

INDEPENDENT SCHOOL DISTRICT NO. 659
REGULAR SCHOOL BOARD MEETING

Monday, October 27, 2025 ~ 6:00 p.m. ~ Regular Board Meeting
Northfield District Office Boardroom

[Meeting 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. Activities Department Improvement Showcase
 - b. Review of the State of the District
6. Committee Reports
 - a. All-District Committee Report
 - b. Facilities Committee Report
 - c. Northfield Forward Report
7. Consent Agenda
 - a. Minutes
 - b. Gift Agreements
 - c. Overnight Fieldtrip Request
 - d. Personnel Items
8. Items for Individual Action
 - a. Resolution of School Board Supporting FORM A Application to Minnesota State High School League Foundation
 - b. Resolution of School Board Supporting FORM B Application to Minnesota State High School League Foundation
 - c. Policy Committee Recommendations
9. Items for Information
 - a. Construction Update No. 17
 - b. Comprehensive Achievement and Civic Readiness Presentation and Public Hearing
10. Future Meetings
 - a. Monday, November 10, 2025, 5:15 p.m., Comprehensive Achievement and Civic Readiness Presentation and Public Hearing, Northfield DO Boardroom
 - b. Monday, November 10, 2025, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
 - c. Monday, November 24, 2025, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
 - d. Monday, December 8, 2025, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
11. Adjournment

NORTHFIELD PUBLIC SCHOOLS

MEMORANDUM

Monday, October 27, 2025 ~ 6:00 p.m. ~ Regular Board Meeting
Northfield District Office Boardroom
[Meeting Link](#)

TO: Members of the Board of Education
FROM: Matthew Hillmann, Ed.D., Superintendent
RE: Explanation of Agenda Items for the Monday, October 27, 2025, 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. Activities Department Improvement Showcase. Activities Director John Mahal will provide the board with an overview of the activities department successes and highlights in 2024-2025 and the focus areas for the 2025-2026 school year.
 - b. Review of the State of the District. Each year, Superintendent Hillmann shares with the Northfield Chamber of Commerce and Northfield Rotary the state of the district. He will review that presentation with the board. He will also review the district's Minnesota Comprehensive Assessment (MCA) results. This presentation will be included in the table file.
6. Committee Reports
 - a. All-District Committee Report. Superintendent Hillmann will provide an update on the All-District Committee meetings held on Monday, Oct. 6, 2025. Six committees met that evening: Activities, Communications, Equity, Facilities, Finance, and the Special Education Advisory, and approximately 36 people participated. The groups met together briefly before splitting into individual committees. These groups will meet again on Monday, Dec. 1 and Monday, March 2.
 - b. Facilities Committee Report. Board Member Goerwitz will provide an update on the facilities committee, which met on Monday, Oct. 6, 2025.
 - c. Northfield Forward Report. Superintendent Hillmann will provide an update on Northfield Forward, which met on Monday, Oct. 20, 2025.
7. Consent Agenda
Recommendation: Motion to approve the following items listed under the consent agenda.
 - a. Minutes. Minutes of the regular school board meeting held on October 14, 2025.
 - b. Gift Agreements. Gift agreements to be approved are attached.
 - c. Overnight Fieldtrip Request. Nordic Skiing Head Coach Craig Cardinal requests board approval to take 20 student athletes to Ironwood, MI Dec. 29-31, 2025 for a Nordic winter training trip.
 - d. Personnel Items.
 - i. Appointments

1. Braeden Klaus, Special Education EA/PCA for 6.75 hours/day and General Ed EA for .25 hours/day at Spring Creek, effective 10/29/2025. Step 1, Special Education, \$21.86/hour and Step 1 General Education, \$19.79/hour.
2. Joshua Paulson, Special Education EA/PCA for 6.75 hours/day at the Middle School effective 10/29/2025. Step 2, \$22.30/hour.
3. Evelyn Winget, Child Nutrition Student Associate for up to 1 hour/day at the ALC effective 10/27/2025. \$11.13/hour.
- ii. Increase/Decrease/Change in Assignment
 1. Wren Becker, Kid Ventures Site Assistant at Bridgewater for 28.5 hours/week, change to Kid Ventures Site Assistant at Bridgewater for 25.5 hours/week and Kid Ventures Site Assistant at Spring Creek for 3.0 hours/week effective 11/3/2025.
 2. Tallie Berkvam-Peter, 1.0 FTE Kindergarten Teacher at Spring Creek, add Community School Licensed Teacher up to 8 hours/week effective 10/29/2025-5/14/2026. \$40/hour.
 3. Thomas Dickerson, Special Education Teacher at the High School, add Head Middle School Wrestling Coach effective 11/17/2025. \$3,676 stipend.
 4. Andrea James, Special Education EA/PCA at the NCEC for 9.75 hours/week, change to 16.75 hours/week effective 10/23/2025-12/19/2025.
 5. Marcy Korynta, School Psychologist at the Middle School, add Middle School Fitness Center Coach for Quarter 2 and Quarter 3, effective 11/4/2025. \$2,661.20 stipend.
 6. Jack Kramer, Instructor Lead as needed for Community Ed, add Softball/Basketball Official as needed, effective 11/1/2025-5/31/2026. \$30/game.
 7. Cala Landsteiner, Cafeteria Supervision EA for 2.0 hours/day at Bridgewater, change to 2.25 hours/day effective 10/20/2025-6/10/2026.
 8. Alexandra McFarlane, EA for 7 hours/day at Spring Creek, add Community School Site Assistant up to 8 hours/week effective 10/27/2025-5/14/2026. Step 4, \$20.72/hour.
 9. Michael Shaeffer, EA at the High School, add Speech Judge as needed effective 11/1/2025. \$100/event.
- iii. Leave of Absence
 1. N/A
- iv. Retirements/Resignations/Terminations
 1. Pam Fickenscher, Assistant Nordic Ski Coach, resignation effective 10/15/2025.
 2. Ruby Holman, Assistant Softball Coach, resignation effective 10/17/2025.
 3. Anne Waterland, CNA I at the High School, resignation effective 11/3/2025.

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

8. Items for Individual Action

- a. Resolution of School Board Supporting FORM A Application to Minnesota State High School League Foundation. Activities Director Mahal requests approval of the attached resolution supporting the district's application to the Minnesota State High School League Foundation for a FORM A grant to offset student activity fees.

Superintendent's Recommendation: Motion to approve the Resolution of the School Board Supporting a FORM A Application to the Minnesota State High School League Foundation.

- b. Resolution of School Board Supporting FORM B Application to Minnesota State High School League Foundation. Activities Director Mahal requests approval of the attached resolution supporting the district's application to the Minnesota State High School League Foundation for a FORM B grant to provide seminars/training opportunities or support for specific school functions for students/faculty members/officials and others who are involved in athletic and fine arts programs.

Superintendent's Recommendation: Motion to approve the Resolution of the School Board Supporting a FORM B Application to the Minnesota State High School League Foundation.

- c. Policy Committee Recommendations. The board is requested to approve the policy committee's recommended updates to policies 448, 504, 508, 510, and 511.

Superintendent's Recommendation: Motion to approve the policy committee's recommended changes to policies 448, 504, 508, 510, and 511.

