programs through the cooperation of all employees under a system of policies and rules applied fairly and uniformly.

II. GENERAL STATEMENT OF POLICY

The disciplinary process described herein is designed to utilize progressive steps, where appropriate, to produce positive corrective action. For those who belong to a union, representation will be offered. While the district intends that in most cases progressive discipline will be administered, the specific form of discipline chosen in a particular case and/or the decision to impose discipline in a manner otherwise, is solely within the discretion of the district.

III. DISCIPLINE

A. *Violation of School Laws and Rules*

The form of discipline imposed for violations of school laws and rules may vary from an oral reprimand to termination of employment or discharge depending upon factors such as the nature of the violation, whether the violation was intentional, knowing and/or willful and whether the employee has been the subject of prior disciplinary action of the same or a different nature. School laws and rules to which this provision applies include:

1. Policies of the school district.
2. Directives and/or job requirements imposed by administration and/or the employee's supervisor.
3. Federal, state and local laws, rules and regulations, including, but not limited to, the rules and regulations adopted by federal and state agencies.

B. *Substandard Performance*

An employee's substandard performance may result in the imposition of discipline ranging from an oral reprimand to termination of employment or discharge. In most instances, discipline imposed for the reason of substandard performance will follow a progressive format and will be accompanied by guidance, help and encouragement to improve from the employee's supervisor and reasonable time for correction of the employee's deficiency.

C. *Misconduct*

Misconduct of an employee will result in the imposition of discipline consistent with the seriousness of the misconduct. Conduct which falls into this category includes, but is not limited to:

1. Unprofessional conduct.
2. Failure to observe rules, regulations, policies and standards of the district and/or directives and orders of supervisors and any other act of an insubordinate nature.
3. Continuing neglect of duties in spite of oral warnings, written warnings and/or other forms of discipline.
4. Personal and/or immoral misconduct.
5. Use of illegal drugs, alcohol or any other chemical substance on the job or any use off the job which impacts on the employee's performance.
6. Deliberate and serious violation of the rights and freedoms of other employees, students, parents or other persons in the school community.
7. Activities of a criminal nature relating to the fitness or effectiveness of the employee to perform the duties of the position.
8. Failure to follow the canons of professional and personal ethics.
9. Falsification of credentials and experience.
10. Unauthorized destruction of district property.
11. Other good and sufficient grounds relating to any other act constituting inappropriate conduct.
12. Neglect of duty.
13. Violation of the rights of others as provided by federal and state laws related to human rights.
- ~~14. Failure to pass any physical examination that may be required by the school board.~~

IV. FORMS OF DISCIPLINE

- A. The forms of discipline that may be imposed by the district include, but are not limited to:
 1. Oral warning.
 2. Written warning or reprimand.
 3. Probation.
 4. Disciplinary suspension, demotion or leave of absence with pay.
 5. Disciplinary suspension, demotion or leave of absence without pay.
 6. Dismissal/termination or discharge from employment.
- B. Other forms of discipline, including any combination of the forms described in Paragraph A., above, may be imposed if, in the judgment of the administration, another form of discipline will better accomplish the district's objective of stopping or correcting the offending conduct and improving the employee's performance.

V. PROCEDURES FOR ADMINISTERING POLICY

- A. When any form of discipline is imposed, the employee's supervisor will:
 1. Advise the employee of any inadequacy, deficiency or conduct which is the cause of the discipline, either orally or in writing. If

given orally, the supervisor will document the fact that an oral warning was given to the employee specifying the date, time and nature of the oral warning.

2. Provide directives to the employee to correct the conduct or performance.
3. Forward copies of all writings to the administrator in charge of personnel for filing in the employee's personnel file.
4. Allow a reasonable period of time, when appropriate, for the employee to correct or remediate the performance or conduct.
5. Specify the expected level of performance or modification of conduct to be required from the employee.

- B. The district retains the right to immediately discipline, terminate or discharge an employee as appropriate, subject to relevant governing law and collective bargaining agreements when applicable.

Policy 403 Discipline, Suspension, and Dismissal of School District Employees
Adopted: 02.14.2005; Updated: 04.13.2020; Non-Substantive Update: 04.15.2022, INSERT DATE HERE

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

Legal References: Minn. Stat. § 122A.40 (Teachers – Employment; Contracts; Termination)
Minn. Stat. § 122A.41 (Teacher Tenure Act; Cities of the First Class)
Minn. Stat. § 122A.44 (Contracting with Teachers; Substitute Teachers)
Minn. Stat. § 122A.58 (Coaches; Termination of Duties)
Minn. Stat. § 123B.02, Subd. 14 (~~Employees; Contracts for Services~~ General Powers of
Independent School Districts)
Minn. Stat. § 123B.143 (Superintendent)
Minn. Stat. § 123B.147 (Principals)
Minn. Stat. § 197.46 *et seq.* (Veterans Preference Act)

Cross References: None

Policy 404 EMPLOYMENT BACKGROUND CHECKS

I. PURPOSE

The purpose of this policy is to maintain a safe and healthful environment in Northfield Public Schools in order to prepare every student for lifelong success and its commitments to people and equity, ~~promote the physical, social, and psychological well-being of its students.~~ To that end, the school district will seek a criminal history background check for applicants who receive an offer of employment with the district or such other background checks as provided by this policy. The district may also elect to do background checks of volunteers, independent contractors and student employees in the district over the age of 18.

II. GENERAL STATEMENT OF POLICY

- A. The district shall require that applicants for district positions who receive an offer of employment and all individuals, except student workers/volunteers under the age of eighteen (18), who are offered the opportunity to provide athletic coaching services or other extracurricular academic coaching services to the district, regardless of whether any compensation is paid, submit to a criminal history background check. The offer of employment shall be conditioned upon a determination by the district that an applicant's criminal history does not preclude the applicant from employment with, or provision of services to, the district.
- B. The district specifically reserves any and all rights it may have to conduct background checks regarding current employees, or service providers without the consent of such individuals.
- C. Adherence to this policy by the district shall in no way limit the district's right to require additional information, or to use procedures currently in place or other procedures to gain additional background information concerning employees, applicants, volunteers, service providers, independent contractors and student employees.

III. PROCEDURES

- A. An individual will not commence employment or provide services until the district receives the results of the criminal history background check. Background checks will be performed by a district approved vendor and shall include data from the Minnesota Bureau of Criminal Apprehension ("BCA"). The BCA shall conduct the background check by retrieving criminal history data as defined in Minnesota Statutes section 13.87. The district reserves the right to also have criminal history background checks conducted by other organizations or agencies.
- B. In order for an individual to be eligible for employment or to provide athletic coaching services or other extracurricular academic coaching services to the district, except for a student worker/volunteer under the age of eighteen (18), the individual must complete the online application process. Completion of this process provides permission to conduct a criminal history background check. The cost of the criminal history background check is the responsibility of the individual, unless the district decides to pay the costs for a volunteer, an

independent contractor, or a student employee. If the individual fails to complete the process or pay the fee at the time the individual receives a job offer, or permission to provide services, the individual will be considered to have voluntarily withdrawn the application for employment or request to provide services.

- C. The district may use the results of a criminal background check conducted at the request of another school hiring authority if:
 - 1. The results of the criminal background check are on file with the other school hiring authority or otherwise accessible.
 - 2. The other school hiring authority conducted a criminal background check within the previous 12 months and the standards of the other school hiring authority match those of the district.
 - 3. The individual executes a written consent form giving the district access to the results of the check.
 - 4. There is no reason to believe that the individual has committed an act subsequent to the check that would disqualify the individual for employment or provision of services.

- D. For all nonstate residents who are offered employment with or the opportunity to provide athletic coaching services or other extracurricular academic coaching service to the district, the district shall request a criminal history background check on such individuals from the superintendent of the BCA and from the government agency performing the same function in the resident state, or if no government entity performs the same function in the resident state, from the Federal Bureau of Investigation. The offer of employment or the opportunity to provide services shall be conditioned upon a determination by the district that an individual's criminal history does not preclude the individual from employment with, or provision of services to, the district. Such applicants must provide an executed criminal history consent form.

- E. When required, individuals must provide fingerprints to assist in a criminal history background check. If the fingerprints provided by the individual are unusable, the individual will be required to submit another set of prints.

- F. Copies of this policy shall be available in the district's employment office and will be distributed to applicants for employment and individuals who are offered the opportunity to provide athletic coaching services or other extracurricular academic coaching service upon request. The need to submit to a criminal history background check may be included with the basic criteria for employment or provision of services in the position posting and position advertisements.

- G. The individual will be informed of the results of the criminal background check(s) to the extent required by law.

- H. If the criminal history background check precludes employment with the district, the individual will be so advised.

- I. The district shall apply these procedures to volunteers, independent contractors or student employees.

- J. At the beginning of each school year or when a student enrolls, the district will notify parents and guardians about this policy and identify those positions subject to a background check and the extent of the district's discretion in requiring a background check. The district may include this notice in its student handbook, a school policy guide, or other similar communication. A form notice for this purpose is included with this policy.
- K. Volunteer background checks are conducted annually.

Policy 404 Employment Background Checks

Adopted: 02.14.2005; Updated: 12.14.2020; Non-Substantive Update: 09.30.2022

Board of Education

INDEPENDENT SCHOOL DISTRICT NO. 659

Northfield, Minnesota

Legal References: Minn. Stat. § 13.04, Subd. 4 (Rights of Subjects of Data)
Minn. Stat. § 13.87, Subd. 1 (Criminal Justice Data)
Minn. Stat. § 123B.03 (Background Checks)
Minn. Stat. §§ 299C.60-299C.64 (Minnesota Child, Elder, and Individuals with Disabilities Protection Background Check Act)
Minn. Stat. § 364.09(b) (Exception for School Districts)

Cross References: None

Policy 405 VETERAN'S PREFERENCE

I. PURPOSE

This policy aims to align with the district's strategic commitments to people. ~~The purpose of this policy is to~~ Northfield School District complies with the Minnesota Veterans Preference Act (VPA) which provides preference points for veterans applying for employment with political subdivisions, including school districts, as well as additional rights for veterans in the discharge process.

II. GENERAL STATEMENT OF POLICY

- A. The district's policy is to comply with the VPA regarding veteran's preference rights and the mandated preference points to veterans and spouses of deceased veterans or disabled veterans.
- B. The district's policy is also to comply with the VPA requirement that no covered veteran may be removed from public employment except for incompetency or misconduct shown after a hearing upon due notice, upon stated charges, and in writing. This paragraph does not apply to the position of teacher.
- C. Veteran preference points will be applied pursuant to applicable law as follows:
 - 1. A credit of ten points shall be added to the competitive open examination rating of a non-disabled veteran, who so elects, provided that the veteran obtained a passing rating on the examination without the addition of the credit points.
 - 2. A credit of fifteen points shall be added to the competitive open examination rating of a disabled veteran, who so elects, provided that the veteran obtained a passing rating on the examination without the addition of the credit points.
 - 3. A credit of five points shall be added to the competitive promotional examination rating of a disabled veteran, who so elects, provided that:
 - (a) The veteran obtained a passing rating on the examination without the addition of the credit points.
 - (b) The veteran is applying for a first promotion after securing public employment.
 - 4. A preference may be used by the surviving spouse of a deceased veteran and by the spouse of a disabled veteran who, because of the disability, is unable to qualify.
- D. Eligibility for and application of veteran's preference, the definition of a veteran, and the definition of a disabled veteran for the purposes of this policy will be pursuant to the VPA.
- E. When notifying applicants that they have been accepted into the selection process, the school district shall notify applicants that they may elect to use veteran's preference.
- F. The district's policy is to use a 100-point hiring system to enable allocation of veteran preference points. The school district may or may not use a 100-point

hiring system for filling teaching positions. If a 100-point hiring system is not used for filling a teaching position, preference points will not be added, but all veteran applicants who have proper licensure for the teaching position will be granted an interview for the position.

- G. If the district rejects a member of the finalist pool who has claimed veteran's preference, the school district shall notify the finalist in writing of the reasons for the rejection and file the notice with the district's personnel officer.

[Note: A school district may require a veteran to complete an initial hiring probationary period as defined in Minn. Stat. § 43A.16.]

- H. In accordance with the VPA, no honorably discharged veteran shall be removed from a position of employment except for incompetency, misconduct, or good faith abolishment of position.

1. Incompetency or misconduct must be shown after a hearing, upon due notice, upon stated charges, in writing.
2. A veteran must irrevocably elect to be governed either by the VPA or by arbitration provisions set forth in a collective bargaining agreement in the event of a discharge.

- I. The VPA and the provisions of this policy do not apply to the position of private secretary, superintendent, head of a department, or any person holding a strictly confidential relation to the school board or school district. The VPA and the provisions of this policy apply to teachers only with respect to the hiring process, as set forth in Paragraph F., above.

Policy 405 Veterans Preference

Adopted: 02.28.2005; Updated: 05.13.2013, 04.13.2020, INSERT DATE HERE

Board of Education

INDEPENDENT SCHOOL DISTRICT NO. 659

Northfield, Minnesota

Legal References: Minn. Stat. § 43A.11 (Veteran's Preference)
Minn. Stat. § 197.455 (Veteran's Preference Applied)
Minn. Stat. § 197.46 et. seq. (Veteran's Preference Act)
Hall v. City of Champlin, 463 N.W.2d 502 (1990)
Young v. City of Duluth, 410 N.W.2d 27 (Minn. Ct. App. 1987)

Cross References: MSBA/MASA Policy 401 (Equal Employment Opportunity)

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

2024-25 Superintendent Focus Areas Update

Update No. 1 | Dec. 9, 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	Dec. 9, 2024 Report
<p>The superintendent will prioritize the implementation of the K-5 mathematics curriculum to continuously improve the district’s mathematics proficiency rates.</p>	<p>Strategic commitment alignment: People, Learner Outcomes, Equity, and Stewardship.</p> <p>Benchmark alignment: 3. All students are at grade level in reading and mathematics by the end of third and sixth grades.</p>	<ul style="list-style-type: none"> ● The superintendent attends weekly update sessions with TNTP focused on executing the plan for improved mathematics instruction. ● Sixty-six (66) teachers participated in lab days in November. These half-day sessions included peer observations and curriculum-based professional development. ● 100% of elementary general education classroom teachers have entered their unit test scores in Skyward, allowing for system-wide analysis.
<p>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>	<p>Strategic commitment alignment: People, Learner Outcomes, Equity, and Partnerships.</p> <p>Benchmark alignment: 4. All students exhibit physical, social and emotional well-being. 7. All students graduate from high school with a plan to reach their full potential.</p>	<ul style="list-style-type: none"> ● This focus area is in the early stages of development. One of the next steps is to identify pathways for hiring a credentialed work-based learning teacher to join our staff. ● Currently, some high school students are earning credit for their work in healthcare settings, as permitted by Minnesota Statute 124D.475. The district’s partnership with the Workforce Development Center provides a career coach, who has been available as needed, to support our students.

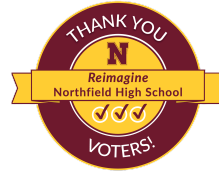
Focus Area	Strategic Plan Alignment	Dec. 9, 2024 Report
		<ul style="list-style-type: none"> • Additionally, the Workforce Development partnership facilitated the “Made in Northfield” tours on Dec. 3, where local manufacturing and healthcare employers showcased their facilities. Fifty-six (56) students and recent alumni participated in the tours, visiting Allina Clinic, Northfield Hospital + Clinics, River Valley Eye Professionals, Minnesota Orthodontics, Cardinal Glass, Engage Printing, and Mechanical Systems. The tours concluded with roundtable discussions at Laura Baker Services (healthcare tour) and Ruth’s on Stafford (manufacturing tour).
<p>The superintendent will prioritize the professional growth of district staff by planning and executing the first Northfield School District Leadership Development Institute.</p>	<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>	<ul style="list-style-type: none"> • The superintendent has outlined the key themes for leadership development, which include leadership, culture, decision-making, and resource management. • There will be four sessions scheduled for the second semester of 2024. • An application will be available in Dec. 2024. • Additionally, an application for local credit for teachers, which can be applied toward potential lane changes, will be on the agenda for the January professional growth committee meeting.
<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>	<ul style="list-style-type: none"> • The podcast has launched and was rebranded as “Doing Good Things for Kids.” • Two episodes have been recorded. • The episodes air on the fourth Monday of the month.
<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>	<ul style="list-style-type: none"> • The superintendent led an educational campaign that included at least 92 events. This included 26 tours of the high school facility.