9. Items for Information

- a. Construction Update No. 17. Superintendent Hillmann will provide an update on the NHS construction project.
- b. Comprehensive Achievement and Civic Readiness Presentation and Public Hearing. ALC Director Daryl Kehler will summarize the 2025-2026 Comprehensive Achievement and Civic Readiness Plan at the public hearing scheduled at 5:15 p.m. on Monday, Nov. 10. This public hearing will precede the regular school board meeting.

10. Future Meetings

- a. Monday, November 10, 2025, 5:15 p.m., Comprehensive Achievement and Civic Readiness Presentation and Public Hearing, Northfield DO Boardroom
- b. Monday, November 10, 2025, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
- c. Monday, November 24, 2025, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
- d. Monday, December 8, 2025, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom

11. Adjournment

Reaching Out, Reaching Up:

THE 2027 STRATEGIC PLAN



VISION

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

BENCHMARKS

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

STRATEGIC COMMITMENTS



People

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



Learner Outcomes

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



Equity

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



Communication

We communicate effectively and transparently with all stakeholders.



Stewardship

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



Partnerships

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

Purpose

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

School Improvement Plan Highlights and Goals

Highlights		
Highlight No. 1	Benchmark Alignment	Narrative
Family/caretaker survey data	All parents report satisfaction with their children's educational experience.	- Aligning with district benchmark No. 9, I sent out surveys to each family/caretaker at the end of each season to provide feedback (if they'd like) from their child's season. - Each program has specific results based on student and family/caretaker survey data. - This data allowed me to dive deeper if/when there were themes of information or specific moments that needed to be celebrated or addressed.
Highlight No. 2	Benchmark Alignment	Narrative
Head coach professional development	All students exhibit physical, social, and emotional well-being.	Aligning with district benchmark #4, in June, we brought in a guest speaker from the Mentally Strong Institute that helped provide professional development for all available coaches in order to learn together so we can provide great learning opportunities for each of

		our students. We were able to weave in Raiders L.E.A.D. information into our conversations and surveys so that our coaches also understand what we are doing in school and how they can utilize the same language/concepts within their programs. We need to be leaders of self before we can lead others!
Highlight No. 3	<u>Benchmark Alignment</u>	
Bleacher Captains	- All students are connected to the community. - All students exhibit physical, social, and emotional well-being.	- Aligning with district benchmark #2, our Bleacher Captains attended multiple events throughout the year and helped our student body cheer positively and oftentimes be a difference-maker in cheering on our teams! - Multiple activities directors have commented on how classy our students are and will be trying to duplicate what we have established.
Highlights		
Focus Area No. 1	<u>Benchmark Alignment</u>	Action Steps
Continue to develop positive connections to school through activities with a focus on head coach professional development.	All students exhibit physical, social, and emotional well-being.	- Aligning with district benchmark #4, it is important for our students to create relationships with their coaches/advisors that allow them to feel valued while being put into situations that support their physical, social, and emotional well-being. - NHS head coach professional development is all about building continuity and togetherness as an NHS coaching staff across all activities.
Focus Area No. 2	<u>Benchmark Alignment</u>	Action Steps

Continue a positive competition environment through Bleacher Captain development.	All students are connected to the community.	- Aligning with district benchmark #2, our Bleacher Captain program supports our students to display and showcase positive behavior while out in the community. - Each year we have new students, so we will need to continue to provide specific training to help them lead positive cheers at our events. We want to continue cheering for our team, not against our opponents or officials. - Using a MSHSL grant, we will continue to utilize guest speakers or other resources to help support our positive messages/training this fall.
Focus Area No. 3	<u>Benchmark Alignment</u>	Action Steps
Seek feedback from parents and caregivers about their child's experience.	All parents report satisfaction with their children's educational experience.	Aligning with district benchmark #9, it is important to continue asking our families and caretakers how their child's experience has been in the activity in which they participated. This allows us to continuously learn and grow, achieving the ongoing improvement that we strive for in everything we do.

Summary

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

NHS Activities Department

2025-26 School Improvement Plan
October 27, 2025

Strategic Plan

VISION

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

Reaching Out, Reaching Up: THE 2027 STRATEGIC PLAN

VISION

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

BENCHMARKS

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

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Learner Outcomes

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Equity

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Communication

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Stewardship

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Partnerships

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

Strategic Commitments



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Stewardship

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Partnerships

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

District Benchmarks

1

All children are ready for **kindergarten**.

2

All students are connected to the **community**.

3

All students are at grade level in **reading and mathematics** by the end of third and sixth grades.

7

All students **graduate** from high school with a plan to reach their full potential.

8

All **employees** report satisfaction in the workplace.

9

All **parents** report satisfaction with their children's educational experience.

4

All students exhibit physical, social and emotional **well-being**.

5

All students have a **connection** with a caring adult beyond their parents as they transition to middle school.

6

All students have interests, goals and a **vision** for the future by the end of eighth grade.

10

The district maintains 14% of its annual expenditures in its unassigned fund balance to ensure **financial stability**.

11

Community education provides relevant and accessible learning opportunities for all residents.

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

School Improvement Plan Purpose

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

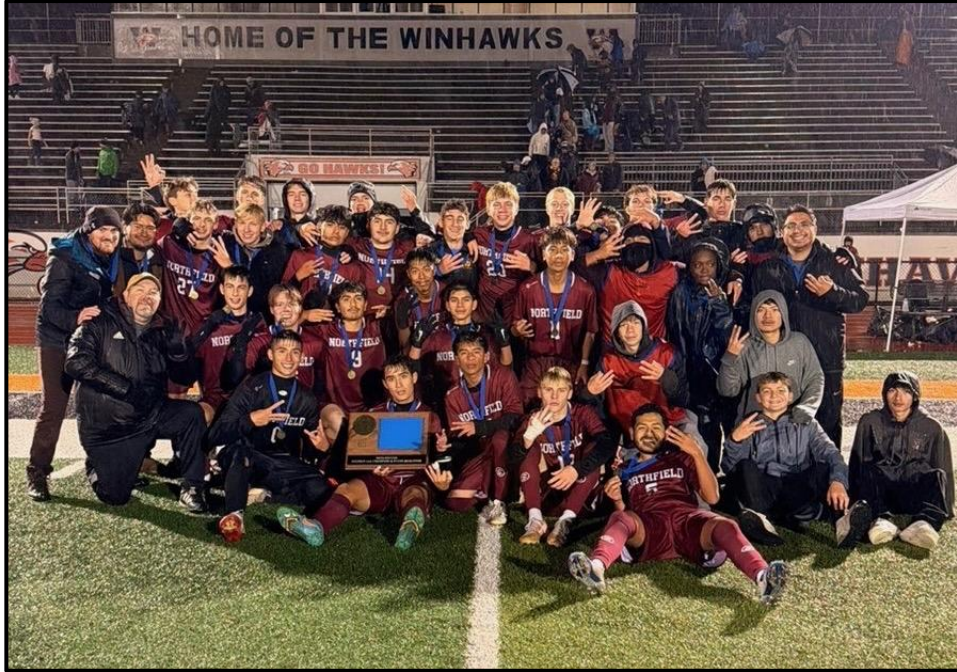
...to prepare **every** student for lifelong success!