Focus Area	Strategic Plan Alignment	Dec. 9, 2024 Report
	<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>	<ul style="list-style-type: none"> All three bond referendum questions passed. Question 1 passed with nearly 60% approval, Question 2 passed with 54% approval, and Question 3 passed with 56% approval.
<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>	<ul style="list-style-type: none"> A Latino family engagement event was held at Greenvale Park on Oct. 15 during community school programming. An Indigenous parent advisory committee meeting was held on Oct. 24, led by Indigenous Cultural Liaison Sybil Betsinger. Black parent advisory committee meetings will begin in January.
<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>		

Other Dec. 2024 updates

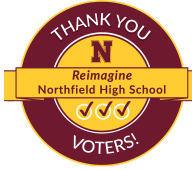
- The superintendent starts (almost) every day at a school building to connect with staff and students.
- The superintendent’s office earned a 4.78 (five-point Likert scale) on the annual District Services Survey. This survey asks administrators and administrative assistants to rate the services they receive from ten district office departments. The overall survey rating was 4.60 for all departments.
- The superintendent is participating in the Minnesota Association of School Administrators' Advanced Leadership Academy, a 15-month program focused on professional growth for experienced superintendents.
- The superintendent was asked to serve an extra year on the MASA executive board as the past president because the 2023-24 president accepted a superintendent position in a neighboring state.
- The Minnesota Community Education Association honored the superintendent with its inaugural “Most Supportive Administrator” award. According to MCEA, “This distinguished award recognizes administrators who champion community education programs and demonstrate exceptional support for community-driven educational initiatives.”
- The superintendent has been selected to co-present a leadership development session at the Minnesota Elementary School Principals Association’s 2025 winter institute.
- The superintendent and a colleague have been selected to deliver the keynote presentation at the 2025 MCEA conference.

- The superintendent will teach the University of Minnesota's Leaders in Superintendency and Central Office course in June 2025. This course is part of the superintendent licensure process.
- The superintendent has hosted three interns this fall who are seeking superintendent licensure.
- The superintendent led the selection process and recommended Kelly Spillman-Kramer's appointment as the executive assistant to the superintendent and board. Kelly succeeds Anita Aase, who served exceptionally in the role for nearly seven years.
- The superintendent's office continues to communicate with the board, staff, families, and the community through:
 - Semi-monthly staff updates emailed the week of each board meeting.
 - The board bulletin, which is published at least twice per month.
 - Family update messages using the S'more platform — fourteen (14) have been sent since July 2024.
 - Regular appearances on KYMN radio.
 - Community engagement sessions — the first of four sessions was offered on Oct. 31. Community engagement sessions are an open call to the community to set up a meeting on any topic.



Reimagine Northfield High School Bond Referendum Projects | Construction Update No. 2 | Dec. 9, 2024

1. Core planning team and activities subcommittee update and schedule
2. “Hopes and Dreams” event

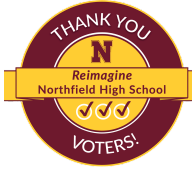


**Northfield High School
Planning Process – Participants and Responsibilities**

<u>Group Name:</u>	<u>Participants:</u>	<u>Goals / Responsibilities:</u>	<u>Timeline:</u>
School Board	<ul style="list-style-type: none"> School Board Members 		Ongoing
Project Oversight Committee (10 people)	<ul style="list-style-type: none"> Select board members Select administration Wold Knutson 	<ul style="list-style-type: none"> Set district standards Review the direction of the design Review and monitor the budget Recommendations to board 	Ongoing: x2/month meetings
High School Core Planning Group (25-45 people)	<ul style="list-style-type: none"> Select board members Select parents and community NHS administration Select staff Select students District administration Facilitator: Wold 	<ul style="list-style-type: none"> Design decisions Establish priorities Guide/direct design Recommendations to project oversight committee. 	3-4 months (8 meetings and tours)
Activities and Athletics Subcommittee (20-30 people)	<ul style="list-style-type: none"> Select board members Select parents and community Activities stakeholders Select students Community Education District and NHS administration Facilitator: Wold 	<ul style="list-style-type: none"> Design athletics/activities spaces Accommodate school day needs Recommendations to core planning group 	2-3 months (3-4 meetings, starting after core planning group.)
High School User Groups (4-5 people per space type)	<ul style="list-style-type: none"> NHS administration NHS stakeholders Relevant community stakeholders Facilitator: Wold 	<ul style="list-style-type: none"> Gather detailed input for specific spaces 	2-3 months 1-2 meetings, each space

**Northfield High School
Preliminary Project Schedule**

High School Design	December 2024 – February 2026
Schematic Design (Core Group)	December 2024 – March 2025
Design Development (User Group)	April 2025 – September 2025
Construction Documents	October 2025 – February 2026
Bidding	March 2026
High School Construction	Summer 2026 – Summer 2029 (phased)
Occupancy	Fall 2029 (portions may be occupiable before)



Northfield High School
DRAFT Core Planning Group Schedule / Sample Agendas

Core Planning Group Meeting #1 & Community Listening Session

Who: Core Group and Athletic Subcommittee members

Date: Tuesday, Dec. 17, 2024 between 5:30-8:00 PM

- CPG kickoff (30 min)
 - Introductions, Organization / Responsibilities
 - Project Scope / Timeline
- Community Activity:
 - Hopes & dreams for the project (75 min)
- Discuss building tours

Core Planning Group Meeting #2

Who: Core Group

Date: Wednesday, Jan. 8, 2025 between 4:00-6:00 PM

- Thoughts since last meeting?
- Tours download (likes/dislikes)
- Develop draft CPG criteria and commitments

Building Tours (All Day)

Who: Core Group and Athletic Subcommittee members

Date: Jan. 21 and 22, 2025

- Building tours (locations TBD)
- Ideas: Owatonna HS, Tartan HS, Rock Ridge HS, White Bear HS, St Peter? Sartell? Alexandria?

Core Planning Group Meeting #3

Who: Core Group

Date: Wednesday, Jan. 29, 2025 between 4:00-6:00 PM

- Thoughts since last meeting?
- Review draft CPG criteria and commitments
- Site discussion

Core Planning Group Meeting #4

Who: Core Group

Date: Wednesday, Feb. 19, 2025 between 4:00-6:00 PM

- Thoughts since last meeting?
- Review draft CPG criteria and commitments
- Review draft bubble diagram
- Review draft site diagram

Activities / Athletics Subcommittee

Dates: Feb. 26, March 12, April 2, and April 16, 2025

Times: 1:00-3:00 PM

Core Planning Group Meeting #5

Who: Core Group

Date: Wednesday, Feb. 26, 2025 between 4:00-6:00 PM

- Thoughts since last meeting?
- Review draft CPG criteria and commitments
- Review draft bubble diagram
- Review draft site diagram

Core Planning Group Meeting #6

Who: Core Group

Date: Wednesday, March 12, 2025 between 4:00-6:00 PM

- Thoughts since last meeting?
- Review draft CPG criteria and commitments
- Review draft bubble diagram
- Review draft site diagram

Core Planning Group Meeting #7

Who: Core Group

Date: Wednesday, April 2, 2025 between 4:00-6:00 PM

- Thoughts since last meeting?
- Review draft CPG criteria and commitments
- Review draft bubble diagram
- Review draft site diagram

Core Planning Group Meeting #8

Who: Core Group

Date: Wednesday, April 16, 2025 between 4:00-6:00 PM

- Thoughts since last meeting?
- Finalize draft CPG criteria and commitments
- Finalize plan diagram
- Review draft schematic design submittal.

School Board Presentation: Schematic Design

Date: April 28, 2025

- Update board on the core planning group's work

User Group Meetings

Date: April 2025 – July 2025

- Meet with all space users and other stakeholders as appropriate

NORTHFIELD PUBLIC SCHOOLS

School Board Minutes

November 25, 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 Miller, the board unanimously approved the agenda.
3. Public Comment
There were no public comments.
4. Announcements and Recognitions
 - The board congratulated Anita Aase, Executive Administrative Assistant to the Superintendent and the School Board, on her retirement.
 - Spring Creek student Grant Zimmerman had an extra special Thanksgiving experience this year. Grant traveled to Washington, D.C. and helped his dad, John, present turkeys, Peach and Blossom, to President Biden for the presidential turkey pardoning. Congratulations to Grant and John (and Peach and Blossom)!
 - The Sesquicentennial Minute: The superintendent highlighted an excerpt from Bruce Colwell's "City of Schools" book about the history of the school district.
5. Items for Discussion and Reports
 - a. Employee Engagement Overview. Superintendent Hillmann presented an overview of some of the tools that the district uses to provide staff members a voice in their workplace and to measure employee engagement.
 - b. Construction Update #1. Dr. Hillmann provided the first update on the NHS construction project.
6. Committee Reports
There were no committee reports.
7. Consent Agenda
On a motion by Miller, seconded by Hardy, the board unanimously approved the consent agenda.
 - a. Minutes.
Minutes of the regular school board meeting held on November 12, 2024.
 - b. Gift Agreements. Gift agreements attached.
 - c. School Resource Officer Agreement. The school board approved the school resource officer agreement with the City of Northfield for the 2025-2027 calendar years.
 - d. Grant Application. Director of Instructional Services Hope Langston requested school board approval for a Ciresi Walburn Foundation Grant for \$100,000 from the Ciresi Walburn Foundation for the time period January 1, 2025 to December 31, 2025. This grant will provide funding to continue our partnership with TNTP to improve Tier I (Core Instruction) for all students.
 - e. Northfield Swim Club Agreement. The school board approved the enclosed agreement with the Northfield Swim Club. This agreement is for the time period Nov. 25, 2024 - Nov. 24, 2025. Updates to the agreement include who will be issued keys and an increase in custodial fees related to use of the premises outside the normal hours of building operation.

f. Personnel Items

i. Appointments

1. William Hoff, 1.0 FTE Long Term Substitute English/Language Arts Teacher at the High School, beginning 1/2/2025-2/5/2025. BA, Step 6
2. Nica Patterson, Long Term Substitute Building Nurse at the NCEC, beginning on or about 12/10/2024-3/4/2025. BSN/RN Step 4-\$41.50/hr.
3. Jon Rieber Paulson, Ski Club Chaperone with Community Ed Recreation, beginning 1/6/2025-3/31/2025. \$500 Stipend
4. Miles Poole, Instructor Assistant with Community Ed Recreation, beginning 12/8/2024-5/31/2025. Step 1-\$14.50/hr.
5. Ryland Updike, Instructor Lead with Community Ed Recreation, beginning 11/23/2024-5/31/2025. Step 2-\$15.80/hr.
6. Gregory Ennis, Ski Club Chaperone with Community Ed Recreation, beginning 1/6/2025-5/31/2025. \$500 Stipend
7. Fynn Hammer, Community School Club Leader for up to 15 hours/week at Greenvale Park, beginning 11/25/2024-5/15/2025. \$25.53/hr.
8. Elizabeth Johnson, Community School Club Leader for up to 15 hours/week at Greenvale Park, beginning 11/25/2024-5/15/2025. \$25.53/hr.
9. Carson Rheaume, Softball/Basketball Official with Community Ed Recreation, beginning 1/1/2025-5/31/2025. \$30/game
10. Jessica Tietz, Long Term Substitute Special Ed EA PCA for 28 hours/week at the NCEC, beginning 12/9/2024-6/6/2025. Step 4, \$18.05/hour + prorated PCA stipend. Salary subject to change upon settlement of the 2024-26 EA contract.

ii. Increase/Decrease/Change in Assignment

1. Anna Edwards, Special Ed EA for 6.75 hours/day at Spring Creek, add Gen Ed Supervisory for .25 hours/day at Spring Creek, effective 11/18/2024.
2. Melvin Miller, Building Supervisor with Community Education, add Site Supervisor with Community Ed Recreation, effective 11/17/2024-5/31/2025. Step 6-\$17.87/hr.
3. Erica Trebelhorn, Teacher at Spring Creek, add Building Supervisor with Community Ed Recreation, effective 12/1/2024. \$19.32/hr.
4. Ryland Updike, Instructor Lead with Community Ed Recreation, add Instructor Assistant with Community Ed Recreation, effective 11/23/2024-5/31/2025. Step 2-\$14.76/hr.
5. Connor Nagy, Summer Building and Grounds Maintenance with the District, extend end date to 11/24/2024, and add Substitute Custodian with Building and Grounds, effective 11/25/2024. \$20.67/hr.

iii. Leave of Absence

1. Claire Gardner, Teacher at the Middle School, FMLA Leave of Absence beginning on or about 5/30/2025 for 8 work weeks.
2. John Scheil, Teacher at Greenvale Park, Leave of Absence beginning 2/24/2025-3/21/2025.
3. Michele Knutson, Guidance Office Administrative Assistant at the High School, FMLA Leave of Absence beginning 12/3/2024-1/14/2025.
4. Jenny Streefland, Guidance Counselor at the Middle School, FMLA Leave of Absence beginning 11/27/2024-12/6/2024.

iv. Retirements/Resignations/Terminations

1. Halea Picha, Soccer Coach at the High School, resignation effective 11/19/2024.
2. Katie Schuman, EarlyVentures Teacher at the NCEC, resignation effective 12/25/2024.
3. Franz Boelter, Assistant Volleyball Coach at the High School, resignation effective 11/22/2024.

v. Community Education Recreation Wages Rate Tables

Administration recommended approval of the Community Education Recreation Wages rate tables for the period September 1, 2024 through August 31, 2026.

8. Items for Individual Action

- a. Policy Committee Recommendations. On a motion by Gonzalez-George, seconded by Butler, the board approved the policy committee's recommended updates to policies 521, 524.2, 532, 535, 608, 614 and 708.

9. Items for Information

There were no items for information.

10. Future Meetings

- a. Monday, December 9, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
- b. Monday, January 13, 2025, 6:00 p.m., Organizational Board Meeting followed by the Regular Board Meeting, Northfield DO Boardroom

c. Monday, January 27, 2024, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom

11. Closed Session: Labor Negotiations Strategy (Minnesota Statute 13D.03)

On a motion by Gonzalez-George, seconded by Miller, the board unanimously moved to close the meeting as permitted by Minnesota Statute 13D.03 to discuss labor negotiations.

12. Adjournment

On a motion by Gonzalez-George, seconded by Quinnell, the board unanimously approved to adjourn the closed meeting at 8:26 p.m.

On a motion by Quinnell, seconded by Goerwitz, the board unanimously approved to adjourn the regular board meeting at 8:26 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?
11/21/24	\$100.00	Jaimee Frank	Northfield Senior High School- Give to the Max Day
11/18/24	\$200	Katie Gittins	TORCH Sponsorship
11/20/24	\$100	Cachet Sciences	Robotics donation
11/25/24	\$5.00	Kara Eichens	BW 1st Grade Children's Theatre The Grinch Who Stole Christmas Scholarship [From Kit:BW 1st Grade Children's Theatre The Grinch Who Stole Christmas]
11/25/24	\$5.00	Nicole Krawczyk	GVP 4th Grade Ordway Little Mermaid Field Trip Additional Funds [From Kit:GVP 4th Grade Ordway Little Mermaid Field Trip]
11/25/24	\$20.00	Tonya Sauer	SC 3rd Grade Children's Theatre How the Grinch Stole Christmas - Field Trip Scholarship [From Kit:SC 3rd Grade Children's Theatre How the Grinch Stole Christmas - Field Trip]
11/21/24	\$225	Carol Cole	snack cart
11/21/24	\$20	Sonja Johnson	Books for the media center in memory of Pam Nerhaus.
11/26/24	\$15.00	Kelli Nowak	GVP 4th Grade Ordway Little Mermaid Field Trip Additional Funds [From Kit:GVP 4th Grade Ordway Little Mermaid Field Trip]
11/26/24	\$10.00	Heather Stuart	SC 3rd Grade Children's Theatre How the Grinch Stole Christmas - Field Trip Scholarship [From Kit:SC 3rd Grade Children's Theatre How the Grinch Stole Christmas - Field Trip]
11/26/24	\$5.00	Anna Edwards	SC 3rd Grade Children's Theatre How the Grinch Stole Christmas - Field Trip Scholarship [From Kit:SC 3rd Grade Children's Theatre How the Grinch Stole Christmas - Field Trip]
11/27/24	\$10.00	Rob Thompson	SC 3rd Grade Children's Theatre How the Grinch Stole Christmas - Field Trip Scholarship [From Kit:SC 3rd Grade Children's Theatre How the Grinch Stole Christmas - Field Trip]
12/2/24	\$5.00	John Martinez	BW 1st Grade Children's Theatre The Grinch Who Stole Christmas Scholarship [From Kit:BW 1st Grade Children's Theatre The Grinch Who Stole Christmas]
12/3/24	83 Disney Books	Dorothy Orde	Media Center
10/29/24	\$25.00	Mary E. Schemelzer	Music department donation
11/21/24	\$100	Cachet Sciences	Robotics donation
11/21/24	\$200	Katie & Peter Gittins	Robotics Sponsorship

NORTHFIELD PUBLIC SCHOOLS

SENIORITY LIST

2024-2025 SCHOOL YEAR

Prepared and Distributed by Human Resources Office

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	Ames, Hannah S	14	Cornell, Andria J	13	Gaertner, Michelle E	7	Johnson, Kristin G	10
	Amundson, Danielle R	3	Coudret, Raymond T	1	Gagnon, Nicole L	14	Johnson, Roanne M	1
	Amy, Natalie A	9	Craft, Kristen A	8	Gagnon, Noah R	12	Jones, Jennifer L	14
	Anderson, Madison R	15	Crase, Danielle M	8	Garcia, Jr Robert	5		
	Auge, Mark J	1	Crase, Matthew L	13	Gardner, Claire E	12	Karsky, Meghan B	15
	Austin, Thomas J	13			Geehan, Bethany R	15	Kauffeld, Christopher G	14
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	Balow, Tyler P	8	Danielson, Adam B	2	Golden, Naomi R	13	Kettwick, Rachel M	10
	Baragary, Paula M	5	Danielson, Christa A	4	Graupmann, Emileana M	4	King, Elizabeth A	2
	Bartholomew, Sara A	13	David, Caitlin A	10	Grisim, Leah M	11	Klein, Melanie A	10
	Bauer, Michelle A	3	Davis, Douglas D	2	Grundman, Stephanie R.	5	Kolars, Amy Jo	15
	Bauman, Theresa H	12	Dayneko, Jacob J	13	Guertin, Heather M	14	Kortbein, Tiffany R	7
	Beaulieu, Stephen J	5	Deane, Natalie A	6	Guggisberg, Richard L	3	Kortuem, Kristi M	9
	Bell, Kaitlin M	15	DeVries, Sara A	7			Korynta, Marcy R	8
	Bell, Kelly R	15	Dickerson, Thomas D	11	Haar, Rebecca J	1	Kovach, Linda M	2
	Bendett, Michelle	11	Dimick, Kimbra R	7	Haefner, Ellen R	9	Krueger, Bailey E	14
	Berkvam-Peter, Tallie A.	12	Dokken, Tina A	5	Haley, Paige W	10	Kruger, Natalie A	5
I	Bernhard, Paul J.	6	Doliscar, Jules R	12	Hand, Brenda A	3	Kuehl, Heather H	7
	Betsinger, Sybil K	14	Dorey, Amy C	7	Hanson, Inger L	8		
N	Bielenberg, Kiersten E	3	Downs, Lindsey J	4	Hanson, Katie A	10	Landry, Lily E	7
	Bischoff, Chelsea A	13	Duba, Carolyn K	5	Hauck, Karna E	1	Langer, Rachael K	14
D	Blanck, Christian R	12	Dube, Sean D	10	Healy, Samuel P	12	Langevin, Mark A	3
	Blatti, Ashly M	11	Duchene, Sarah J	5	Hebzyński, Kelly M	8	Lanza, Suzanne K	8
E	Bloom, Sarah F	10	Duncan, Jamie K	15	Hehr, Ann M	4	Larsen, Melissa A	3
	Boda, Elaine A	13	Dunkelberger, Brent J	11	Heil, Gretchen O	5	Lauritzen-Kohel, Jill M	1
X	Bollum, Linnea Rh	15			Hemningsen, Kari J	15	Lavoy, Kayla L	12
	Bolton, Susan N	8	Eastman, Kyle J	6	Hetzel, Sheila M	8	Leaphart, Ada M	11
	Borgerding, Emily L	13	Eddy, Paul R	1	Holden, Dana L	2	Lindstrom, Joyce M	9
	Born, Mairin K	6	Eliason, Angela L	5	Holland, Cara L	11	Lipins, Lisa M	14
	Bothun, Stefanie A	7	Ellerbusch, Brittany R	6	Hotz Zenk, Mary A	13	Lofquist, Darren A	5
	Bulfer, Briana M	7	Ensrud, Jan B	2	Hovden, Lisa M	4	Lompart, Jennifer H	4
	Burnham, Renee M	6	Ensrud, Mark A	1	Howard, Christine E	10	Lorang, Rebecca A	14
			Eriksen, Molly D.B.	9	Howard, Christopher L	4	Lovrien, Catherine R	12
	Cade, Kristen M.E.	1	Estrella, Rafael	7	Hubbard, Brittney E	13	Ludwig, Makenzie R	11
	Cade, Stephen He	4			Hummel, Kristin N	1	Lynch, Angela F	10
	Caltagirone, Sydney M	15	Faust, Tyler L	7				
	Carlson, Kathryn L	13	Feldmann, Amanda L	12	Irwin, Monica B	15	Malecha, Rebecca L	9
	Carlson, Stephani L	6	Flicek, Kathy A	2	Iszler-Johnson, Tammy B	11	Martens, Sarah M.C.	5
	Casson, Kathleen S	8	Flom, Ashley D	8			Mathison, Cheryl W	1
	Charlton, Pamela A	2	Foehrkolb, Kelley L	9	Jaeger, Natalie A	14	Matson, Maren E	7
	Chlan, Vicky A	1	Foley, Mckenzie K	15	Jaynes, Andrew T	4	McCabe, Shari E	11
	Clarey, Alisha K	8	Forbord, Jamie A	9	Jerdee, Ann M.H.	7	McKay, Jaclyn D	6

	Name	Page	Name	Page	Name	Page	Name	Page
	McLaughlin, Anne E	9	Randall, Amy L	9	Sonnega, Michelle M	1	Veltri, Alicia A	11
	McManus, Laura C	7	Rasmussen, Deborah U	2	Specht, Jillian R	14	Veverka, Nancy L	14
	Medin, Kimberly A	10	Rauk, Brent E	3	Spitzack, Joshua M	8	Viesselman, Karl E	4
	Meehan, Katrina D	1	Reed, Melissa J	6	Spitzack, Melissa R	5	Vind, Laura E	10
	Mikkelsen, Sara H	2	Rhoades, Ian M	12	Staab, Geoffrey D	7		
	Mikulski, Mckenzie A	11	Riesgraf, Daniel S	4	Stanaway, Paul D	1	Wadzinski, Lauren E	13
	Miller, Amanda J	2	Riley, Patrick N	5	Stanina, Scott G	6	Warner, Lori K	9
	Miller, Gordinier Leslie A	11	Robb, Lisa A.K.	6	Stanton, Elizabeth N	12	Webster, Sara A	6
	Momberg, Mary E	4	Rodgers, Sydney F	12	Stanton, Ims Heather D	3	Weeks, Peter F	14
	Moyer, Jamie L	12	Rodriguez, Breanna R	14	Stanton, Paul M	11	Weis, Lisa C	4
	Mucha, Ellen M	3	Rose, Heather L	11	Steele, Michelle L	2	Whitney, Jonathan D	9
	Muniak, Edward M	11	Roth, Kyle R	9	Stevens, Brian C	4	Wiebe, Travis J	4
			Rubin, Anna M	8	Stoufis, Rebecca D	13	Wiese, Diane L.	9
	Nagy, Diane R	7	Rud, Jodie L	9	Stowe, Andrea M	15	Will, Tania R	1
	Navarro, Deborah D	10	Russell, Deborah M	9	Streefland, Jennifer Lynn	4	Wilson, Theresa M	11
	Nelson, Karen M.R.	8	Ryan, Tiffany C	9	Stuemke, Joel T	15	Woodstrup, Katherine A	5
	Nelson, McKenna E	15	Ryden, Heather H	3	Stulken, Shelley N.	9		
	Nivala, Jessica A.M.	7			Sullivan, Bob T	1	Yamry, Corrine E	5
	Nohava-Hall, Erin J	8	Sand, John J	5	Swan, Mcdonald Eric J	8	Yule, Brent W	10
I	Norrie, Katherine M	3	Sand, Leah LI	5	Swan, Mcdonald Sarah E.	2		
			Sanders, Lauren L	13	Swenson, Erik T	6	Zick, Mason	15
	O'Brien, Sean R	12	Sasse, Anita L	7	Swenson, Gina Q	7	Ziemann, Elizabeth J	6
N	O'Connor, Catherine Auge	6	Sawyer, Darrell J	2				
	Odell, Jacob W	11	Sawyer, Jamin V	9	Tacheny, Amy L	5		
D	O'Keefe, Thomas R	15	Saxton, West Jody L	3	Talbot, Peterson Laura A	6		
	Olivier, Heather E	5	Scheil, John R	14	Taylor-Libbey, Lori L	7		
E	Olson, Danielle D	12	Schlatter, Jenna L	14	Temple, Linda M	7		
	Olson, Samantha R	15	Schnaith, Ryan A	12	Tharp, Lillian N	13		
X	O'Neill, Christopher G	3	Schock, Angela A	10	Thompson, Jonathan D	10		
	Opatmy, Ashley K	13	Schrader, Amanda R	4	Thornton, Mark W	2		
	Ostermann, April D	2	Schrank, Rebekka L	13	Timerson, Bridget L	8		
	Otte, Molly J E	11	Schroeder, Danielle L	12	Tisdale, Brigitte A	3		
	Otting, Kelleen K	8	Schultz, Micah T	8	Toure-Keita, Maimouna	10		
			Schwaab, Sherry L	2	Townzen, Kaitlyn C	13		
	Papke, Nicole S	4	Schwartz, Mollie A	11	Tracy, Amanda G	3		
	Patterson, Rebekah A	6	Seitz, Deborah S	3	Tran, Lahna B	4		
	Peterson, Betsy L	9	Serie-Amunrud, Joy L	10	Trebelhorn, Erica L	8		
	Peterson, Christine R	13	Sherry, Lynsi J	9	Trebelhorn, Renae T	1		
	Peterson, Jennifer A	14	Shroyer, Emily R	12	Trego, Shane M	13		
	Phenow, Dustee D	8	Sickler, Greggory T	2	Trotman, Ellen J	8		
	Pietsch, Ryan D	5	Sickler, Michelle M	2	Truman, Nathan R	2		
	Pudas, Heather K	5	Sjoberg, Caroline F	10	Turnquist, Ryan M	12		
	Puppe, Susan B	10	Smith, Janet L	10				
			Soderlund, Amber L	9				

2024-2025 Teacher Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
1	Chlan, Vicky A	9/1/1980	MA+20	270040	110000	MATHEMATICS	7-12	6/30/2028	High School, Mathematics, Teacher	1.00
2	Mathison, Cheryl W	9/1/1985	MA	297580	000745	TEACHER-COORD WORK EXP DISADVANTAGED	High School	6/30/2028	Longfellow/ALC, Secondary, Teacher	1.00
	Mathison, Cheryl W	9/1/1985	MA	297580	000750	TEACHER-COORD WORK HANDICAPPED	High School	6/30/2028	Longfellow/ALC, Secondary, Teacher	1.00
	Mathison, Cheryl W	9/1/1985	MA	297580	199801	MILD TO MODERATE MENTALLY HDPC	K-12	6/30/2028	Longfellow/ALC, Secondary, Teacher	1.00
3	Sullivan, Bob T	9/1/1989	MA+40	321832	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2027	High School, English/Language Art, Teacher	1.00
	Sullivan, Bob T	9/1/1989	MA+40	321832	080450	COACHING	7-12	6/30/2027	High School, English/Language Art, Teacher	1.00
	Sullivan, Bob T	9/1/1989	MA+40	321832	933000	PRINCIPAL K-12	District	6/30/2025	High School, English/Language Art, Teacher	1.00
4	Haar, Rebecca J	1/14/1992	MA+40	336369	180100	ELEMENTARY EDUCATION	1-6	6/30/2029	Spring Creek, Elementary, Teacher	1.00
5	Will, Tania R	9/1/1992	MA+40	320366	080450	COACHING	7-12	6/30/2027	Spring Creek, Science, Teacher	LOA
	Will, Tania R	9/1/1992	MA+40	320366	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Spring Creek, Science, Teacher	LOA
	Will, Tania R	9/1/1992	MA+40	320366	933000	PRINCIPAL K-12	District	6/30/2026	Spring Creek, Science, Teacher	LOA
6	Cade, Kristen M.E.	9/1/1992	MA+40	337935	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Bridgewater, Kindergarten, Teacher	1.00
7	Johnson, Roanne M	9/1/1992	MA+10	338309	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Specific Learning Disability, Teacher	1.00
	Johnson, Roanne M	9/1/1992	MA+10	338309	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2026	Bridgewater, Specific Learning Disability, Teacher	1.00
	Johnson, Roanne M	9/1/1992	MA+10	338309	190201	LEARNING DISABILITIES	K-12	6/30/2026	Bridgewater, Specific Learning Disability, Teacher	1.00
8	Stanaway, Paul D	9/1/1992	MA	326362	080300	PHYSICAL EDUCATION	K-12	6/30/2029	Middle School, Physical Education, Teacher	1.00
	Stanaway, Paul D	9/1/1992	MA	326362	080450	COACHING	7-12	6/30/2029	Middle School, Physical Education, Teacher	1.00
	Stanaway, Paul D	9/1/1992	MA	326362	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2029	Middle School, Physical Education, Teacher	1.00
9	Hauck, Karna E	9/1/1992	MA	336042	020000	VISUAL ARTS	K-12	6/30/2029	High School, Art, Teacher	1.00
10	Hummel, Kristin N	9/1/1992	MA	341486	120100	CLASSROOM MUSIC	K-12	6/30/2025	Bridgewater, Music, Teacher	1.00
	Hummel, Kristin N	9/1/1992	MA	341486	120401	VOCAL MUSIC	K-12	6/30/2025	Bridgewater, Music, Teacher	1.00
11	Dahle, Kevin L	9/1/1993	MA	292749	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2027	High School, Social Studies, Teacher	1.00
	Dahle, Kevin L	9/1/1993	MA	292749	210000	DRIVER EDUCATION	7-12	6/30/2027	High School, Social Studies, Teacher	1.00
12	Lauritzen-Kohel, Jill M	9/1/1994	MA+40	351936	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2028	High School, English/Language Art & Social Studies, Teacher	1.00
	Lauritzen-Kohel, Jill M	9/1/1994	MA+40	351936	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2028	High School, English/Language Art & Social Studies, Teacher	1.00
13	Trebelhorn, Renae T	9/1/1994	MA+30	319386	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2027	Middle School, DCD: Mild-Moderate/Severly Multiply Impaired, Teacher	1.00
	Trebelhorn, Renae T	9/1/1994	MA+30	319386	199801	MILD TO MODERATE MENTALLY HDPC	K-12	6/30/2027	Middle School, DCD: Mild-Moderate/Severly Multiply Impaired, Teacher	1.00
	Trebelhorn, Renae T	9/1/1994	MA+30	319386	199802	MODERATE TO SEVERE MENTALLY HDPC	K-12	6/30/2027	Middle School, DCD: Mild-Moderate/Severly Multiply Impaired, Teacher	1.00
14	Ensrud, Mark A	9/1/1994	MA	351090	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2027	High School, Guidance, Guidance Counselor	1.00
	Ensrud, Mark A	9/1/1994	MA	351090	940310	SCHOOL COUNSELOR	K-12	6/30/2027	High School, Guidance, Guidance Counselor	1.00
15	Coudret, Raymond T	9/1/1995	MA+40	326047	110000	MATHEMATICS	7-12	6/30/2029	District-Wide, Teaching and Learning, Licensed Instr Support Staff	1.00
16	Auge, Mark J	9/1/1996	MA+40	331004	130200	LIFE SCIENCES	7-12	6/30/2026	High School, Science, Teacher	1.00
	Auge, Mark J	9/1/1996	MA+40	331004	130500	SCIENCE 5-9	7-12	6/30/2026	High School, Science, Teacher	1.00
17	Sonnega, Michelle M	9/1/1996	MA+10	346945	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2026	High School, English/Language Art, Teacher	1.00
18	Eddy, Paul R	9/1/1996	MA	329128	110000	MATHEMATICS	7-12	6/30/2028	High School, Mathematics, Teacher	1.00
19	Johnson, Craig R	9/1/1997	MA+40	335976	080450	COACHING	7-12	6/30/2029	High School, Science, Teacher	1.00
	Johnson, Craig R	9/1/1997	MA+40	335976	130200	LIFE SCIENCES	7-12	6/30/2029	High School, Science, Teacher	1.00
20	Meehan, Katrina D	9/1/1997	MA+40	350739	130200	LIFE SCIENCES	7-12	6/30/2028	Middle School, Science, Teacher	1.00
	Meehan, Katrina D	9/1/1997	MA+40	350739	130500	SCIENCE 5-9	5-9	6/30/2028	Middle School, Science, Teacher	1.00