2024-25 Goals

- **Family Engagement:** 88% of respondents will rate their child's overall experience in the program a 4 or better on a 5-point scale on an end-of-season survey. **(2023-24 results: 83%, 2024-25 results 85%)**
- **Learner Outcomes:** 87% of participants will agree or strongly agree that “My participation in the sport/activity has helped me feel connected to my school and/or community.” **(2023-24 results: 88%, 2024-25 results: 83%)**
- **Anti-Racism Goal:** Bleacher Captains goals: Spectator supervisors will report positive student spectator behavior at 100% of NHS home events. **(2023-24 results 100%, 2024-25 results: 100%)**



Highlight No. 1 - Family/Caretaker Survey Data



- Aligned with **District Benchmark # 9.**
- **Surveys Sent Each Season**
Families/caretakers invited to share feedback voluntarily.
- **Program-Specific Results**
Each activity receives its own set of student and family data.
- **Data-Informed Actions**
Survey themes help identify moments to celebrate or address for improvement.

Highlight No. 2 - Head Coach Professional Development



- Aligned with **District Benchmark # 4.**
- “**Mentally Strong Institute**” training for head coaches.
- **Raiders L.E.A.D.** continues to impact students, coaches, and families.

Highlight No. 3 - Bleacher Captains



- Aligning with **District Benchmark # 2.**
- Promote a **loud yet positive** student section.
- Multiple activities directors have expressed interest in **replicating** the program.

Focus Area No. 1 - Positive connection to school through activities.



- Aligning with **District Benchmark # 4**, a focus on **head coach professional development**.
- **Student-Coach Connection**
Build strong, valuing relationships.
- **Whole Student Focus**
Support physical, social, emotional growth.
- **Coaching Continuity**
Align all coaches under shared values.
- **Staff Togetherness**
Foster unity across all activities.

Focus Area No. 2 - Bleacher Captains



- Aligning with **District Benchmark # 2.**
- **Promotes Positive Behavior**
Encourages students to lead with respect in the community.
- **Annual Training Required**
New leaders trained each year to lead positive, sportsmanlike cheers.
- **Focus on Supportive Spirit**
Cheer *for* our team — not *against* opponents or officials.
- **Grant-Funded Support**
MSHSL grant used for guest speakers and training resources this fall.

Focus Area No. 3 - Family/Caretaker Survey Data



- Aligning with **District Benchmark # 9.**
- **Seek Input Regularly**
Ask families about their child's activity experience.
- **Support Continuous Growth**
Use feedback to improve programs and experiences.
- **Commitment to Improvement**
Ongoing learning drives everything we do.

NHS Activity Participation Rates - Fall

	2022-2023	2023-2024	2024-2025	2025-2026
Strength & Conditioning				15
Boys Cross Country	53	62	62	74
Girls Cross Country	40	41	44	47
Football	92	93	100	98
Boys Soccer	54	70	58	64
Girls Soccer	39	54	47	50
Girls Swim & Dive	51	48	50	50
Girls Tennis	38	36	45	42
Volleyball	50	57	62	58
Bowling	16	15	13	10
Fall Play/Musical	20	26	38	20
	453	502	519	528



NHS Activity Participation Rates - Winter

	2022-2023	2023-2024	2024-2025	2025-2026
Boys Alpine	9	8	7	
Boys Basketball	52	50	56	
Boys Hockey	37	37	33	
Boys Nordic	16	18	10	
Boys Swim & Dive	34	35	30	
Boys Weightlifting	32	28	31	
Dance	30	25	33	
Girls Alpine	18	18	13	
Girls Basketball	31	26	31	
Girls Hockey	31	26	32	
Girls Nordic	41	22	26	
Girls Weightlifting	19	23	21	
Gymnastics	13	13	8	
Wrestling	43	40	47	
Fall Musical	20	* Off Year	38	
Rock & Roll Revival	* Off Year	121	* Off Year	
	426	490	416	
		102 students in RRR cast	26 students in Fall Musical cast	
		19 students in the RRR band	12 students in Fall Musical crew	



NHS Activity Participation Rates - Spring

	2022-2023	2023-2024	2024-2025	2025-2026
Baseball	56	55	52	
Softball	42	45	41	
Boys Lacrosse	37	43	42	
Girls Lacrosse	32	29	29	
Boys Tennis	26	28	22	
Boys Golf	17	24	34	
Girls Golf	14	14	18	
Boys Track and Field	89	76	97	
Girls Track and Field	74	78	70	
Clay Target	93	89	87	
	480	481	492	



Thank You and Questions





Committee Report

Board of Education

Name: Amy Goerwitz **Committee:** Facilities Committee

Date Submitted: 10/20/2025 10:41:42

The Facilities Committee's first meeting of the academic year took place on October 6.

Justin Raabolle, the district's Director of Buildings and Grounds, provided an overview of recent projects. He highlighted the significant cost savings achieved through the installation of LED light bulbs across the district, which is projected to save hundreds of thousands of dollars. We commend the excellent work done by his team.



Committee Report

Board of Education

Name: Matt Hillmann **Committee:** Northfield Forward

Date Submitted: 10/22/2025 12:57:53

The first Northfield Forward meeting of the school year was held on Monday, Oct. 20.

Nineteen (19) people attended. The meeting included an introduction to Northfield Forward and its purpose. Superintendent Hillmann presented an overview of the 80/90/100 school improvement framework. ALC Director Daryl Kehler previewed the Comprehensive Achievement and Civic Readiness (CACR) report with time allocated for reflection and feedback on these two topics.

Additional Northfield Forward meetings for the remainder of the school year are scheduled for Nov. 17, Feb. 16, and April 20. All meetings will be held from 6:00 to 8:00 p.m. at Northfield Middle School.

NORTHFIELD PUBLIC SCHOOLS

School Board Minutes

October 14, 2025
District Office Board Room

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, Epstein, Goerwitz, Gonzalez-George, Miller, and Quinnell. Absent: Nelson. This meeting was open to the public, live-streamed and recorded, and access to the recording was posted on the school district website.

2. Agenda Approval/Table File

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

3. The Land Acknowledgment Statement was read by Vice Chair Corey Butler in accordance with Policy 950.

4. Public Comment

There were no public comments.

5. Announcements and Recognitions

- Board members were provided a copy of the Community School report. The report details the results of the eleventh year of Community School programming and includes data from all four sites - Greenvale Park Elementary, Spring Creek Elementary, Bridgewater Elementary, and Northfield Middle School. The report has been shared with all elementary and middle school families and community partners. Thanks to everyone who assisted with the report's compilation.
- The Greenvale Park PTO Fundraiser was a huge success, raising over \$34,500. Thanks to everyone who donated, participated and helped make the event special.
- Congratulations to the Girls Tennis Team for advancing to the Class AA State Tournament for the first time in Raider history. This year's tournament will begin on Tuesday, October 21 at Life Time Bloomington South.
- Congratulations to the FFA Dairy Evaluation Team, who took first place out of 46 teams at the University of Wisconsin-River Falls Falcon Ag Challenge, a state qualifying event. A special shoutout to Tavis Ballstadt, who was first overall individually out of 111 competitors.
- Congratulations to Josie Kuenen for being selected as a 2025-2026 FFA in the USA Reporter. Josie is one of 250 FFA members from across the U.S. and one of five in Minnesota to be chosen for this honor.