2024-2025 Teacher Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
21	Ostermann, April D	9/1/1997	MA+40	362161	060219	SPANISH	1-6	6/30/2029	Spring Creek, Elementary, Teacher	1.00
	Ostermann, April D	9/1/1997	MA+40	362161	060301	BILINGUAL/BICULTURAL EDUCATION	K-12	6/30/2029	Spring Creek, Elementary, Teacher	1.00
	Ostermann, April D	9/1/1997	MA+40	362161	180100	ELEMENTARY EDUCATION	1-6	6/30/2029	Spring Creek, Elementary, Teacher	1.00
22	Thornton, Mark W	9/1/1997	MA	336699	150000	SOCIAL STUDIES - ALL	7-12	6/30/2025	LOA	LOA
23	Steele, Michelle L	9/1/1997	MA	346040	080300	PHYSICAL EDUCATION	K-12	6/30/2028	Middle School, Physical Education, Teacher	1.00
	Steele, Michelle L	9/1/1997	MA	346040	080450	COACHING	7-12	6/30/2028	Middle School, Physical Education, Teacher	1.00
	Steele, Michelle L	9/1/1997	MA	346040	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2028	Middle School, Physical Education, Teacher	1.00
24	Davis, Douglas D	9/1/1997	MA	350423	080300	PHYSICAL EDUCATION	K-12	6/30/2027	High School, Physical Education & DAPE, Teacher	1.00
	Davis, Douglas D	9/1/1997	MA	350423	080450	COACHING	7-12	6/30/2027	High School, Physical Education & DAPE, Teacher	1.00
	Davis, Douglas D	9/1/1997	MA	350423	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2027	High School, Physical Education & DAPE, Teacher	1.00
25	Sickler, Michelle M	9/1/1998	MA+40	374733	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
26	Sickler, Gregory T	9/1/1998	MA	333933	080450	COACHING	7-12	6/30/2029	Bridgewater, Elementary, Teacher	1.00
	Sickler, Gregory T	9/1/1998	MA	333933	180100	ELEMENTARY EDUCATION	1-6	6/30/2029	Bridgewater, Elementary, Teacher	1.00
27	King, Elizabeth A	9/1/1998	MA	374077	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
28	Holden, Dana L	9/8/1998	MA+40	371741	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
29	Rasmussen, Deborah U	1/26/1999	MA+40	377990	940300	SECONDARY GUIDANCE AND COUNSELING	7-12	6/30/2027	High School, Guidance, Guidance Counselor	1.00
30	Charlton, Pamela A	9/1/1999	MA+40	350065	050196	READING	K-12	6/30/2027	Greenvale Park, ADSIS, Teacher	1.00
	Charlton, Pamela A	9/1/1999	MA+40	350065	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Greenvale Park, ADSIS, Teacher	1.00
31	Schwaab, Sherry L	9/1/1999	MA+40	381002	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Bridgewater, Elementary, Teacher	1.00
32	Freier, Ethan J	9/1/1999	MA+20	313477	120100	CLASSROOM MUSIC	5-12	6/30/2026	Middle School, Music, Teacher	1.00
	Freier, Ethan J	9/1/1999	MA+20	313477	120501	BAND	K-12	6/30/2026	Middle School, Music, Teacher	1.00
	Freier, Ethan J	9/1/1999	MA+20	313477	120502	ORCHESTRA	K-12	6/30/2026	Middle School, Music, Teacher	1.00
33	Flicek, Kathy A	12/13/1999	MA+40	354747	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Greenvale Park, Kindergarten, Teacher	1.00
34	Kovach, Linda M	1/10/2000	MA+40	356238	050000	ENGLISH/LANGUAGE ARTS	Middle Sch	6/30/2028	Middle School, Elementary, Teacher	1.00
	Kovach, Linda M	1/10/2000	MA+40	356238	180100	ELEMENTARY EDUCATION	1-6	6/30/2028	Middle School, Elementary, Teacher	1.00
35	Swan, Mcdonald Sarah E.	9/1/2000	MA+40	371147	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2026	High School, Social Studies, Teacher	1.00
36	Sawyer, Darrell J	9/1/2000	MA+40	372790	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2026	Middle School, Social Studies, Teacher	1.00
37	Mikkelson, Sara H	9/1/2000	MA+40	387279	050196	READING	K-12	6/30/2027	Middle School, Elementary, Teacher	1.00
	Mikkelson, Sara H	9/1/2000	MA+40	387279	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Middle School, Elementary, Teacher	1.00
38	Ensrud, Jan B	9/1/2000	MA+40	387984	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2028	Middle School, English/Language Art, Teacher	1.00
	Ensrud, Jan B	9/1/2000	MA+40	387984	060219	SPANISH	7-12	6/30/2028	Middle School, English/Language Art, Teacher	1.00
39	Miller, Amanda J	9/1/2000	MA+40	388666	090100	FAMILY AND CONSUMER SCIENCES	5-12	6/30/2026	Middle School, FACS, Teacher	1.00
	Miller, Amanda J	9/1/2000	MA+40	388666	941000	LIBRARY MEDIA SPECIALIST	K-12	6/30/2026	Middle School, FACS, Teacher	1.00
40	Danielson, Adam B	9/1/2000	MA+30	386093	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Bridgewater, Elementary, Licensed Instr Support Staff	1.00
41	Truman, Nathan R	9/1/2000	MA+10	387965	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Bridgewater, Elementary, Teacher	1.00
	Truman, Nathan R	9/1/2000	MA+10	387965	210000	DRIVER EDUCATION	9-12	6/30/2028	Bridgewater, Elementary, Teacher	1.00

2024-2025 Teacher Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
42	Norrie, Katherine M	9/1/2000	MA	385389	020000	VISUAL ARTS	K-12	6/30/2028	High School, Art, Teacher	1.00
43	Bielenberg, Kiersten E	9/1/2001	MA+40	350756	080300	PHYSICAL EDUCATION	K-12	6/30/2027	District-Wide, Health Disabilities - Other, Licensed Instr Support Staff	1.00
	Bielenberg, Kiersten E	9/1/2001	MA+40	350756	080450	COACHING	7-12	6/30/2027	District-Wide, Health Disabilities - Other, Licensed Instr Support Staff	1.00
	Bielenberg, Kiersten E	9/1/2001	MA+40	350756	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2027	District-Wide, Health Disabilities - Other, Licensed Instr Support Staff	1.00
	Bielenberg, Kiersten E	9/1/2001	MA+40	350756	190310	PHYSICAL AND HEALTH DISABILITIES	B-12	6/30/2027	District-Wide, Health Disabilities - Other, Licensed Instr Support Staff	1.00
44	Ryden, Heather H	9/1/2001	MA+40	352379	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Middle School, Social Studies, Teacher	1.00
	Ryden, Heather H	9/1/2001	MA+40	352379	933000	PRINCIPAL K-12	District	6/30/2025	Middle School, Social Studies, Teacher	1.00
45	Saxton, West Jody L	9/1/2001	MA+40	362766	130200	LIFE SCIENCES	7-12	6/30/2028	High School, Science, Teacher	1.00
	Saxton, West Jody L	9/1/2001	MA+40	362766	130600	SCIENCE 5-8	5-8	6/30/2028	High School, Science, Teacher	1.00
46	Stanton, Ims Heather D	9/1/2001	MA+40	368562	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2025	Middle School, Secondary, Social Worker	1.00
47	Langevin, Mark A	9/1/2001	MA+40	374420	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Middle School, Elementary, Teacher	1.00
48	Amundson, Danielle R	9/1/2001	MA+40	377846	060219	SPANISH	1-6	6/30/2027	Greenvale Park, Elementary, Teacher	1.00
	Amundson, Danielle R	9/1/2001	MA+40	377846	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Greenvale Park, Elementary, Teacher	1.00
49	O'Neill, Christopher G	9/1/2001	MA+40	394434	060219	SPANISH	K-8	6/30/2027	Middle School, Social Studies, Teacher	1.00
	O'Neill, Christopher G	9/1/2001	MA+40	394434	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2027	Middle School, Social Studies, Teacher	1.00
	O'Neill, Christopher G	9/1/2001	MA+40	394434	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Middle School, Social Studies, Teacher	1.00
50	Fox, Nancy C	9/1/2001	MA+30	384927	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Spring Creek, Elementary, Teacher	1.00
	Fox, Nancy C	9/1/2001	MA+30	384927	180102	PRE-KINDERGARTEN	Pre K	6/30/2028	Spring Creek, Elementary, Teacher	1.00
51	Mucha, Ellen M	9/1/2001	MA+20	327482	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2028	High School, Secondary, Licensed Instr Support Staff	1.00
52	Guggisberg, Richard L	9/1/2001	MA+10	377143	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Spring Creek, Elementary, Teacher	1.00
53	Cooney, Noreen L	9/1/2001	MA	352763	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2027	Spring Creek, SPED-Multiple Disabilities, Social Worker	1.00
54	Rauk, Brent E	9/1/2001	MA	360799	080450	COACHING	7-12	6/30/2029	Middle School, ADSIS & Secondary Teacher	1.00
	Rauk, Brent E	9/1/2001	MA	360799	180100	ELEMENTARY EDUCATION	K-6	6/30/2029	Middle School, ADSIS & Secondary Teacher	1.00
55	Tracy, Amanda G	9/1/2001	MA	389558	060219	SPANISH	7-12	6/30/2026	High School, Foreign Language, Teacher	1.00
	Tracy, Amanda G	9/1/2001	MA	389558	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	High School, Foreign Language, Teacher	1.00
56	Tisdale, Brigitte A	9/1/2001	BA+20	370091	180100	ELEMENTARY EDUCATION	1-6	6/30/2029	Greenvale Park, Title I, Teacher	0.80
57	Allin, Amy L	9/1/2002	MA+40	328035	130200	LIFE SCIENCES	7-12	6/30/2028	Middle School, Science, Teacher	1.00
	Allin, Amy L	9/1/2002	MA+40	328035	130400	EARTH AND SPACE SCIENCE	7-12	6/30/2028	Middle School, Science, Teacher	1.00
58	Bauer, Michelle A	9/1/2002	MA+40	344814	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2026	District-Wide, Teaching and Learning, Licensed Instr Support Staff	1.00
59	Hand, Brenda A	9/1/2002	MA+40	375929	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2026	Bridgewater, Limited English Proficiency, Teacher	1.00
60	Larsen, Melissa A	9/1/2002	MA+40	403927	933000	PRINCIPAL K-12	District	6/30/2025	Greenvale Park, Elementary, Licensed Instr Support Staff	1.00
	Larsen, Melissa A	9/1/2002	MA+40	403927	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2028	Greenvale Park, Elementary, Licensed Instr Support Staff	1.00
61	Seitz, Deborah S	9/1/2002	MA+10	318182	050196	READING	K-12	6/30/2027	Middle School, Health Disabilities - Other, Teacher	1.00
	Seitz, Deborah S	9/1/2002	MA+10	318182	080450	COACHING	7-12	6/30/2027	Middle School, Health Disabilities - Other, Teacher	1.00
	Seitz, Deborah S	9/1/2002	MA+10	318182	130200	LIFE SCIENCES	7-12	6/30/2027	Middle School, Health Disabilities - Other, Teacher	1.00
	Seitz, Deborah S	9/1/2002	MA+10	318182	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	Middle School, Health Disabilities - Other, Teacher	1.00
	Seitz, Deborah S	9/1/2002	MA+10	318182	190201	LEARNING DISABILITIES	K-12	6/30/2027	Middle School, Health Disabilities - Other, Teacher	1.00

2024-2025 Teacher Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
62	Hehr, Ann M	9/1/2002	MA+10	388265	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Bridgewater, Elementary, Teacher	0.80
	Hehr, Ann M	9/1/2002	MA+10	388265	941000	LIBRARY MEDIA SPECIALIST	K-12	6/30/2028	Bridgewater, Elementary, Teacher	0.80
63	Jaynes, Andrew T	9/1/2002	MA	382975	080300	PHYSICAL EDUCATION	K-12	6/30/2028	Spring Creek, Physical Education, Teacher	1.00
	Jaynes, Andrew T	9/1/2002	MA	382975	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2028	Spring Creek, Physical Education, Teacher	1.00
64	Tran, Lahna B	9/1/2002	MA	397901	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Bridgewater, Kindergarten, Teacher	1.00
65	Cade, Stephen He	9/1/2002	MA	405291	060219	SPANISH	K-12	6/30/2026	High School, Foreign Language, Teacher	1.00
66	Streefland, Jennifer Lynn	2/10/2003	MA+40	404809	940310	SCHOOL COUNSELOR	K-12	6/30/2028	Middle School, Guidance, Guidance Counselor	1.00
67	Momberg, Mary E	9/1/2003	MA+40	417723	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Middle School, DCD: Mild-Moderate & SLD, Teacher	1.00
	Momberg, Mary E	9/1/2003	MA+40	417723	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2026	Middle School, DCD: Mild-Moderate & SLD, Teacher	1.00
	Momberg, Mary E	9/1/2003	MA+40	417723	190201	LEARNING DISABILITIES	K-12	6/30/2026	Middle School, DCD: Mild-Moderate & SLD, Teacher	1.00
	Momberg, Mary E	9/1/2003	MA+40	417723	190201	DEVELOPMENTAL DISABILITIES	K-12	6/30/2026	Middle School, DCD: Mild-Moderate & SLD, Teacher	1.00
68	Papke, Nicole S	9/1/2003	MA+30	342407	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Greenville Park, Title I, Teacher	0.50
69	Graupmann, Emileana M	9/1/2003	MA+10	410457	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2029	High School, Social Studies, Teacher	1.00
70	Lompart, Jennifer H	9/1/2003	MA	384568	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2027	High School, Limited English Proficiency, Teacher	1.00
	Lompart, Jennifer H	9/1/2003	MA	384568	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2027	High School, Limited English Proficiency, Teacher	1.00
	Lompart, Jennifer H	9/1/2003	MA	384568	060219	SPANISH	K-12	6/30/2027	High School, Limited English Proficiency, Teacher	1.00
71	Wiebe, Travis J	9/1/2003	MA	408928	130301	CHEMISTRY	9-12	6/30/2025	High School, Science, Teacher	1.00
72	Downs, Lindsey J	2/9/2004	MA+40	414129	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Spring Creek, ADSIS, Teacher	1.00
	Downs, Lindsey J	2/9/2004	MA+40	414129	180105	PRE-PRIMARY	AGE 3 - K	6/30/2025	Spring Creek, ADSIS, Teacher	1.00
73	Viesselman, Karl E	9/1/2004	MA+40	324020	080450	COACHING	7-12	6/30/2900	High School, Mathematics, Teacher	1.00
	Viesselman, Karl E	9/1/2004	MA+40	324020	110000	MATHEMATICS	7-12	6/30/2029	High School, Mathematics, Teacher	1.00
74	Hovden, Lisa M	9/1/2004	MA+40	408530	150000	SOCIAL STUDIES -ALL-	7-12	6/30/2025	Middle School, Social Studies, Teacher	1.00
75	Danielson, Christa A	9/1/2004	MA+40	417939	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Bridgewater, Kindergarten, Teacher	1.00
	Danielson, Christa A	9/1/2004	MA+40	417939	180105	PRE-PRIMARY	AGE 3 - K	6/30/2026	Bridgewater, Kindergarten, Teacher	1.00
76	Schrader, Amanda R	9/1/2004	MA+40	419020	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2025	Spring Creek, Limited English Proficiency, Teacher	1.00
77	Riesgraf, Daniel S	9/1/2004	MA+30	381148	080100	HEALTH EDUCATION	K-12	6/30/2027	Middle School, Physical Education, Teacher	1.00
	Riesgraf, Daniel S	9/1/2004	MA+30	381148	080300	PHYSICAL EDUCATION	K-12	6/30/2027	Middle School, Physical Education, Teacher	1.00
78	Stevens, Brian C	9/1/2004	BA+20	416847	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2025	High School, MTSS, Teacher	0.50
79	Howard, Christopher L	9/1/2005	BA+40	423952	060219	SPANISH	K-12	6/30/2026	High School, Foreign Language, Teacher	1.00
	Howard, Christopher L	9/1/2005	BA+40	423952	060219	SPANISH	K-12	6/30/2026	Middle School, Foreign Language, Teacher	1.00
80	Weis, Lisa C	9/1/2006	MA+20	339439	080100	HEALTH EDUCATION	K-12	6/30/2029	Middle School, Health, Teacher	1.00
	Weis, Lisa C	9/1/2006	MA+20	339439	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2029	Middle School, Health, Teacher	1.00
	Weis, Lisa C	9/1/2006	MA+20	339439	190201	LEARNING DISABILITIES	K-12	6/30/2029	Middle School, Health, Teacher	1.00
	Weis, Lisa C	9/1/2006	MA+20	339439	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2029	Middle School, Health, Teacher	1.00
	Weis, Lisa C	9/1/2006	MA+20	339439	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2029	Middle School, Health, Teacher	1.00
81	Glassing, Rebecca S	9/1/2006	MA+10	344145	080450	COACHING	7-12	6/30/2028	District-Wide, Media Center, Licensed Instr Support Staff	1.00
	Glassing, Rebecca S	9/1/2006	MA+10	344145	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	District-Wide, Media Center, Licensed Instr Support Staff	1.00
	Glassing, Rebecca S	9/1/2006	MA+10	344145	941000	LIBRARY MEDIA SPECIALIST	K-12	6/30/2028	District-Wide, Media Center, Licensed Instr Support Staff	1.00

2024-2025 Teacher Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
82	Dokken, Tina A	9/1/2006	BA+40	397079	110000	MATHEMATICS	7-12	6/30/2027	Mathematics	LOA
83	Martens, Sarah M.C.	9/1/2006	BA+40	419401	060219	SPANISH	K-12	6/30/2025	High School, Foreign Language, Teacher	1.00
84	Sand, Leah LI	1/22/2007	MA+20	375623	050196	READING	K-12	6/30/2029	High School, Physical Education & Health, Teacher	1.00
	Sand, Leah LI	1/22/2007	MA+20	375623	080100	HEALTH EDUCATION	5-12	6/30/2029	High School, Physical Education & Health, Teacher	1.00
	Sand, Leah LI	1/22/2007	MA+20	375623	080300	PHYSICAL EDUCATION	K-12	6/30/2029	High School, Physical Education & Health, Teacher	1.00
	Sand, Leah LI	1/22/2007	MA+20	375623	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2029	High School, Physical Education & Health, Teacher	1.00
85	Riley, Patrick N	9/1/2007	MA+40	436268	130301	CHEMISTRY	9-12	6/30/2028	High School, Science, Teacher	1.00
86	Pietsch, Ryan D	9/1/2007	MA+20	434807	080300	PHYSICAL EDUCATION	K-12	6/30/2028	Spring Creek, Physical Education, Teacher	1.00
87	Beaulieu, Stephen J	9/1/2007	MA	418894	110000	MATHEMATICS	5-12	6/30/2025	High School, Mathematics, Teacher	1.00
88	Duchene, Sarah J	9/26/2007	MA	420417	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Bridgewater, Elementary, Teacher	0.80
89	Grundman, Stephanie R.	10/10/2007	MA+10	414626	050196	READING	K-12	6/30/2025	Spring Creek, Title I, Licensed Instr Support Staff	1.00
	Grundman, Stephanie R.	10/10/2007	MA+10	414626	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Spring Creek, Title I, Licensed Instr Support Staff	1.00
	Grundman, Stephanie R.	10/10/2007	MA+10	414626	180105	PRE-PRIMARY	AGE 3 - K	6/30/2025	Spring Creek, Title I, Licensed Instr Support Staff	1.00
90	Heil, Gretchen O	2/26/2008	BA	432979	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Spring Creek, Kindergarten, Teacher	1.00
	Heil, Gretchen O	2/26/2008	BA	432979	180105	PRE-PRIMARY	AGE 3 - K	6/30/2028	Spring Creek, Kindergarten, Teacher	1.00
91	Olivier, Heather E	9/1/2008	MA+40	417718	120500	INSTR(BAND/ORCH) AND CLASSROOM MUSIC	K-12	6/30/2025	Middle School, Music, Teacher	1.00
92	Yamry, Corrine E	9/1/2008	MA+40	439262	940310	SCHOOL COUNSELOR	K-12	6/30/2029	Middle School, Guidance, Guidance Counselor	1.00
93	Sand, John J	9/1/2008	MA	379243	080100	HEALTH EDUCATION	5-12	6/30/2029	High School, Physical Education & Health, Teacher	1.00
	Sand, John J	9/1/2008	MA	379243	080300	PHYSICAL EDUCATION	K-12	6/30/2029	High School, Physical Education & Health, Teacher	1.00
94	Baragary, Paula M	9/1/2008	MA	396394	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Spring Creek, Elementary, Teacher	1.00
	Baragary, Paula M	9/1/2008	MA	396394	180102	PRE-KINDERGARTEN	Pre K	6/30/2027	Spring Creek, Elementary, Teacher	1.00
95	Spitzack, Melissa R	9/1/2008	MA	436511	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2028	Spring Creek, Elementary, Teacher	1.00
	Spitzack, Melissa R	9/1/2008	MA	436511	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Spring Creek, Elementary, Teacher	1.00
96	Tacheny, Amy L	2/16/2009	MA+30	446157	050196	READING	K-12	6/30/2026	Middle School, Elementary, Teacher	1.00
	Tacheny, Amy L	2/16/2009	MA+30	446157	060219	SPANISH	K-8	6/30/2026	Middle School, Elementary, Teacher	1.00
	Tacheny, Amy L	2/16/2009	MA+30	446157	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Middle School, Elementary, Teacher	1.00
97	Kruger, Natalie A	9/1/2009	MA+40	448289	120500	INSTR(BAND/ORCH) AND CLASSROOM MUSIC	K-12	6/30/2025	District-Wide, Music, Teacher	1.00
98	Duba, Carolyn K	9/1/2009	MA+30	369423	180102	PRE-KINDERGARTEN	Pre K	6/30/2029	District-Wide, Teaching and Learning, Licensed Instr Support Staff	1.00
	Duba, Carolyn K	9/1/2009	MA+30	369423	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2029	District-Wide, Teaching and Learning, Licensed Instr Support Staff	1.00
99	Pudas, Heather K	9/1/2009	MA	375721	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	District-Wide, Deaf-Hard-of-Hearing, Teacher	1.00
	Pudas, Heather K	9/1/2009	MA	375721	190497	DEAF OR HARD OF HEARING	B-12	6/30/2025	District-Wide, Deaf-Hard-of-Hearing, Teacher	1.00
100	Lofquist, Darren A	9/1/2009	MA	441688	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2029	Bridgewater, Elementary, Teacher	1.00
	Lofquist, Darren A	9/1/2009	MA	441688	180100	ELEMENTARY EDUCATION	K-6	6/30/2029	Bridgewater, Elementary, Teacher	1.00
101	Garcia, Jr Robert	9/1/2009	MA	443954	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
102	Eliason, Angela L	9/1/2009	MA	447201	120400	VOCAL AND CLASSROOM MUSIC	K-12	6/30/2026	Greenvale Park, Music, Teacher	1.00
103	Woodstrup, Katherine A	9/24/2009	MA	448124	020000	VISUAL ARTS	K-12	6/30/2025	Bridgewater, Art, Teacher	1.00
	Woodstrup, Katherine A	9/24/2009	MA	448124	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2025	Bridgewater, Art, Teacher	1.00

2024-2025 Teacher Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
104	Johnson, Kelly J	9/1/2010	MA+40	403741	060219	SPANISH	K-8	6/30/2028	Greenvale Park, Elementary, Teacher	1.00
	Johnson, Kelly J	9/1/2010	MA+40	403741	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Greenvale Park, Elementary, Teacher	1.00
105	Reed, Melissa J	9/1/2010	MA+30	430540	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2028	Longfellow/ALC, SPED-Multiple Disabilities, Psychologist	1.00
	Reed, Melissa J	9/1/2010	MA+30	430540	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2028	Spring Creek, SPED-Multiple Disabilities, Psychologist	1.00
106	McKay, Jaclyn D	9/1/2010	MA+30	446505	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2026	High School, English/Language Art, Teacher	1.00
107	Bernhard, Paul J.	9/1/2010	MA+10	418457	080100	HEALTH EDUCATION	5-12	6/30/2029	Bridgewater, Physical Education, Teacher	1.00
	Bernhard, Paul J.	9/1/2010	MA+10	418457	080300	PHYSICAL EDUCATION	K-12	6/30/2029	Bridgewater, Physical Education, Teacher	1.00
	Bernhard, Paul J.	9/1/2010	MA+10	418457	190302	DEVELOPMENT/ADAPTIVE PHYSICAL EDUCATION	K-12	6/30/2029	Bridgewater, Physical Education, Teacher	1.00
108	Born, Mairin K	9/1/2010	BA	415512	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Spring Creek, Elementary, Teacher	1.00
	Born, Mairin K	9/1/2010	BA	415512	180105	PRE-PRIMARY	AGE 3 - K	6/30/2025	Spring Creek, Elementary, Teacher	1.00
109	Patterson, Rebekah A	3/9/2011	MA	447494	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2025	Spring Creek, Title I, Licensed Instr Support Staff	0.55
	Patterson, Rebekah A	3/9/2011	MA	447494	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Spring Creek, Title I, Licensed Instr Support Staff	0.55
110	Ziemann, Elizabeth J	9/1/2011	MA+40	333356	060219	SPANISH	K-12	6/30/2027	Greenvale Park, Elementary, Teacher	1.00
	Ziemann, Elizabeth J	9/1/2011	MA+40	333356	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Greenvale Park, Elementary, Teacher	1.00
111	Robb, Lisa A.K.	9/1/2011	MA+40	360715	050196	READING	K-12	6/30/2027	High School, Limited English Proficiency, Teacher	1.00
	Robb, Lisa A.K.	9/1/2011	MA+40	360715	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2027	High School, Limited English Proficiency, Teacher	1.00
	Robb, Lisa A.K.	9/1/2011	MA+40	360715	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	High School, Limited English Proficiency, Teacher	1.00
112	Talbot, Peterson Laura A	9/1/2011	MA+40	380954	060208	FRENCH	K-12	6/30/2027	Middle School, Mathematics, Teacher	1.00
	Talbot, Peterson Laura A	9/1/2011	MA+40	380954	110000	MATHEMATICS	7-12	6/30/2027	Middle School, Mathematics, Teacher	1.00
113	Webster, Sara A	9/1/2011	MA+40	449170	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2025	NCEC, Speech/Language Impaired & ASD, Speech/Lang Pathologist	1.00
114	Ellerbusch, Brittany R	9/1/2011	MA+40	452391	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
115	O'Connor, Catherine Auge	9/1/2011	MA+30	439096	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2029	NCEC, Autistic Spectrum Disorders, Teacher	1.00
	O'Connor, Catherine Auge	9/1/2011	MA+30	439096	180100	ELEMENTARY EDUCATION	K-6	6/30/2029	NCEC, Autistic Spectrum Disorders, Teacher	1.00
	O'Connor, Catherine Auge	9/1/2011	MA+30	439096	190202	AUTISM SPECTRUM DISORDERS	B-Age 6	6/30/2029	NCEC, Autistic Spectrum Disorders, Teacher	1.00
	O'Connor, Catherine Auge	9/1/2011	MA+30	439096	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2029	NCEC, Autistic Spectrum Disorders, Teacher	1.00
116	Swenson, Erik T	9/1/2011	MA+20	377423	050196	READING	K-12	6/30/2026	Bridgewater, Elementary, Teacher	1.00
	Swenson, Erik T	9/1/2011	MA+20	377423	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
117	Eastman, Kyle J	9/1/2011	MA	412956	120400	VOCAL AND CLASSROOM MUSIC	K-12	6/30/2025	High School, Music, Teacher	1.00
	Eastman, Kyle J	9/1/2011	MA	412956	120500	INSTR(BAND/ORCH) AND CLASSROOM MUSIC	K-12	6/30/2025	High School, Music, Teacher	1.00
118	Burnham, Renee M	9/1/2011	MA	439166	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2029	Longfellow/ALC, Secondary, Teacher	1.00
	Burnham, Renee M	9/1/2011	MA	439166	050196	READING	K-12	6/30/2029	Longfellow/ALC, Secondary, Teacher	1.00
119	Carlson, Stephani L	9/1/2011	MA	452136	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2026	Greenvale Park, Autistic Spectrum Disorder & ASD Teacher	1.00
	Carlson, Stephani L	9/1/2011	MA	452136	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2026	Greenvale Park, Autistic Spectrum Disorder & ASD Teacher	1.00
120	Stanina, Scott G	9/1/2012	MA+40	403026	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2028	High School, Secondary/ADSI/Foreign Lang, Licensed Instr Support Staff	1.00
121	Ackerman, Ann M	9/1/2012	MA+40	454480	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2026	Spring Creek, Speech/Language Impaired & ASD, Speech/Lang Pathologist	1.00
122	Deane, Natalie A	9/1/2012	MA+40	463932	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2027	Greenvale Park, Specific Learning Disability, Teacher	1.00
	Deane, Natalie A	9/1/2012	MA+40	463932	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Greenvale Park, Specific Learning Disability, Teacher	1.00
	Deane, Natalie A	9/1/2012	MA+40	463932	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	Greenvale Park, Specific Learning Disability, Teacher	1.00
	Deane, Natalie A	9/1/2012	MA+40	463932	190201	LEARNING DISABILITIES	K-12	6/30/2027	Greenvale Park, Specific Learning Disability, Teacher	1.00

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Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
123	Nivala, Jessica A.M.	9/1/2012	MA+30	454310	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Nivala, Jessica A.M.	9/1/2012	MA+30	454310	180105	PRE-PRIMARY	AGE 3 - K	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
124	Landry, Lily E	9/1/2012	MA+10	456237	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Landry, Lily E	9/1/2012	MA+10	456237	110000	MATHEMATICS	5-8	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Landry, Lily E	9/1/2012	MA+10	456237	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
125	Taylor-Libbey, Lori L	9/1/2012	MA	339870	060219	SPANISH	7-12	6/30/2025	High School, Adsis/MTSS/Foreign Language, Teacher	0.90
126	Temple, Linda M	9/1/2012	MA	345544	180100	ELEMENTARY EDUCATION	K-6	6/30/2029	Bridgewater, Elementary, Teacher	0.20
127	Bulfer, Briana M	9/1/2012	BA+20	414383	110000	MATHEMATICS	5-8	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
	Bulfer, Briana M	9/1/2012	BA+20	414383	130600	SCIENCE 5-8	5-8	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
	Bulfer, Briana M	9/1/2012	BA+20	414383	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
128	Nagy, Diane R	9/6/2012	MA	364677	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Autistic Spectrum Disorders, Teacher	1.00
	Nagy, Diane R	9/6/2012	MA	364677	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Emotional/Behavioral Disorder, Teacher	1.00
129	Gaertner, Michelle E	9/10/2012	BA+40	464494	190201	LEARNING DISABILITIES	K-12	6/30/2027	Middle School, Specific Learning Disability, Teacher	1.00
	Gaertner, Michelle E	9/10/2012	BA+40	464494	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2027	Middle School, Specific Learning Disability, Teacher	1.00
130	Jerde, Ann M.H.	9/1/2013	MA+40	371271	50000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2026	Middle School, English/Language Art, Teacher	LOA
131	Staab, Geoffrey D	9/1/2013	MA+40	398360	110000	MATHEMATICS	5-12	6/30/2027	High School, Mathematics, Teacher	1.00
132	Dimick, Kimbra R	9/1/2013	MA+40	452158	050196	READING	K-12	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Dimick, Kimbra R	9/1/2013	MA+40	452158	130600	SCIENCE 5-8	5-8	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
	Dimick, Kimbra R	9/1/2013	MA+40	452158	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
133	DeVries, Sara A	9/1/2013	MA+30	465608	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2028	Bridgewater, Elementary, Teacher	0.80
	DeVries, Sara A	9/1/2013	MA+30	465608	180100	ELEMENTARY EDUCATION	K-6	06/30/2028	Bridgewater, Elementary, Teacher	0.80
134	Swenson, Gina Q	9/1/2013	MA+10	351379	180100	ELEMENTARY EDUCATION	K-6	6/30/2029	Spring Creek, Elementary, Teacher	1.00
	Swenson, Gina Q	9/1/2013	MA+10	351379	180102	PRE-KINDERGARTEN	Pre K	6/30/2029	Spring Creek, Elementary, Teacher	1.00
135	Matson, Maren E	9/1/2013	MA+10	436478	050196	READING	K-12	6/30/2028	Spring Creek, Kindergarten, Teacher	1.00
	Matson, Maren E	9/1/2013	MA+10	436478	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Spring Creek, Kindergarten, Teacher	1.00
136	Sasse, Anita L	9/1/2013	MA+10	472345	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2029	Spring Creek, Elementary, Teacher	1.00
	Sasse, Anita L	9/1/2013	MA+10	472345	180100	ELEMENTARY EDUCATION	K-6	6/30/2029	Spring Creek, Elementary, Teacher	1.00
137	McManus, Laura C	9/1/2013	MA	366000	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Spring Creek, Elementary, Teacher	1.00
138	Kortbein, Tiffany R	9/1/2013	MA	474180	180100	ELEMENTARY EDUCATION	K-6	6/30/2029	Greenvale Park, Kindergarten, Teacher	1.00
139	Estrella, Rafael	9/1/2013	BA	445459	020000	VISUAL ARTS	K-12	6/30/2025	Middle School, Art, Teacher	1.00
140	Bothun, Stefanie A	9/1/2013	BA	465766	120500	INSTR(BAND/ORCH) AND CLASSROOM MUSIC	K-12	6/30/2029	District-Wide, Music, Teacher	1.00
141	Kuehl, Heather H	9/6/2013	BA+30	336068	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2028	Middle School, English/Language Art, Teacher	1.00
142	Faust, Tyler L	4/16/2014	MA	478472	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2025	Bridgewater, Emotional/Behavioral Disorder, Teacher	1.00
	Faust, Tyler L	4/16/2014	MA	478472	190201	LEARNING DISABILITIES	K-12	6/30/2025	Bridgewater, Emotional/Behavioral Disorder, Teacher	1.00
143	Dorey, Amy C	8/1/2014	MA+20	440044	190202	AUTISM SPECTRUM DISORDERS	B-Age 6	6/30/2025	NCEC, Developmentally Delayed, Teacher	1.00
	Dorey, Amy C	8/1/2014	MA+20	440044	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2025	NCEC, Developmentally Delayed, Teacher	1.00