6. Items for Discussion and Reports

- a. Bridgewater Elementary School Improvement Showcase. Bridgewater Interim Principal Hope Langston provided the board with an overview of the school's successes and highlights in 2024-2025 and the focus areas for the 2025-2026 school year.
- b. Northfield Middle School Improvement Showcase. Middle School Principal Greg Gelineau provided the board with an overview of the middle school's successes and highlights in 2024-2025 and the focus areas for the 2025-2026 school year.
- c. Superintendent's Mid-Year Evaluation Recommendation. Board Chair Claudia Gonzalez-George presented the board with a revised mid-year superintendent check-in form.
- d. Special Services FTE Request. Director of Special Services Sara Pratt requested to add a Special Educational Assistant/Personal Care Assistant at Bridgewater Elementary for 6.75 hours per day due to new students entering the district with significant needs for safety and intensive services as required by their Individual Education Program (IEP) plans. The total projected cost of salary and benefits is \$52,529, with approximately 55% of the salary reimbursed through special education revenue, for a net cost of \$23,656.

On a motion by Miller, seconded by Quinnell, the request to add a Special Education Assistant/Personal Care

Assistant at Bridgewater Elementary was added as an item for individual action.

- e. Policy Committee Recommendations. Dr. Hillmann presented the policy committee's recommended updates to policies 448, 504, 508, 510, 511 This will be an item for individual action at the next board meeting.

7. Consent Agenda

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

- a. Minutes. Minutes of the regular school board meeting held on September 22, 2025.

- b. Gift Agreements. Gift agreements included in the board packet.

- c. Personnel Items.

- i. Appointments

- 1. Shane Baier, Interim Principal at Bridgewater, beginning 10/20/2025-11/15/2025. Step 4, \$92.01/hour.
 - 2. Cindy Keogh, Kindergarten General Education EA at Bridgewater for 4 hours/day, beginning 10/13/2025-6/10/2026. Step 4, \$21.44/hour.
 - 3. Yun Guan Seo, Water Safety Instructor for Community Education/Recreation as needed, beginning 10/1/2025-5/31/2026. Step 4, \$17.97/hour.
 - 4. Erik Sun, Instructor and Swim Assistant for Community Education/Recreation for up to 3 hours/week, beginning 10/1/2025-5/31/2026. Step 3, \$15.56/hour.
 - 5. Julia Bengtson, Community School Site Assistant at Greenvale Park up to 6 hours/week effective 10/21/2025. Step 1, \$18.71/hour.
 - 6. Jacob Gonnerman, Community School Site Leader at the Middle School up to 20 hours/week, effective 10/23/2025. Step 1, \$24.05/hour.
 - 7. Alix Nath, Assistant Speech Coach at the High School effective 12/8/2025. \$4,990 stipend.
 - 8. William Sonnega, Head Alpine Ski Coach at the High School, effective 11/10/2025. \$7,207 stipend + Step 10, subject to change upon the settlement of the 2025-27 NEA agreement.
 - 9. Tabitha Tschann, Assistant Gymnastics Coach at the High School, effective 11/10/2025. \$2,495 stipend.
 - 10. Madison Warner, 1.0 FTE Long-Term Substitute Special Education Teacher at Bridgewater, effective 10/6/2025-11/12/2025. BA, Step 1.

- ii. Increase/Decrease/Change in Assignment

- 1. Janet Amundson, Special Education EA/PCA for 6.75 hours/day at the Middle School, change to 7.0 hours/day, effective 9/15/2025.
 - 2. Wren Becker, Cafeteria Supervision, Kid Ventures for 2 hours/day at Bridgewater, add Resource Special Education for 1.5 hours/day, effective 9/29/2025-6/10/2026.
 - 3. Lynnsey Carlsen, Special Education EA - RISE program for 6.4 hours/day at Bridgewater, change to Special Education EA - RISE program for 3.2 hours/day and Special Education EA - Resource Program for 3.2 hours/day, effective 10/6/2025-6/10/2026.
 - 4. Robert Coleman, General Education EA for 5 hours/day at Spring Creek, add Community School Site Assistant up to 10 hours/week effective 10/13/2025-5/14/2026. Step 4, \$20.72/hour.
 - 5. Robert Coleman, General Education EA for 5 hours/day at Spring Creek, add Special Education EA - PCA - Resource for 0.58 hours/day, effective 10/13/2025.
 - 6. Evelyn Douville, Special Education EA - Resource for 6.75 hours/day at Bridgewater, change to Special Education - EA Rise Program for 6.75 hours/day, effective 10/6/2025-6/10/2026.
 - 7. Brent Dunkelberger, 1.0 FTE Teacher at the Middle School, add Community School Licensed Teacher up to 8 hours/week. \$40/hour, effective 10/1/2025-5/14/2026.
 - 8. Joseph Greenwood, 1.0 FTE Custodian Day Engineer at the High School from 9:00am-5:30pm, change to 6:00am-2:30pm, effective 5/20/2025.
 - 9. Mara Hessian, Special Education EA - RISE program for 6.75 hours/day at Bridgewater, change to Special Education EA - RISE program for 3.375 hours/day and Special Education EA - Resource program for 3.375 hours/day, effective 9/29/2025-6/10/2026.
 - 10. Julene Johnson, Media Assistant for 7 hours/day at the High School, add Assistant Speech Coach, \$4,990 stipend.
 - 11. Jennifer Jones, 1.0 FTE Special Education Teacher at the Middle School, add Community School Licensed Teacher up to 10 hours/week, effective 10/13/2025-5/14/2026. \$40/hour.
 - 12. Cindy Keogh, Kindergarten General Education EA at Bridgewater for 4 hours/day, add General Education EA - Safety Patrols for 0.5 hours/day.
 - 13. Beth Kuyper, Special Education EA/PCA for 6.75 hours/day at the Middle School, change to 7.0 hours/day, effective 9/15/2025.
 - 14. Emily Makitalo, Occupational Therapist at Greenvale Park and Spring Creek, change start date of employment to 11/3/2025.