2024-2025 Teacher Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
144	Otting, Kelleen K	9/1/2014	MA+40	413951	050196	READING	K-12	6/30/2025	Spring Creek, Specific Learning Disability, Teacher	1.00
	Otting, Kelleen K	9/1/2014	MA+40	413951	190201	LEARNING DISABILITIES	K-12	6/30/2025	Spring Creek, Specific Learning Disability, Teacher	1.00
	Otting, Kelleen K	9/1/2014	MA+40	413951	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2025	Spring Creek, Specific Learning Disability, Teacher	1.00
145	Trebelhorn, Erica L	9/1/2014	MA+40	426782	020000	VISUAL ARTS	K-12	6/30/2025	Spring Creek, Art, Teacher	1.00
	Trebelhorn, Erica L	9/1/2014	MA+40	426782	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2025	Spring Creek, Art, Teacher	1.00
146	Lanza, Suzanne K	9/1/2014	MA+10	463289	180100	ELEMENTARY EDUCATION	K-6	6/30/2900	Bridgewater, Elementary, Teacher	1.00
147	Craft, Kristen A	9/1/2014	MA	355508	180100	ELEMENTARY EDUCATION	1-6	6/30/2029	Spring Creek, Elementary, Teacher	1.00
148	Nohava-Hall, Erin J	9/1/2014	MA	445937	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Bridgewater, Elementary, Teacher	1.00
	Nohava-Hall, Erin J	9/1/2014	MA	445937	180105	PRE-PRIMARY	AGE 3 - K	6/30/2025	Bridgewater, Elementary, Teacher	1.00
149	Casson, Kathleen S	9/1/2014	MA	465038	060209	GERMAN	K-12	6/30/2025	High School, Foreign Language, Teacher	1.00
150	Phenow, Dustee D	9/1/2014	MA	466915	180100	ELEMENTARY EDUCATION	K-6	6/30/2029	Bridgewater, Science, Teacher	1.00
	Phenow, Dustee D	9/1/2014	MA	466915	941000	LIBRARY MEDIA SPECIALIST	K-12	6/30/2029	Bridgewater, Science, Teacher	1.00
151	Flom, Ashley D	9/1/2014	BA+10	448085	190201	LEARNING DISABILITIES	K-12	6/30/2025	Middle School, Specific Learning Disability, Teacher	1.00
	Flom, Ashley D	9/1/2014	BA+10	448085	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2025	Middle School, Specific Learning Disability, Teacher	1.00
152	Rubin, Anna M	9/1/2014	BA+10	472588	060219	SPANISH	K-12	6/30/2026	Bridgewater, Elementary, Teacher	0.20
	Rubin, Anna M	9/1/2014	BA+10	472588	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Elementary, Teacher	0.20
153	Schultz, Micah T	9/15/2014	BA	479449	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2025	Longfellow/ALC, Secondary, Teacher	1.00
154	Bolton, Susan N	2/24/2015	MA	466026	180100	ELEMENTARY EDUCATION	K-6	6/30/2029	Bridgewater, ADSIS, Teacher	1.00
155	Hanson, Inger L	9/1/2015	MA+40	365367	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2029	ALC/Bridgewater, Limited English Proficiency, Teacher	1.00
156	Trotman, Ellen J	9/1/2015	MA+40	390961	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2026	Middle School, Limited English Proficiency, Teacher	1.00
	Trotman, Ellen J	9/1/2015	MA+40	390961	180150	EARLY CHILDHOOD EDUCATION	Pre K-3	6/30/2026	Middle School, Limited English Proficiency, Teacher	1.00
157	Swan, Mcdonald Eric J	9/1/2015	MA+40	395024	130200	LIFE SCIENCES	7-12	6/30/2029	Longfellow/ALC, Secondary, Teacher	1.00
	Swan, Mcdonald Eric J	9/1/2015	MA+40	395024	130200	LIFE SCIENCES	Middle Sch	6/30/2029	Longfellow/ALC, Secondary, Teacher	1.00
158	Hebzyński, Kelly M	9/1/2015	MA+40	395763	110000	MATHEMATICS	7-12	6/30/2027	Middle School, Mathematics, Teacher	1.00
159	Hetzel, Sheila M	9/1/2015	MA+40	473301	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
160	Korynta, Marcy R	9/1/2015	MA+40	488421	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2026	Middle School, SPED-Multiple Disabilities, Psychologist	1.00
161	Balow, Tyler P	9/1/2015	MA+10	453830	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2027	High School, Social Studies, Teacher	1.00
162	Cruse, Danielle M	9/1/2015	MA+10	489257	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2028	High School, Emotional/Behavioral Disorder & SLD, Teacher	1.00
	Cruse, Danielle M	9/1/2015	MA+10	489257	190201	LEARNING DISABILITIES	K-12	6/30/2028	High School, Emotional/Behavioral Disorder & SLD, Teacher	1.00
163	Nelson, Karen M.R.	9/1/2015	MA	368951	090101	CONSUMER AND HOME MAKING OCCUPATIONS		6/30/2027	High School, FACS, Teacher	1.00
164	Clarey, Alisha K	9/1/2015	MA	413963	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	District-Wide, Teaching and Learning, Licensed Instr Support Staff	1.00
	Clarey, Alisha K	9/1/2015	MA	413963	180105	PRE-PRIMARY	AGE 3 - K	6/30/2025	District-Wide, Teaching and Learning, Licensed Instr Support Staff	1.00
165	Timerson, Bridget L	9/1/2015	BA	360887	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
166	Spitzack, Joshua M	9/1/2015	BA	463097	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2027	Middle School, Social Studies, Teacher	1.00
	Spitzack, Joshua M	9/1/2015	BA	463097	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Middle School, Social Studies, Teacher	1.00

2024-2025 Teacher Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
167	Rud, Jodie L	9/1/2015	BA	475040	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Spring Creek, Elementary, Teacher	1.00
168	Lindstrom, Joyce M	10/22/2015	BA+40	200685	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2025	Greenvale Park, Limited English Proficiency, Teacher	1.00
	Lindstrom, Joyce M	10/22/2015	BA+40	200685	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, Limited English Proficiency, Teacher	1.00
169	Whitney, Jonathan D	2/2/2016	MA	485613	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2028	High School, Social Studies, Teacher	1.00
170	Roth, Kyle R	2/15/2016	MA	463240	180100	ELEMENTARY EDUCATION	K-6	6/30/2029	NCEC, Developmentally Delayed & ASD, Teacher	1.00
	Roth, Kyle R	2/15/2016	MA	463240	190497	DEAF OR HARD OF HEARING	B-12	6/30/2029	NCEC, Developmentally Delayed & ASD, Teacher	1.00
	Roth, Kyle R	2/15/2016	MA	463240	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2029	NCEC, Developmentally Delayed & ASD, Teacher	1.00
171	Foehrkolb, Kelley L	7/1/2016	MA+20	493243	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	District-Wide, Autistic Spectrum Disorders, Licensed Instr Support Staff	1.00
	Foehrkolb, Kelley L	7/1/2016	MA+20	493243	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2028	District-Wide, Autistic Spectrum Disorders, Licensed Instr Support Staff	1.00
	Foehrkolb, Kelley L	7/1/2016	MA+20	493243	190201	LEARNING DISABILITIES	K-12	6/30/2028	District-Wide, Autistic Spectrum Disorders, Licensed Instr Support Staff	1.00
	Foehrkolb, Kelley L	7/1/2016	MA+20	493243	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2028	District-Wide, Autistic Spectrum Disorders, Licensed Instr Support Staff	1.00
	Foehrkolb, Kelley L	7/1/2016	MA+20	493243	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2028	District-Wide, Autistic Spectrum Disorders, Licensed Instr Support Staff	1.00
172	Warner, Lori K	7/1/2016	BA	NBCOT	104118	OCCUPATIONAL THERAPY/ASSISTIVE TECH	B-12	3/31/2027	District-Wide, SPED-Multiple Disabilities, Licensed Instr Support Staff	1.00
173	Ericksen, Molly D.B.	9/1/2016	MA+40	429426	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2027	Bridgewater, SPED-Multiple Disabilities, Psychologist	1.00
174	Kortuem, Kristi M	9/1/2016	MA+30	389360	110000	MATHEMATICS	7-12	6/30/2028	High School, Mathematics & ADSIS, Teacher	1.00
175	McLaughlin, Anne E	9/1/2016	MA+20	393314	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Greenvale Park, Elementary, Teacher	1.00
176	Stulken, Shelley N.	9/1/2016	MA+20	486864	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Spring Creek, Elementary, Teacher	1.00
177	Wiese, Diane L.	9/1/2016	MA	346910	180100	ELEMENTARY EDUCATION	1-6	6/30/2028	Greenvale Park, Developmentally Delayed & SLD, Teacher	1.00
	Wiese, Diane L.	9/1/2016	MA	346910	190201	LEARNING DISABILITIES	K-12	6/30/2028	Greenvale Park, Developmentally Delayed & SLD, Teacher	1.00
	Wiese, Diane L.	9/1/2016	MA	346910	199801	MILD TO MODERATE MENTALLY HDCP	K-12	6/30/2028	Greenvale Park, Developmentally Delayed & SLD, Teacher	1.00
178	Randall, Amy L	9/1/2016	MA	431709	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2027	Bridgewater, Speech/Language Impaired & SLD, Speech/Lang Pathologist	1.00
179	Soderlund, Amber L	9/1/2016	MA	493716	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Spring Creek, Elementary, Teacher	1.00
	Soderlund, Amber L	9/1/2016	MA	493716	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2027	Spring Creek, Elementary, Teacher	1.00
180	Forbord, Jamie A	9/1/2016	BA+30	477498	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	High School, Specific Learning Disability, Teacher	1.00
	Forbord, Jamie A	9/1/2016	BA+30	477498	190201	LEARNING DISABILITIES	K-12	6/30/2027	High School, Specific Learning Disability, Teacher	1.00
181	Haefner, Ellen R	9/1/2016	BA+10	404848	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2028	District-Wide, ECFE, Teacher	0.68
	Haefner, Ellen R	9/1/2016	BA+10	404848	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	District-Wide, ECFE, Teacher	0.68
	Haefner, Ellen R	9/1/2016	BA+10	404848	180401	PARENT AND FAMILY EDUCATION	Adult	6/30/2028	District-Wide, ECFE, Teacher	0.68
182	Russell, Deborah M	9/15/2016	MA	488913	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Spring Creek, Elementary, Teacher	1.00
183	Ryan, Tiffany C	10/16/2016	BA	414849	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Bridgewater, Elementary, Teacher	0.80
184	Sawyer, Jamin V	7/3/2017	MA	MBPT	006977	PHYSICAL THERAPIST	B-12	12/31/2024	District-Wide, SPED-Multiple Disabilities, Physical Therapist	1.00
185	Malecha, Rebecca L	9/1/2017	MA+40	378616	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Spring Creek, Elementary, Teacher	1.00
186	Amy, Natalie A	9/1/2017	MA+40	486748	940310	SCHOOL COUNSELOR	K-12	6/30/2026	Middle School, Guidance, Guidance Counselor	1.00
187	Peterson, Betsy L	9/1/2017	MA+40	497978	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Greenvale Park, Elementary, Teacher	1.00
	Peterson, Betsy L	9/1/2017	MA+40	497978	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2028	Greenvale Park, Elementary, Teacher	1.00
188	Sherry, Lynsi J	9/1/2017	MA+40	502247	940600	SCHOOL PSYCHOLOGIST	Pre K-12	6/30/2027	Greenvale Park, SPED-Multiple Disabilities, Psychologist	1.00

2024-2025 Teacher Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
189	Howard, Christine E	9/1/2017	MA+10	494935	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2027	SC & GVP, Speech/Language Impaired, Speech/Lang Pathologist	LOA
190	David, Caitlin A	9/1/2017	MA	501175	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Bridgewater, Health Disabilities - Other, Teacher	1.00
	David, Caitlin A	9/1/2017	MA	501175	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2028	Bridgewater, Health Disabilities - Other, Teacher	1.00
191	Serie-Amunrud, Joy L	9/1/2017	MA	503697	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2028	Greenvale Park, SPED-Multiple Disabilities, Social Worker	1.00
192	Sjoberg, Caroline F	9/1/2017	MA	503868	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	Spring Creek, Elementary, Teacher	1.00
	Sjoberg, Caroline F	9/1/2017	MA	503868	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-8	6/30/2027	Spring Creek, Elementary, Teacher	1.00
193	Puppe, Susan B	9/1/2017	BA+40	332848	080450	COACHING	7-12	6/30/2028	Spring Creek, Developmentally Delayed & SLD, Teacher	1.00
	Puppe, Susan B	9/1/2017	BA+40	332848	180100	ELEMENTARY EDUCATION	1-6	6/30/2029	Spring Creek, Developmentally Delayed & SLD, Teacher	1.00
	Puppe, Susan B	9/1/2017	BA+40	332848	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2029	Spring Creek, Developmentally Delayed & SLD, Teacher	1.00
	Puppe, Susan B	9/1/2017	BA+40	332848	190201	LEARNING DISABILITIES	K-12	6/30/2029	Spring Creek, Developmentally Delayed & SLD, Teacher	1.00
194	Vind, Laura E	9/1/2017	BA	418291	190201	LEARNING DISABILITIES	K-12	6/30/2026	Middle School, Specific Learning Disability, Teacher	LOA
195	Klein, Melanie A	11/6/2017	BA+40	514894	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2029	Spring Creek, Severely Multiply Impaired & Physical Impaired, Teacher	1.00
196	Schock, Angela A	9/1/2018	MA+40	399493	180100	ELEMENTARY EDUCATION	1-6	6/30/2028	Middle School, Elementary, Teacher	1.00
197	Dube, Sean D	9/1/2018	MA+40	461959	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2027	High School, English/Language Art, Teacher	1.00
	Dube, Sean D	9/1/2018	MA+40	461959	933000	PRINCIPAL K-12	District	6/30/2026	High School, English/Language Art, Teacher	1.00
198	Bloom, Sarah F	9/1/2018	MA+30	446657	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2028	Greenvale Park, Elementary, Teacher	1.00
	Bloom, Sarah F	9/1/2018	MA+30	446657	050196	READING	K-12	6/30/2028	Greenvale Park, Elementary, Teacher	1.00
	Bloom, Sarah F	9/1/2018	MA+30	446657	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Greenvale Park, Elementary, Teacher	1.00
199	Johnson, Kristin G	9/1/2018	MA	271185	180100	ELEMENTARY EDUCATION	1-6	6/30/2029	Greenvale Park, DCD: Mild-Moderate, Teacher	1.00
200	Smith, Janet L	9/1/2018	MA	410231	110000	MATHEMATICS	5-12	6/30/2029	High School, Mathematics, Teacher	1.00
201	Navarro, Deborah D	9/1/2018	MA	411636	180100	ELEMENTARY EDUCATION	1-6	6/30/2025	Greenvale Park, Specific Learning Disability, Teacher	1.00
	Navarro, Deborah D	9/1/2018	MA	411636	190310	PHYSICAL AND HEALTH DISABILITIES	Pre K-12	6/30/2025	Greenvale Park, Specific Learning Disability, Teacher	1.00
	Navarro, Deborah D	9/1/2018	MA	411636	199802	MODERATE TO SEVERE MENTALLY HDPC	K-12	6/30/2025	Greenvale Park, Specific Learning Disability, Teacher	1.00
202	Yule, Brent W	9/1/2018	MA	451734	080100	HEALTH EDUCATION	5-12	6/30/2026	High School, Physical Education & Health, Teacher	1.00
	Yule, Brent W	9/1/2018	MA	451734	080300	PHYSICAL EDUCATION	K-12	6/30/2026	High School, Physical Education & Health, Teacher	1.00
	Yule, Brent W	9/1/2018	MA	451734	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2026	High School, Physical Education & Health, Teacher	1.00
203	Hanson, Katie A	9/1/2018	MA	451743	190201	LEARNING DISABILITIES	K-12	6/30/2026	Middle School, Specific Learning Disability, Teacher	1.00
	Hanson, Katie A	9/1/2018	MA	451743	190202	AUTISM SPECTRUM DISORDERS	K-12	6/30/2026	Middle School, Specific Learning Disability, Teacher	1.00
	Hanson, Katie A	9/1/2018	MA	451743	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2026	Middle School, Specific Learning Disability, Teacher	1.00
204	Medin, Kimberly A	9/1/2018	MA	490555	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2026	Bridgewater, Autistic Spectrum Disorders & SLD, Teacher	1.00
	Medin, Kimberly A	9/1/2018	MA	490555	190201	LEARNING DISABILITIES	K-12	6/30/2026	Bridgewater, Autistic Spectrum Disorders & SLD, Teacher	1.00
	Medin, Kimberly A	9/1/2018	MA	490555	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2026	Bridgewater, Autistic Spectrum Disorders & SLD, Teacher	1.00
205	Kettwick, Rachel M	9/1/2018	MA	506615	110000	MATHEMATICS	5-12	6/30/2025	Longfellow/ALC, Secondary, Teacher	1.00
206	Thompson, Jonathan D	9/1/2018	MA	507723	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2028	High School, Social Studies, Teacher	1.00
207	Haley, Paige W	9/1/2018	MA	508431	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	Bridgewater, Elementary, Teacher	1.00
208	Lynch, Angela F	9/1/2018	MA	509636	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	District-Wide, Visually Impaired & ALC EBD & SLD, Teacher	1.00
	Lynch, Angela F	9/1/2018	MA	509636	190498	BLIND OR VISUALLY IMPAIRED	B-12	6/30/2026	District-Wide, Visually Impaired & ALC EBD & SLD, Teacher	1.00
209	Toure-Keita, Maimouna	7/19/2019	MA	1001217	940800	PUBLIC SCHOOL NURSE	Pre K-12	6/30/2025	District-Wide, Health Services, District Nurse	1.00