15. Stefany Perez, Special Education EA for 6.75 hours/day at Spring Creek, change to 6.17 hours/day, effective 10/6/2025.
 16. Scott Pitts, Special Education EA - Resource for 6 hours/day at Bridgewater, change to Special Education EA - RISE program for 6.75 hours/day, effective 10/6/2025-6/10/2026.
 17. Elga Reyes de Broughton, Educational Assistant for 7 hours/day at Spring Creek, add Community School Site Assistant up to 8 hours/week effective 10/23/2025-5/14/2026. Step 4, \$20.72/hour.
 18. Yun Guan Seo, Water Safety Instructor for Community Education/Recreation as needed, add Lifeguard as needed, beginning 10/1/2025. Step 4, \$15.83/hour.
 19. Jessica Rushton, Special Education EA/PCA at Spring Creek for 6.75 hours/day, add Special Education EA/PCA Extracurricular/Nonacademic support as needed, effective 9/25/2025-6/30/2026.
 20. Michele Warden, General Education EA for 2 hours/day, Kindergarten EA for 4 hours/day, and Special Education Resource EA for 1.5 hours/day at Bridgewater, change to Media EA for 5.5 hours/day and General Education EA for 2 hours/day, effective 10/13/2025-6/10/2026.
 21. Katrina Warner, EA at Bridgewater for 7.25 hours/day, add Community School Club Leader for up to 8 hours/week, effective 10/6/2025-5/14/2026.
 22. Sarah Wolfe, ECFE EA at the NCEC for 7.25 hours/week, change to 9.0 hours/week, effective 10/2/2025.
 23. Susan Aldrich, EA at the High School, add Event Worker as needed. \$45/77/event.
 24. Kay Goodrich, Special Education EA/PCA - RISE for 6.5 hours/day and Gen Ed Flex Supervision EA for 0.5 hours/day at the High School, change to Special Education EA/PCA - RISE program for 7.0 hours/day, effective 9/3/2025.
 25. Shelly Kruger, Special Education EA/PCA - RISE for 3.25 hours/day, Gen Ed Flex Supervision EA for 0.5 hours/day, Job Coach - WBL for 3.0 hours/day and Special Ed Bus Route EA for 0.5 hours/day, change to 3.0 hours/day Job Coach - WBL for 3.0 hours/day, RISE EA PCA for 3.75 hours/day, and Special Ed EA/PCA bus route for .50 hours/day beginning 9/3/2025,
 26. David Pennock, EA for 6.5 hours/day at the Middle School, add KidVentures Site Assistant as needed up to 7.5 hours/week effective 10/13/2025. Step 4, \$20.72/hour.
 27. Beth Winter, Special Education EA/PCA for 3.25 hours/day, Gen Ed Supervision EA for 2.25 hours/day, and Gen Ed Kindergarten EA for 1.0 hours/day at Greenvale Park, change Gen Ed Supervision EA to 2.30 hours/day, effective 9/2/2025.
- iii. Leave of Absence
1. Nancy Antoine, Principal at Bridgewater, extending FMLA leave through 11/10/2025.
 2. Meghan Karsky, Teacher at the NCEC, FMLA leave of absence beginning 9/17/2025 and continuing on an intermittent basis for up to 60 work days.
 3. Linda Kovach, Teacher at the Middle School, FMLA leave of absence beginning 10/20/2025 and continuing on an intermittent basis for up to 60 work days.
 4. Katherine Norrie, Teacher at the High School, FMLA leave of absence beginning on 9/24/2025 and continuing on an intermittent basis for up to 60 work days.
 5. Rebekah Patterson, Special Education Teacher at Bridgewater, medical leave extended through approximately 11/12/2025.
 6. Molly Andrews, Special Education EA/PCA at the Middle School, leave of absence beginning 11/24/2025 through 1/4/2026.
 7. Bailey Krueger, Speech/Language Pathologist at Greenvale Park, FMLA leave of absence beginning approximately 3/8/2026 and continuing through the end of the 2025-26 school year.
- iv. Retirements/Resignations/Terminations
1. Mary Boyum, Educational Assistant at Spring Creek, retirement effective 1/22/2026.
 2. Noemi De Rosas, ABE Office Generalist at the NCEC, resignation effective 9/25/2025.
 3. Ashley Douglas, Community School Club Leader at Bridgewater, resignation effective 9/8/2025.
 4. Leanne Fricke, Assistant Girls Gymnastics Coach, resignation effective 9/26/2025.
 5. Tim Hoernke, Assistant Softball Coach, resignation effective 9/26/2025.
 6. Heather Tousignant, Special Education EA/PCA at the Middle School, termination effective 9/25/2025.
 7. Sarah Wolter, 0.3 FTE Assistant Girls Golf Coach, resignation effective 9/22/2025.
 8. Summer Alsaker, Child Nutrition Associate I at Spring Creek, resignation effective 10/24/2025.
 9. Rose Taylor, EA at Spring Creek, resignation effective 10/9/2025. Rose will continue with the District as an EA Substitute.
 10. ReNae Trebelhorn, Special Education Teacher at the Middle School, retirement effective 11/3/2025.

8. Items for Individual Action

- a. Special Services FTE Request. On a motion by Gonzalez-George, seconded by Butler, the board approved the request to add a Special Educational Assistant/Personal Care Assistant at Bridgewater Elementary for 6.75 hours per day as requested.

9. Items for Information

- a. Enrollment Report. Dr. Hillmann reviewed the October 2025 enrollment report.
- b. Construction Update No. 16. Superintendent Hillmann provided an update on the NHS construction project.
- c. Retired Educators Luncheon. Board members were invited to attend the district's annual retired educators luncheon on Friday, Oct. 24. The luncheon will be held at Ruth's on Stafford beginning at 11:30 a.m. If you plan to attend please RSVP to Kelly Spillman-Kramer no later than Oct. 15.
- d. Comprehensive Achievement and Civic Readiness Presentation and Public Hearing. ALC Director Daryl Kehler will summarize the 2025-2026 Comprehensive Achievement and Civic Readiness Plan at the public hearing scheduled at 5:15 p.m. on Monday, Nov. 10. This public hearing will precede the regular school board meeting.
- e. National School Lunch Week. National School Lunch Week was celebrated Oct. 13-17, 2025. The National School Lunch Program (NSLP) serves nearly 30 million children every school day. President John F. Kennedy created National School Lunch Week (NSLW) in 1962 to promote the importance of a healthy school lunch in a child's life and the impact it has inside and outside of the classroom. We appreciate and thank all child nutrition staff in our district.
- f. National School Bus Safety Week. National School Bus Safety Week was Oct. 20-24, 2025. School buses are the safest way for children to get to school. Their design is meant to be safer than any passenger vehicle in avoiding crashes and preventing injuries. Teaching children to follow safety rules on the bus is important, as is informing drivers about the laws regarding school buses. We appreciate and thank Benjamin Bus and their drivers for their continued support and partnership with Northfield Public Schools.

10. Future Meetings

- a. Monday, October 27, 2025, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
- b. Monday, November 10, 2025, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom
- c. Monday, November 24, 2025, 6:00 p.m., Regular Board Meeting, Northfield DO Boardroom

11. Closed Session: Labor Negotiations Strategy

On a motion by Gonzalez-George, seconded by Epstein, the board 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 Butler, the board unanimously approved to adjourn the closed session at 9:15 p.m.

On a motion by Quinnell, seconded by Goerwitz, the board unanimously approved to adjourn the regular board meeting at 9:15 pm.