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Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
210	Wilson, Theresa M	9/1/2019	MA+40	332205	140000	BUSINESS EDUCATION -ALL-	7-12	6/30/2029	High School, Business, Teacher	1.00
	Wilson, Theresa M	9/1/2019	MA+40	332205	140710	ADMINISTRATIVE SUPPORT OCCUPATIONS	Voc High School	6/30/2029	High School, Business, Teacher	1.00
211	Holland, Cara L	9/1/2019	MA+40	509493	130600	SCIENCE 5-8	5-8	6/30/2028	Middle School, Science, Teacher	1.00
	Holland, Cara L	9/1/2019	MA+40	509493	933000	PRINCIPAL K-12	District	6/30/2026	Middle School, Science, Teacher	1.00
212	Ludwig, Makenzie R	9/1/2019	MA+40	514201	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2029	NCEC, Developmentally Delayed, Teacher	1.00
	Ludwig, Makenzie R	9/1/2019	MA+40	514201	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2029	NCEC, Developmentally Delayed, Teacher	1.00
213	Bendett, Michelle	9/1/2019	MA+30	487188	120400	VOCAL AND CLASSROOM MUSIC	K-12	6/30/2027	Middle School, Music, Teacher	1.00
214	Veltri, Alicia A	9/1/2019	MA+10	496249	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2027	District-Wide, SPED-Multiple Disabilities, Licensed Instr Support Staff	1.00
215	Muniak, Edward M	9/1/2019	MA	416628	130200	LIFE SCIENCES	9-12	6/30/2025	Middle School, Science, Teacher	1.00
	Muniak, Edward M	9/1/2019	MA	416628	130600	SCIENCE 5-8	5-8	6/30/2025	Middle School, Science, Teacher	1.00
216	Otte, Molly J E	9/1/2019	MA	422331	020000	VISUAL ARTS	K-12	6/30/2026	Middle School, Art, Teacher	1.00
217	Leaphart, Ada M	9/1/2019	MA	1000733	020000	VISUAL ARTS	K-12	6/30/2027	Greenvale Park, Art, Teacher	1.00
218	Blatti, Ashly M	9/1/2019	BA	484979	050196	READING	K-12	6/30/2026	Bridgewater, Elementary, Teacher	1.00
	Blatti, Ashly M	9/1/2019	BA	484979	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
	Blatti, Ashly M	9/1/2019	BA	484979	180100	ELEMENTARY EDUCATION	4-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
219	Odell, Jacob W	11/1/2019	MA	1002708	160000	TEACHER/COORDINATOR WORK BASED LRNG	9-12	6/30/2027	High School, Work Based Learning, Teacher	1.00
	Odell, Jacob W	11/1/2019	MA	1002708	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2025	High School, Work Based Learning, Teacher	1.00
	Odell, Jacob W	11/1/2019	MA	1002708	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2027	High School, Work Based Learning, Teacher	1.00
220	Johnson, Erin B	9/1/2020	MA+20	420165	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2027	High School, English/Language Art, Teacher	1.00
221	Rose, Heather L	9/1/2020	MA	441794	110000	MATHEMATICS	5-8	6/30/2029	Middle School, Mathematics, Teacher	1.00
	Rose, Heather L	9/1/2020	MA	441794	180100	ELEMENTARY EDUCATION	K-6	6/30/2029	Middle School, Mathematics, Teacher	1.00
222	Miller, Gordnier Leslie A	9/1/2020	MA	474210	190201	LEARNING DISABILITIES	K-12	6/30/2029	Bridgewater, Specific Learning Disability, Teacher	1.00
223	Mikulski, Mckenzie A	9/1/2020	MA	492063	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2027	Greenvale Park, Emotional/Behavioral Disorder, Teacher	1.00
	Mikulski, Mckenzie A	9/1/2020	MA	492063	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Greenvale Park, Emotional/Behavioral Disorder, Teacher	1.00
	Mikulski, Mckenzie A	9/1/2020	MA	492063	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	Greenvale Park, Emotional/Behavioral Disorder, Teacher	1.00
224	Schwartz, Mollie A	9/1/2020	MA	502175	120400	VOCAL AND CLASSROOM MUSIC	K-12	6/30/2080	Spring Creek, Music, Teacher	1.00
225	Dunkelberger, Brent J	9/1/2020	BA	502468	110000	MATHEMATICS	5-8	6/30/2027	Middle School, Mathematics, Teacher	1.00
	Dunkelberger, Brent J	9/1/2020	BA	502468	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Middle School, Mathematics, Teacher	1.00
226	Dickerson, Thomas D	9/15/2020	MA	373661	060209	GERMAN	7-12	6/30/2027	High School, Health Disabilities - Other & SLD, Teacher	1.00
	Dickerson, Thomas D	9/15/2020	MA	373661	080450	COACHING	7-12	6/30/2027	High School, Health Disabilities - Other & SLD, Teacher	1.00
	Dickerson, Thomas D	9/15/2020	MA	373661	190200	EMOTIONAL BEHAVIOR DISORDERS	7-12	6/30/2027	High School, Health Disabilities - Other & SLD, Teacher	1.00
227	McCabe, Shari E	11/2/2020	MA	501015	080100	HEALTH EDUCATION	5-12	6/30/2028	Bridgewater, Physical Education, Teacher	0.60
	McCabe, Shari E	11/2/2020	MA	501015	080300	PHYSICAL EDUCATION	K-12	6/30/2028	Bridgewater, Physical Education, Teacher	0.60
	McCabe, Shari E	11/2/2020	MA	501015	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2028	Bridgewater, Physical Education, Teacher	0.60
228	Iszler-Johnson, Tammy B	2/16/2021	BA	NBCOT	100785	OCCUPATIONAL THERAPIST	B-12	12/31/2024	Bridgewater/Spring Creek, SPED-Multiple Disabilities, Occupational Therapist	1.00
229	Stanton, Paul M	8/19/2021	MA+40	1005452	940310	SCHOOL COUNSELOR	K-12	6/30/2026	Longfellow/ALC, Guidance, Guidance Counselor	1.00
230	Grisim, Leah M	8/30/2021	MA	1010173	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2026	Spring Creek, Autistic Spectrum Disorders, Teacher	1.00

2024-2025 Teacher Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
231	Healy, Samuel P	9/1/2021	MA+40	442294	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2025	Spring Creek, Elementary, Teacher	1.00
	Healy, Samuel P	9/1/2021	MA+40	442294	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Spring Creek, Elementary, Teacher	1.00
232	Feldmann, Amanda L	9/1/2021	MA+40	479893	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
233	Doliscar, Jules R	9/1/2021	MA+40	NBCOT	359160	OCCUPATIONAL THERAPIST	B-12	3/31/2025	District-Wide, SPED-Multiple Disabilities, Occupational Therapist	1.00
234	Lovrien, Catherine R	9/1/2021	MA+10	493475	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2027	Middle School, Secondary, Teacher	1.00
235	Stanton, Elizabeth N	9/1/2021	MA	417239	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2025	District-Wide, ECPE, Teacher	0.73
236	Bauman, Theresa H	9/1/2021	MA	430143	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	St Dominic, Title I, Teacher	0.50
	Bauman, Theresa H	9/1/2021	MA	430143	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2028	St Dominic, Title I, Teacher	0.50
	Bauman, Theresa H	9/1/2021	MA	430143	180100	ELEMENTARY EDUCATION	K-6	6/30/2028	District-Wide, Instr Support - General, Licensed Instr Support Staff	0.50
	Bauman, Theresa H	9/1/2021	MA	430143	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2028	District-Wide, Instr Support - General, Licensed Instr Support Staff	0.50
237	Shroyer, Emily R	9/1/2021	MA	448476	110000	MATHEMATICS	5-8	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
	Shroyer, Emily R	9/1/2021	MA	448476	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
238	Connor, Nicholas J	9/1/2021	MA	471734	110000	MATHEMATICS	5-12	6/30/2029	High School, Mathematics, Teacher	1.00
	Connor, Nicholas J	9/1/2021	MA	471734	130302	PHYSICS	9-12	6/30/2029	High School, Mathematics, Teacher	1.00
239	Berkvam-Peter, Tallie A.	9/1/2021	MA	485862	180100	ELEMENTARY EDUCATION	K-6	6/30/2027	Spring Creek, Kindergarten, Teacher	1.00
240	Lavoy, Kayla L	9/1/2021	MA	487905	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
241	Schroeder, Danielle L	9/1/2021	MA	495797	180100	ELEMENTARY EDUCATION	K-6	6/30/2029	Greenvale Park, Elementary, Teacher	1.00
242	O'Brien, Sean R	9/1/2021	MA	502540	150000	SOCIAL STUDIES -ALL-	5-12	6/30/2028	High School, Social Studies, Teacher	1.00
243	Turnquist, Ryan M	9/1/2021	MA	503231	940310	SCHOOL COUNSELOR	K-12	6/30/2025	High School, Guidance, Guidance Counselor	1.00
244	Gardner, Claire E	9/1/2021	MA	1007912	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2029	Middle School, ADSIS/Secondary, Teacher	1.00
245	Olson, Danielle D	9/1/2021	BA+30	485786	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2026	NCEC/HS, SPED-Multiple Disabilities, Social Worker	1.00
246	Gagnon, Noah R	9/1/2021	BA+10	1006804	130302	PHYSICS	9-12	6/30/2029	High School, Science/Technology & Engineering, Teacher	1.00
	Gagnon, Noah R	9/1/2021	BA+10	1006804	130600	SCIENCE 5-8	5-8	6/30/2029	High School, Science/Technology & Engineering, Teacher	1.00
247	Schnaith, Ryan A	9/1/2021	BA	508195	110000	MATHEMATICS	5-12	6/30/2028	Middle School, Mathematics, Teacher	1.00
248	Kelly, Anna V	9/1/2021	BA	1000818	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenvale Park, Science, Teacher	1.00
249	Afsharjavan, Nahal	9/1/2021	BA	1003919	120500	INSTR(BAND/ORCH) AND CLASSROOM MUSIC	K-12	6/30/2026	High School, Music, Teacher	1.00
250	Rodgers, Sydney F	9/1/2021	BA	1005873	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Bridgewater, Kindergarten, Teacher	1.00
251	Coleman, Josten K	9/27/2021	MA+20	476452	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Middle School, Technology and Engineering, Teacher	1.00
252	Blanck, Christian R	9/1/2022	MA+20	436066	020000	VISUAL ARTS	K-12	6/30/2028	High School, Art, Teacher	0.80
253	Moyer, Jamie L	9/1/2022	MA+20	471305	190201	LEARNING DISABILITIES	K-12	6/30/2027	Bridgewater, Specific Learning Disability, Teacher	1.00
	Moyer, Jamie L	9/1/2022	MA+20	471305	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2027	Bridgewater, Specific Learning Disability, Teacher	1.00
254	Rhoades, Ian M	9/1/2022	MA+10	366315	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2025	High School, English/Language Art, Teacher	1.00

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Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
255	Hubbard, Brittney E	9/1/2022	MA+10	491269	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2026	NCEC, Autistic Spectrum Disorders, Teacher	1.00
	Hubbard, Brittney E	9/1/2022	MA+10	491269	190202	AUTISM SPECTRUM DISORDERS	B-12	6/30/2026	NCEC, Autistic Spectrum Disorders, Teacher	1.00
256	Townzen, Kaitlyn C	9/1/2022	MA	487667	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	NCEC, Developmentally Delayed, Teacher	1.00
	Townzen, Kaitlyn C	9/1/2022	MA	487667	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2026	NCEC, Developmentally Delayed, Teacher	1.00
257	Borgerding, Emily L	9/1/2022	BA+10	416049	150000	SOCIAL STUDIES -ALL-	5-8	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
	Borgerding, Emily L	9/1/2022	BA+10	416049	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	Greenvale Park, Elementary, Teacher	1.00
258	Peterson, Christine R	9/1/2023	MA+40	371544	180100	ELEMENTARY EDUCATION	1-6	6/30/2029	High School, Specific Learning Disability, Teacher	1.00
	Peterson, Christine R	9/1/2023	MA+40	371544	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2029	High School, Specific Learning Disability, Teacher	1.00
259	Golden, Naomi R	9/1/2023	MA+10	471730	130301	CHEMISTRY	9-12	6/30/2028	High School, Science, Teacher	1.00
	Golden, Naomi R	9/1/2023	MA+10	471730	130600	SCIENCE 5-8	5-8	6/30/2028	High School, Science, Teacher	1.00
260	Bartholomew, Sara A	9/1/2023	MA	264171	080300	PHYSICAL EDUCATION	K-12	6/30/2025	High School, Autistic Spectrum Disorders, Teacher	1.00
	Bartholomew, Sara A	9/1/2023	MA	264171	080450	COACHING	7-12	6/30/2025	High School, Autistic Spectrum Disorders, Teacher	1.00
	Bartholomew, Sara A	9/1/2023	MA	264171	190201	LEARNING DISABILITIES	K-12	6/30/2025	High School, Autistic Spectrum Disorders, Teacher	1.00
261	Trego, Shane M	9/1/2023	MA	393601	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	High School, Health Disabilities - Other & EBD, Teacher	1.00
262	Wadzinski, Lauren E	9/1/2023	MA	472256	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2029	Greenvale Park, Limited English Proficiency, Teacher	1.00
263	Bischoff, Chelsea A	9/1/2023	MA	473890	180100	ELEMENTARY EDUCATION	K-6	6/30/2029	Bridgewater, Elementary, Teacher	1.00
264	Sanders, Lauren L	9/1/2023	MA	479930	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2025	NCEC, Autistic Spectrum Disorders, Teacher	1.00
	Sanders, Lauren L	9/1/2023	MA	479930	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2025	NCEC, Autistic Spectrum Disorders, Teacher	1.00
265	Hotz Zenk, Mary A	9/1/2023	MA	1003392	060219	SPANISH	5-12	6/30/2026	High School, FACS, Teacher	1.00
	Hotz Zenk, Mary A	9/1/2023	MA	1003392	090100	FAMILY AND CONSUMER SCIENCES	5-12	6/30/2026	High School, FACS, Teacher	1.00
266	Boda, Elaine A	9/1/2023	MA	1020154	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2026	Greenvale Park, Speech/Language Impaired, Speech/Lang Pathologist	1.00
267	Tharp, Lillian N	9/1/2023	MA	1027401	190500	EARLY CHILDHOOD SPECIAL EDUCATION	B-Age 6	6/30/2026	NCEC, Developmentally Delayed, Teacher	0.57
268	Dayneko, Jacob J	9/1/2023	BA+40	472881	100100	TECHNOLOGY	5-12	6/30/2026	High School, Technology and Engineering, Teacher	1.00
	Dayneko, Jacob J	9/1/2023	BA+40	472881	300700	TRANSPORTATION CAREERS	7-12	6/30/2026	High School, Technology and Engineering, Teacher	1.00
269	Austin, Thomas J	9/1/2023	BA	477178	010100	AGRICULTURAL EDUCATION	5-12	6/30/2025	High School, Technology and Engineering, Teacher	1.00
	3rd Year Probationary									
270	Cornell, Andria J	9/1/2017	BA	464386	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2027	Spring Creek, Elementary, Teacher	1.00
271	Stoufis, Rebecca D	9/1/2021	MA	472098	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2029	High School, DCD: Mild-Moderate, Teacher	1.00
272	Crise, Matthew L	9/1/2021	BA	1006014	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	High School, Emotional/Behavioral Disorder, Teacher	1.00
	Crise, Matthew L	9/1/2021	BA	1006014	190201	LEARNING DISABILITIES	K-12	6/30/2027	High School, Emotional/Behavioral Disorder, Teacher	1.00
	Crise, Matthew L	9/1/2021	BA	1006014	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	High School, Secondary, Teacher	1.00
	Crise, Matthew L	9/1/2021	BA	1006014	190201	LEARNING DISABILITIES	K-12	6/30/2027	High School, Secondary, Teacher	1.00
273	Carlson, Kathryn L	2/10/2022	MA	382139	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Greenvale Park, Elementary, Teacher	1.00
274	Opatrny, Ashley K	3/14/2022	BA	1015412	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2025	Middle School, Health Disabilities - Other & SLD, Teacher	1.00
	Opatrny, Ashley K	3/14/2022	BA	1015412	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2025	Middle School, Health Disabilities - Other & SLD, Teacher	1.00
275	Schrank, Rebekka L	9/1/2022	MA	1006816	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Spring Creek, Autistic Spectrum Disorders, Teacher	1.00