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:

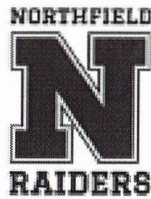
Absent:

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?
10/1/2025	\$550	John Ford Construction	Adult Basketball League
10/13/2025	\$550	Nathaniel Lanthier	Adult Basketball League
10/13/2025	\$550	Brady Anfinson	Adult Basketball League
10/14/2025	\$550	McLane Company, Inc.	Adult Basketball League
10/15/2025	\$550	Peter Nelson	Adult Basketball League
10/16/2025	\$5,000.00	VFW 4393	Robotics Team
10/16/2025	\$3,120.00	Blue Line Boys Hockey Boosters	HS Boys Hockey Jerseys and Socks (half of cost)
10/16/2025	\$550	Landon Bance	Adult Basketball League
10/16/2025	\$550	Cameron Langdon	Adult Basketball League
10/18/2025	\$11.00	Angie Olson	SC Gr 3 Bowling Donation
10/19/2025	\$11.00	Erin Larson	SC Gr 3 Bowling Donation
10/19/2025	\$11.00	Locke Perkins	SC Gr 3 Bowling Donation
10/20/2025	\$11.00	Katherine Dreier	SC Gr 3 Bowling Donation
10/20/2025	\$11.00	Ally Oakes	SC Gr 3 Bowling Donation
10/20/2025	\$550	Zach Burke	Adult Basketball League
9/5/2025	Pops Bass Rosin (\$12 value)	Locke Perkins	NMS Orchestra program
9/23/2025	String Basics Book 2 for Cello	Megan Gale	NMS Orchestra Program
10/22/2025	\$11.00	Amanda Landon	SC Gr 3 Bowling Donation
10/22/2025	\$11.00	Sarah Middleton	SC Gr 3 Bowling Donation
10/21/2025	\$8,000	Cardinal Glass Industries	Robotics Sponsorship
10/21/2025	\$200	Heritage Dental Care	Robotics Sponsorship



Northfield High School
Activities Office

Extended Overnight Request Form

Staff Member(s) Responsible (Name and phone): Craig Cardinal

School and Program: Nordic Skiing

Date of Requested Trip:

1. What group is taking this trip? Nordic Skiing Athletes
2. Estimated # of Students: # Adult Supervisors: 20 Students, 3 Coaches
3. Destination: Ironwood, MI
4. Date/Time of Departure: 12/29/25 6:00AM
5. Date/Time of Return: 12/31/25 8:00PM
6. State purpose and/or educational value of trip (attach information to form if needed).

Nordic Winter Training Trip

7. Name the manner of travel and the carrier. Coach bus - Northfield Lines
8. State housing arrangements (must include name, address and phone number of hotel). Quality Inn 210 E. Cloverland Dr., Ironwood, MI, 49938, US (906) 767-0993

9. List of coach, parent or guardian contact info.(Attach)

Craig Cardinal
Eva Reinicke
David Folland
Angela Petricka
Mark Amundson



10. List participants (reminder to have participants complete parent/guardian permission form if applicable). (Attach)

11. Indicate who will be in charge of supervising the trip (roles and responsibilities).

Craig Cardinal - Head Coach
Eva Reinicke - Assistant Coach
David Folland - Assistant Coach

12. State the safety precautions and procedures for emergencies while on the trip.

Multiple Coaches and parents traveling together. Emergency support available at Race Venue.

13. Give budget costs, how the trip will be funded and estimated cost per student.

Funded by State Athlete Travel Stipend. Total cost ~\$1000

14. List any proposed precautions, special needs, special concerns, student concerns, - if applicable.

None

Signature of Staff Member Responsible: 

Date field trip request was submitted to Principal 10/22/25

Principal/Administrator Signature and Date: 
10/22/25

 Approved:

Not Approved:

Superintendent Signature and Date:

Approved:

Not Approved:

School Board Review Date:

Approved: Not

Approved:

FORM A

RESOLUTION OF GOVERNING BOARD SUPPORTING FORM A APPLICATION TO MINNESOTA STATE HIGH SCHOOL LEAGUE FOUNDATION

WHEREAS, the Minnesota State High School League Foundation was formed to provide support for Minnesota's high school youth to participate in athletics and fine arts;

WHEREAS, the Governing Board of [Name of School/District] [Click or tap here to enter text.](#) recognizes the value of student participation in extracurricular activities; and

WHEREAS, the MSHSL Foundation is offering grants and funding to assist schools in recognizing, promoting and funding extracurricular participation by high school students in athletic and fine arts programs.

THEREFORE, BE IT RESOLVED, that the Governing Board of [Name of School/District] [Click or tap here to enter text.](#) supports the school's application to the Minnesota State High School League Foundation for a **FORM A** grant to offset student activity fees.

[Click or tap here to enter text.](#)
Date

Board Chair/Head of School

[Click or tap here to enter text.](#)
Date

Board Clerk – Treasurer/ Finance Director

FORM B

RESOLUTION OF SCHOOL BOARD/GOVERNING BOARD SUPPORTING FORM B APPLICATION TO MINNESOTA STATE HIGH SCHOOL LEAGUE FOUNDATION

WHEREAS, the Minnesota State High School League Foundation was formed to provide support for Minnesota's high school youth to participate in athletics and fine arts;

WHEREAS, the Governing Board of [Name of School] [Click or tap here to enter text.](#) recognizes the value of student participation in extracurricular activities; and

WHEREAS, the MSHSL Foundation is offering grants and funding to assist schools to provide seminars/training opportunities or support for specific school functions for students/faculty members/officials and others who are involved in athletic and fine arts programs.

THEREFORE, BE IT RESOLVED, that the Governing Board of [Name of School] [Click or tap here to enter text.](#) supports the school's application to the Minnesota State High School League Foundation for a **FORM B** grant.

[Click or tap here to enter text.](#)

Date

Board Chair/Head of School

[Click or tap here to enter text.](#)

Date

Board Clerk - Treasurer

A RESOLUTION submitted by an Activity Conference or Region Committee must adhere to the same form and context of the School Board Resolution above.

Northfield Public Schools
Policy Committee Recommendations

October 14, 2025

Policy	Changes
448: District Paid Maternity Leave	Change Type: Substantive • Adding statement to IV. E reflecting changes to the policy following the enactment of the Minnesota Paid Leave program.
504: Student Dress & Appearance	Change Type: Regular Review • Updated purpose statement. • In section II.F. added statement from Student Citizenship Handbook regarding head coverings worn for religious or cultural reasons. • Update of legal references.
508: Extended School Year	Change Type: Regular Review • Updated purpose statement. • Updated legal reference. • Made change in the formatting at the bottom of the policy to align with style guide.
510: School Activities	Change Type: Regular Review • Updated purpose statement. • Included a reference to Policies 511 and 809.1 regarding fundraising and sponsorship procedures. • Made revision to the formatting at the bottom of the policy to align with style guide.
511: Student Fundraising	Change Type: Regular Review • Updated purpose statement. • Made revision to the formatting at the bottom of the policy to align with style guide.

Policy 448 DISTRICT PAID MATERNITY LEAVE

I. PURPOSE

The purpose of this policy is for the Northfield School District to establish parameters governing district paid maternity leave.

II. GENERAL STATEMENT OF POLICY

Paid maternity leave may be granted for the birth of a child or children of the employee. This policy may only be modified by mutual agreement between the Northfield Education Association and the Northfield School District.

III. ELIGIBILITY

Eligible employees must qualify for the Federal Family and Medical Leave Act (FMLA), as outlined in Policy 410. To qualify for FMLA, an employee must have worked for the employer for twelve months and have worked 1,250 annual hours. Maternity leave for those employees that do not meet the current eligibility requirements of FMLA shall be processed under the District Disability After Childbirth Policy 411.

IV. PARTICIPATION AND USE

- A. An employee making an application for maternity leave under this policy shall inform the district in writing with intention to take the leave as soon as possible and at least one calendar month before commencement of the intended leave, except in unusual circumstances. The district and the employee will attempt to work out a satisfactory plan for the leave.
- B. The district, upon meeting in person and discussing the employee's return date preferences, may make moderate adjustments in the proposed beginning or ending date of a maternity leave so that the dates of the leave coincide with some natural break in the school year - e.g., winter vacation, spring vacation, semester break or quarter break, end of reporting period, end of the school year, or the like.
- C. An employee returning from maternity leave shall have a right to return to the employee's original position as specified in the employee's maternity leave plan if the employee's leave is commenced and concluded within the same school year or concluded prior to the first duty day of the following school year. If an employee's maternity leave plan does not call for the employee's return within the year it is commenced, an employee shall have the right to be returned to an equivalent position.

- D. An employee who returns from maternity leave within the provisions of this policy shall retain all previous experience credit and any unused leave time accumulated under the provisions of this policy at the commencement of the leave. The employee shall accrue additional experience credit or leave time during the period of absence for maternity leave, if the leave commences and ends within the same school year.
- E. FMLA qualifying maternity leave will be paid by the district for up to eight (8) work weeks or forty (40) work days, commensurate with the employee's scheduled work day. Effective January 1, 2026, the district will pay for the portion of an employee's leave not paid for by the Minnesota Paid Leave (MPL) program for the first eight weeks of maternity leave.

Policy 448 District Paid Maternity Leave

Adopted: 08.28.2023; Updated: INSERT DATE

Board of Education

INDEPENDENT SCHOOL DISTRICT NO. 659

Northfield, Minnesota

Policy 504 STUDENT DRESS AND APPEARANCE

I. PURPOSE

In alignment with the district's vision to prepare every student for lifelong success, tThe purpose of this policy is to establish expectations of dress and appearance that support and enhance the educational process of the Northfield School District.

II. GENERAL STATEMENT OF POLICY

- A. Dressing appropriately for school activities is the joint responsibility of the student and the student's parent(s) or guardian(s).
- B. Appropriate clothing includes, but is not limited to, the following:
 - 1. Clothing appropriate for the weather.
 - 2. Clothing that does not create a health or safety hazard.
 - 3. Clothing appropriate for the activity (i.e., physical education or the classroom).
 - 4. Footwear that does not present a safety hazard.
- C. Hair or hairstyles choices are at the discretion of the individual student. This includes but is not limited to hair texture and hair styles such as braids, locks, and twists.
- D. The district must not prohibit an American Indian student from wearing American Indian regalia, Tribal regalia, or objects of cultural significance at a graduation ceremony.
- E. Clothing that cannot be worn includes, but is not limited to, the following:
 - 1. Clothing bearing a message that is lewd, vulgar, obscene, defamatory, profane, sexually explicit or discriminatory.
 - 2. Apparel promoting products or activities that are illegal for use by minors.
 - 3. Emblems, badges, symbols, signs, words, objects or pictures on clothing or jewelry communicating a message that is racist, sexist, or otherwise derogatory to a protected minority group, evidences gang membership or affiliation, or approves, advances or provokes any form of religious, racial or sexual harassment and/or violence against other individuals as defined in board policy 413.
 - 4. Dress or appearance that interferes with the educational environment of the school or the classroom.
 - 5. Any apparel or footwear that would damage school property.
- F. Head coverings may be worn for religious or cultural reasons or with administrative permission. ~~The~~ Other uses of headgear, including hats or head

coverings, are governed by the school handbooks and [Student Citizenship Handbook](#).

- G. The intention of this policy is not to abridge the rights of students to express political, religious, philosophical, or similar opinions by wearing apparel on which such messages are stated. Such messages are acceptable as long as they are not lewd, vulgar, obscene, defamatory, profane, do not advocate violence or harassment against others, or create a disruption in the school environment.
- H. “Gang,” as defined in this policy, means any ongoing organization, association or group of three or more persons, whether formal or informal, having as one of its primary activities the commission of one or more criminal acts, which has an identifiable name or identifying sign or symbol, and whose members individually or collectively engage in or whose members engaged in a pattern of criminal gang activity. “Pattern of gang activity” means the commission, attempt to commit, conspiring to commit, or solicitation of two or more criminal acts, provided the criminal acts were committed on separate dates or by two or more persons who are members of or belong to the same criminal street gang.

Policy 504 Student Dress and Appearance

Adopted: 02.26.2007; Updated 12.2013, 05.23.2022, 08.14.2023; INSERT DATE

Board of Education

INDEPENDENT SCHOOL DISTRICT NO. 659

Northfield, Minnesota

Legal References:

U. S. Const., amend. I
Tinker v. Des Moines Indep. Sch. Dist., 393 U.S. 503, 89 S.Ct. 733, 21 L.Ed.2d 731 (1969)
Stephenson v. Davenport Community School District, 110 F.3d 1303 (8th Cir. 1997)
B.H. ex rel. Hawk v. Easton Area School Dist., 725 F.3d 293 (3rd Cir. 2013)
D.B. ex rel. Brogdon v. Lafon, 217 Fed. Appx. 518 (6th Cir. 2007)
Hardwick v. Heyward, 711 F.3d 426 (4th Cir.2013)
B.W.A. v. Farmington R-7 Sch. Dist., 554 F. 3d 734 (8th Cir. 2009)
Madrid v. Anthony, 510 F. Supp.2d 425 (S.D. Tex. 2007)
Lowry v. Watson Chapel Sch. Dist., 540 F.3d 752 (8th Cir. 2008)
Hicks v. Halifax County Board of Educ., 93 F.Supp.2d 649 (E.D.N.C. 1999)
McIntire v. Bethel School, I.S.D. No. 3, 804 F. Supp. 1415 (W.D. Okla. 1992)
Olesen v. Board of Educ. of Sch. Dist. No. 228, 676 F. Supp. 820, (N.D. Ill. 1987)
Minn. Stat. § 124D.792 (Graduation Ceremonies: Tribal Regalia and Objects of Cultural Significance)
Minn. Stat. § 363A.03, Subd. 36a (Definitions)

Cross References:

Board Policy 413 (Harassment and Violence)
Board Policy 506 (Student Discipline)
Board Policy 525 (Violence Prevention)

**Policy 508 EXTENDED SCHOOL YEAR FOR CERTAIN STUDENTS WITH
INDIVIDUALIZED EDUCATION PROGRAMS**

I. PURPOSE

In alignment with the district's strategic commitment to learner outcomes, ~~the~~ purpose of this policy is to ensure that Northfield Public Schools complies with the overall requirements of law as mandated for certain students subject to individualized education programs (IEPs) when necessary to provide a free appropriate public education (FAPE).