2024-2025 Teacher Seniority Report

Seniority	Name	Seniority Date	Seniority Code	Folder Number	License Code	License Description	Description	License Expiration	Assignment	FTE
276	Betsinger, Sybil K	9/1/2022	MA	1010920	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2027	High School, SPED-Multiple Disabilities, Social Worker	0.60
277	Gagnon, Nicole L	9/1/2022	BA	1010824	180100	ELEMENTARY EDUCATION	K-6	6/30/2025	High School, Health Disabilities - Other & SLD, Teacher	1.00
	Gagnon, Nicole L	9/1/2022	BA	1010824	199810	ACADEMIC AND BEHAVIORAL STRATEGIST	K-12	6/30/2025	High School, Health Disabilities - Other & SLD, Teacher	1.00
278	Rodriguez, Breanna R	9/1/2023	BA	1024277	180100	ELEMENTARY EDUCATION	K-6	6/30/2026	Bridgewater, Elementary, Teacher	1.00
279	Veverka, Nancy L	9/1/2024	MA+40	335196	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2029	NCEC, Adult Basic Education, Teacher	Hrly/Varies
	Veverka, Nancy L	9/1/2024	MA+40	335196	060208	FRENCH	K-12	6/30/2029	NCEC, Adult Basic Education, Teacher	Hrly/Varies
	Veverka, Nancy L	9/1/2024	MA+40	335196	060219	SPANISH	K-12	6/30/2029	NCEC, Adult Basic Education, Teacher	Hrly/Varies
	Veverka, Nancy L	9/1/2024	MA+40	335196	933000	PRINCIPAL K-12	District	6/30/2029	NCEC, Adult Basic Education, Teacher	Hrly/Varies
280	Lipins, Lisa M	9/1/2024	MA+40	394509	180100	ELEMENTARY EDUCATION	1-6	6/30/2027	High School, Guidance, Guidance Counselor	1.00
	Lipins, Lisa M	9/1/2024	MA+40	394509	190200	EMOTIONAL BEHAVIOR DISORDERS	K-12	6/30/2027	High School, Guidance, Guidance Counselor	1.00
	Lipins, Lisa M	9/1/2024	MA+40	394509	190201	LEARNING DISABILITIES	K-12	6/30/2027	High School, Guidance, Guidance Counselor	1.00
	Lipins, Lisa M	9/1/2024	MA+40	394509	199801	MILD TO MODERATE MENTALLY HDPC	K-12	6/30/2027	High School, Guidance, Guidance Counselor	1.00
	Lipins, Lisa M	9/1/2024	MA+40	394509	940310	SCHOOL COUNSELOR	K-12	6/30/2027	High School, Guidance, Guidance Counselor	1.00
281	Langer, Rachael K	9/1/2024	MA+30	479026	110000	MATHEMATICS	5-8	6/30/2026	Middle School, Elementary, Teacher	1.00
	Langer, Rachael K	9/1/2024	MA+30	479026	180100	ELEMENTARY EDUCATION	1-6	6/30/2026	Middle School, Elementary, Teacher	1.00
282	Weeks, Peter F	9/1/2024	MA+30	490289	130200	LIFE SCIENCES	9-12	6/30/2028	High School, Science, Teacher	1.00
	Weeks, Peter F	9/1/2024	MA+30	490289	130301	CHEMISTRY	9-12	6/30/2028	High School, Science, Teacher	1.00
	Weeks, Peter F	9/1/2024	MA+30	490289	130400	EARTH AND SPACE SCIENCE	9-12	6/30/2028	High School, Science, Teacher	1.00
	Weeks, Peter F	9/1/2024	MA+30	490289	130600	SCIENCE 5-8	5-8	6/30/2028	High School, Science, Teacher	1.00
283	Kauffeld, Christopher G	9/1/2024	MA+10	381019	060219	SPANISH	7-12	6/30/2027	NCEC, Adult Basic Education, Teacher	Hrly/Varies
	Kauffeld, Christopher G	9/1/2024	MA+10	381019	210000	DRIVER AND TRAFFIC SAFETY	9-12	6/30/2027	NCEC, Adult Basic Education, Teacher	Hrly/Varies
	Kauffeld, Christopher G	9/1/2024	MA+10	381019	050000	ENGLISH/LANGUAGE ARTS	7-12	6/30/2027	NCEC, Adult Basic Education, Teacher	Hrly/Varies
284	Krueger, Bailey E	9/1/2024	MA+10	491438	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2027	GVP/SC, Speech/Lang Pathologist, S/L Impaired & DD	1.00
	Krueger, Bailey E	9/1/2024	MA+10	491438	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2027	GVP/SC, Speech/Lang Pathologist, S/L Impaired & DD	1.00
	Krueger, Bailey E	9/1/2024	MA+10	491438	190106	SPEECH-LANGUAGE PATHOLOGIST	Pre K-12	6/30/2027	Spring Creek, Autistic Spectrum Disorders, Speech/Lang Pathologist	1.00
	Krueger, Bailey E	9/1/2024	MA+10	491438	199800	DEVELOPMENTAL DISABILITIES	K-12	6/30/2027	Spring Creek, Autistic Spectrum Disorders, Speech/Lang Pathologist	1.00
285	Specht, Jillian R	9/1/2024	MA	414620	080100	HEALTH EDUCATION	5-12	6/30/2027	Greenvale Park, Physical Education, Teacher	1.00
	Specht, Jillian R	9/1/2024	MA	414620	080300	PHYSICAL EDUCATION	K-12	6/30/2027	Greenvale Park, Physical Education, Teacher	1.00
	Specht, Jillian R	9/1/2024	MA	414620	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2027	Greenvale Park, Physical Education, Teacher	1.00
286	Guertin, Heather M	9/1/2024	MA	439751	180100	ELEMENTARY EDUCATION	K-6	6/30/2029	Spring Creek, Science, Teacher	1.00
	Guertin, Heather M	9/1/2024	MA	439751	180150	EARLY CHILDHOOD EDUCATION	B-grade 3	6/30/2029	Spring Creek, Science, Teacher	1.00
287	Peterson, Jennifer A	9/1/2024	MA	461615	940710	SCHOOL SOCIAL WORKER	Pre K-12	6/30/2028	Bridgewater, SPED-Multiple Disabilities, Social Worker	1.00
288	Schlatter, Jenna L	9/1/2024	MA	467559	050100	COMMUNICATION ARTS/LITERATURE	5-8	6/30/2029	Middle School, Elementary, Teacher	1.00
	Schlatter, Jenna L	9/1/2024	MA	467559	180100	ELEMENTARY EDUCATION	1-6	6/30/2029	Middle School, Elementary, Teacher	1.00
289	Scheil, John R	9/1/2024	MA	479642	080300	PHYSICAL EDUCATION	K-12	6/30/2027	Greenvale Park, Physical Education, Teacher	1.00
	Scheil, John R	9/1/2024	MA	479642	190302	DEVELOPMENTAL/ADAPTED PHYSICAL ED.	Pre K-12	6/30/2027	Greenvale Park, Physical Education, Teacher	1.00
290	Ames, Hannah S	9/1/2024	MA	491199	050100	COMMUNICATION ARTS/LITERATURE	5-12	6/30/2028	High School, English/Language Art & Foreign Language, Teacher	1.00
	Ames, Hannah S	9/1/2024	MA	491199	060208	FRENCH	7-12	6/30/2028	High School, English/Language Art & Foreign Language, Teacher	1.00
291	Lorang, Rebecca A	9/1/2024	MA	494546	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2027	Middle School, English/Language Art, Teacher	1.00
292	Jones, Jennifer L	9/1/2024	MA	495720	060206	ENGLISH AS A SECOND LANGUAGE	K-12	6/30/2028	Middle School, Autistic Spectrum Disorders, Teacher	1.00
293	Jaeger, Natalie A	9/1/2024	MA	1006779	110000	MATHEMATICS	5-12	6/30/2029	High School, Mathematics, Teacher	1.00

NORTHFIELD PUBLIC SCHOOLS

PRINCIPALS' & ASSISTANT PRINCIPALS' SENIORITY LIST

2024-2025 SCHOOL YEAR

Prepared and Distributed by Human Resources Office

PRINCIPALS' AND ASST. PRINCIPALS' SENIORITY LIST

Number	Name	Adjusted Hire Date	File Folder Number	License Area	Level	Expiration	Position Description	FTE Assigned
1	Gelineau, Gregory P	8/5/1998	332550	MATHEMATICS	7-12	6/30/2025	Middle School Principal	1.0
				SOCIAL STUDIES -ALL-	7-12	6/30/2025		
				SECONDARY SCHOOL PRINCIPAL	Sec Admin	6/30/2025		
2	Antoine, Nancy J	7/1/2007	309311	MATHEMATICS	7-12	6/30/2028	Bridgewater Principal	1.0
				PRINCIPAL K-12	District	6/30/2028		
3	Richardson, Samuel S	7/3/2017	388909	ELEMENTARY EDUCATION	1-6	6/30/2026	Greenvale Park Principal	1.0
				PRINCIPAL K-12	District	6/30/2026		
4	Baier, Shane A.	7/1/2022	150000	SOCIAL STUDIES	7-12	6/30/2025	High School Principal	
			410441	PRINCIPAL K-12	District	6/30/2027		1.0
5	Will, Tania	8/1/2024	320366	COACHING	7-12	6/30/2027	Spring Creek Principal	1.0
				ELEMENTARY EDUCATION	1-6	6/30/2027		
				PRINCIPAL K-12	District	6/30/2026		
1	O'Keefe, Michael J	8/3/2015	385745	ELEMENTARY EDUCATION	1-6	6/30/2026	Middle School Assistant Principal	1.0
				PRINCIPAL K-12	District	6/30/2026		
2	Bohren, Ricardo B	7/1/2020	404343	ELEMENTARY EDUCATION	K-6	6/30/2028	High School Assistant Principal	1.0
				PRINCIPAL K-12	District	6/30/2028		
3	Bang, Rebecca K	7/15/2022	469035	ELEMENTARY EDUCATION	1-6	6/30/2028	High School Assistant Principal	1.0
				READING	K-12	6/30/2028		
				PRINCIPAL K-12	District	6/30/2028		

Northfield Public Schools Enrollment Report

Greenvale Park

Grade	Teacher		
K	Flicek	17	
K	Kortbein	17	
K	Schroyer	17	
K	Swenson	19	
1	Borgerding	22	
1	Landry	23	
1	Ziemann	21	C
2	Amundson	26	C
2	Bulfer	18	
2	Ellerbusch	18	
2	Feldmann	20	
2	Nivala	18	
3	Dimick	22	
3	Johnson	22	C
3	Larson	18	
3	Timerson	20	
4	Garcia	25	C
4	Hetzzel	19	
4	McLaughlin	20	
4	Schroeder	19	
5	Bloom	23	
5	Carlson	23	
5	Sickler	22	
5	Tacheny	22	C
	TOTAL	491	

Spring Creek

Grade	Teacher		
K	Berkvam	23	
K	Heil, G	23	
K	Matson	18	
1	Born	19	C
1	Craft	16	
1	Nelson	15	
1	Sjoberg	16	
2	Rud	16	
2	Russell	24	C
2	Soderlund	16	
2	Spitzack	17	
3	Cornell	20	
3	Healy	21	
3	Olson	21	
3	Sasse	17	C
4	Fox	26	
4	Haar	26	
4	McManus	17	C
5	Baragary	25	
5	Malecha	25	
5	Ostermann	19	C
5	Stulken	25	
	TOTAL	445	

Bridgewater

Grade	Teacher		
K	Cade	18	
K	Danielson	19	
K	Rodgers	19	
K	Tran	20	
1	Bischoff	20	
1	Haley	20	
1	Hall	19	
1	Lanza	26	C
1	Stuernke	20	
2	LaVoy	22	
2	Lofquist	22	
2	Schwaab	23	
2	Swenson	19	C
3	Bell	23	
3	Larson	20	C
3	Sickler	24	
3	Truman	24	
4	Foley	28	
4	Hehr/Te	27	
4	Rodriguez	24	C
4	Ryan/Ko	27	
5	Blatti	27	
5	Duchene	28	
5	Holden	27	
5	Rubin/D	18	C
	TOTAL	564	

Middle School

	Total
Grade 6-2031	291
Grade 7-2030	293
Grade 8-2029	276
TOTAL	860

High School Total

Grade 9-2028	324
Grade 10-2027	313
Grade 11-2026	296
Grade 12-2025	301
TOTAL	1234

ALC

	F/T
Grade 9-2028	0
Grade 10-2027	7
Grade 11-2026	15
Grade 12-2025	31
TOTAL	53

**P/T

	**I/S	Total
Grade 9-2028	0	0
Grade 10-2027	1	9
Grade 11-2026	1	22
Grade 12-2025	2	66
TOTAL	4	97

	Regular	Big 9	Total
Early Childhood**	128		128
Kindergarten-2037	210	0	210
Grade 1-2036	237	0	237
Grade 2-2035	259	1	260
Grade 3-2034	252	0	252
Grade 4-2033	258	0	258
Grade 5-2032	284	1	285
Total K-5	1628	2	1630
Total Middle Scho	860	8	868
Total High School	1234	44	1278
GRAND TOTAL	3722	54	3776
ALC 9-12			97
GRAND TOTAL w/ALC and Portage			3873
**Full Time only			3701

Early Childhood**

Dorey	14
Hubbard	13
Karsky	5
Ludwig	12
O'Connor	10
Palmquist	13
Roth	12
Sanders	12
Stowe	6
Tharp	7
Townzen	8
Webster	16
TOTAL	128

Big 9 Online

Grade	Teacher	
Grade K-2037	Kehler	0
Grade 1-2036	Kehler	0
Grade 2-2035	Kehler	1
Grade 3-2034	Kehler	0
Grade 4-2033	Kehler	0
Grade 5-2032	Kehler	1
Grade 6-2031	Kehler	3
Grade 7-2030	Kehler	2
Grade 8-2029	Kehler	3
Grade 9-2028	Kehler	3
Grade 10-2027	Kehler	12
Grade 11-2026	Kehler	17
Grade 12-2025	Kehler	12
TOTAL		54