II. GENERAL STATEMENT OF POLICY

- A. **Extended School Year Services Must Be Available to Provide a FAPE.** The district shall provide extended school year (ESY) services to a student who is the subject of an IEP if the student's IEP team determines the services are necessary during a break in instruction in order to provide a FAPE.
- B. **Extended School Year Determination.** At least annually, the IEP team must determine that a student is in need of ESY services if the student meets any one or more of the following conditions:
1. There will be significant regression of a skill or acquired knowledge from the student's level of performance on an annual goal that requires more than the length of the break in instruction to recoup unless the IEP team determines a shorter time for recoupment is more appropriate. Or,
 2. Services are necessary for the student to attain and maintain self-sufficiency because of the critical nature of the skill addressed by an annual goal, the student's age and level of development, and the timeliness for teaching the skill. Or,
 3. The IEP team otherwise determines, given the student's unique needs, that ESY services are necessary to ensure the pupil receives a FAPE.
- C. **Required Factors Schools Must Consider in Making ESY Determinations.** The IEP team must decide ESY eligibility using information including:
1. Prior observations of the student's regression and recoupment over the summer.
 2. Observations of the student's tendency to regress over extended breaks in instruction during the school year.
 3. Experience with other students with similar instructional needs.
- D. **Additional Factors to Consider, Where Relevant.** In making its determination of ESY needs, the following factors must be considered, where relevant:
1. The student's progress and maintenance of skills during the regular school year.
 2. The student's degree of impairment.
 3. The student's rate of progress.

4. The student's behavioral or physical problems.
5. The availability of alternative resources.
6. The student's ability and need to interact with nondisabled peers.
7. The areas of the student's curriculum which need continuous attention.
8. The student's vocational needs.

- E. **No Unilateral Decisions.** In the course of providing ESY services to children with disabilities, the district may not unilaterally limit the type, amount, or duration of those services.
- F. **Services to Nonresident Students Temporarily Placed in School District.** The district may provide ESY services to nonresident children with disabilities temporarily placed in the district in accordance with applicable state law.

Policy 508 Extended School Year For Certain Students With Individualized Education Programs

Adopted: 3.12.07; Reviewed: 01.27.2022; Non-Substantive Update: 10.03.2022; Updated: INSERT DATE

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

Legal References: Minn. Stat § 125A.14 (Extended School Year)
Minn. Rules Part 3525.0755
20 U.S.C. § 1400 *et seq.* (Individuals with Disabilities Education Act of 2004)
34 C.F.R. Part 300 (Assistance to States for the Education of Children with Disabilities)

Cross References: None

Policy 510 SCHOOL ACTIVITIES

I. PURPOSE

In alignment with the district's vision to prepare every student for lifelong success, the purpose of this policy is to outline the expectations for the school activities and associated programs. impart to students, employees, and the community the school district's policy related to the student activity program.

II. GENERAL STATEMENT OF POLICY

School activities provide additional opportunities for students to pursue special interests that contribute to their physical, mental and emotional well-being. They are of secondary importance to the formal instructional program; however, they complement the instructional program by providing students with additional opportunities for growth and development.

III. RESPONSIBILITY

- A. The school board expects all students who participate in school sponsored activities to represent the school and community in a responsible manner. All rules pertaining to student conduct and student discipline extend to school activities.
- B. The school board expects all spectators at school sponsored activities, including parents, employees, and other members of the public, to behave in an appropriate manner at those activities. Students and employees may be subject to discipline and parents and other spectators may be subject to sanctions for engaging in misbehavior or inappropriate, illegal or unsportsmanlike behavior at these activities or events.
- C. The superintendent or designee shall be responsible for disseminating information needed to inform students, parents, staff, and the community of the opportunities available within the school activity program and the rules of participation.
- D. Those students who participate in Minnesota State High School League (MSHSL) activities must also abide by the league rules. It shall be the responsibility of those employees who conduct MSHSL activities to familiarize students and parents with all applicable rules, penalties, and opportunities.
- E. The superintendent or designee shall be responsible for conducting an annual evaluation of school activity programs and presenting the results and any recommendations to the school board.
- F. The school board will ensure that any funds raised for extracurricular activities will be spent only on extracurricular activities. See [Policy 511](#) for the district's fundraising policies, and [Policy 809.1](#) for the district's sponsorship policies.

Policy 510 School Activities

Adopted: 3.12.07; Revised: 01.13.2020; Updated: INSERT DATE

School Board

INDEPENDENT SCHOOL DISTRICT 659

Northfield, ~~MN~~ Minnesota

Legal References: Minn. Stat. § 123B.49 (Extracurricular Activities; Insurance)

Cross References: Board Policy 503 (Student Attendance)
Board Policy 506 (Student Discipline)
Board Policy 713 (Student Activity Accounting)

511 STUDENT FUNDRAISING

I. PURPOSE

In alignment with the district's strategic commitments to stewardship and partnerships,
~~¶~~the purpose of this policy is to address student fundraising efforts in the Northfield School District.

II. GENERAL STATEMENT OF POLICY

The school board recognizes a desire and a need by some student organizations for fundraising. The school board also recognizes a need for some constraint to prevent fundraising activities from becoming too numerous and overly demanding on employees, students and the general public.

III. RESPONSIBILITY

- A. Building administrators shall be responsible for developing recommendations to the superintendent that will result in a level of activity deemed acceptable by employees, parents and students. Fundraising must be conducted in a manner that will not result in embarrassment on the part of individual students, employees, or the school.
- B. All fundraising activities by student organizations must be approved in advance by the administration. Participation in nonapproved activities shall be considered a violation of district policy.
- C. The superintendent or their designee shall be responsible for providing coordination of student fundraising throughout the district as deemed appropriate.
- D. The district expects all students who participate in approved fundraising activities to represent the school, the student organization and the community in a responsible manner. All rules pertaining to student conduct and student discipline extend to student fundraising activities.
- E. The district expects all employees who plan, supervise, coordinate, or participate in student fundraising activities to act in the best interests of the students and to represent the school, the student organization, and the community in a responsible manner and in compliance with District Policy 713 Student Activity Accounting.

IV. ANNUAL REPORT

The superintendent or their designee shall report to the school board, at least annually, on the nature and scope of student fundraising activities approved pursuant to this policy.

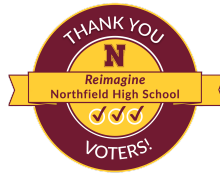
Board of Education
INDEPENDENT SCHOOL DISTRICT NO. 659
Northfield, Minnesota ~~MN~~

Legal References: Minn. Stat. § 120A.20 (Age Limitations; Pupils)
Minn. Stat. § 123B.09, Subd. 8 (Duties)
Minn. Stat. § 123B.36 (Authorized Fees)

Cross References: Board Policy 506 (Student Discipline)
Board Policy 713 (Student Activity Accounting)



Reimagine Northfield High School Bond Referendum Projects | Construction Update No. 17 | Oct. 27, 2025



Recent highlights

- The project oversight team met on Oct. 20. There are no significant updates since Oct. 14.
- A traffic study update is ongoing.
- A site plan discussion with the City of Northfield is ongoing.

User Groups

- A follow-up meeting may be held with FACS and kitchen staff to confirm final equipment details.

Upcoming meetings and discussions

- Monthly budget meetings will begin to be held between the district, Wold, and Knutson to keep the project on track.
- Project oversight committee meetings are now held twice a month.