

NORTHFIELD PUBLIC SCHOOLS
Office of the Superintendent
Memorandum

TO: Board of Education
FROM: L. Chris Richardson, Ph.D., Superintendent
RE: Table File Items for September 8, 2014, Regular School Board Meeting

VII. Superintendent's Report

B. Items for Consent Grouping

3. Personnel Items.

a. Appointments *

13. Anna Kelly, Targeted Services PLUS Club Leader at Greenvale Park for 1.25 hours/day (M-Th) beginning 09/16/2014 – 10/30/2014; \$18.68/hour.
14. Deborah Wagner, 8th Grade Volleyball Coach at the Middle School beginning 09/08/2014 – 10/15/2014; Level H, Step 1. (substitute coaching since 9/4/2014)
15. Community Services Fall Positions:
 - a) Noah Anderson, Community Services Flag Football Coach beginning 9/9/2014-10/9/2014; \$9.00/hour.
 - b) Kjell Bakken, Community Services Flag Football Coach beginning 9/9/2014-10/9/2014; \$9.00/hour.
 - c) Griffin Baumeister, Community Services Flag Football Coach beginning 9/9/2014-10/9/2014; \$9.00/hour.
 - d) John Bennett, Community Services Flag Football Coach beginning 9/9/2014-10/9/2014; \$9.00/hour.
 - e) Laish Boyd, Community Services Flag Football Coach beginning 9/9/2014-10/9/2014; \$9.00/hour.
 - f) Theodore Deitz, Community Services Flag Football Coach beginning 9/9/2014-10/9/2014; \$9.00/hour
 - g) Franz Harris, Community Services Flag Football Coach beginning 9/9/2014-10/9/2014; \$9.00/hour.
 - h) Connor Henderson, Community Services Flag Football Coach beginning 9/9/2014-10/9/2014; \$9.00/hour.
 - i) Jaylen Jones, Community Services Flag Football Coach beginning 9/9/2014-10/9/2014; \$9.00/hour.
 - j) Sung-Min Kang, Community Services Flag Football Coach beginning 9/9/2014-10/9/2014; \$9.00/hour.
 - k) Tim Klustner, Community Services Flag Football Coach beginning 9/9/2014-10/9/2014; \$9.00/hour.
 - l) Connor McCormick, Community Services Flag Football Coach beginning 9/9/2014-10/9/2014; \$9.00/hour.
 - m) Robert (Connor) McKeen, Community Services Flag Football Coach beginning 9/9/2014-10/9/2014; \$9.00/hour.
 - n) Alexander Musard, Community Services Flag Football Coach beginning 9/9/2014-10/9/2014; \$9.00/hour.
 - o) Jorgen Salvesson, Community Services Flag Football Coach beginning 9/9/2014-10/9/2014; \$9.00/hour.
 - p) Justin Schmid, Community Services Flag Football Coach beginning 9/9/2014-10/9/2014; \$9.00/hour.
 - q) John Stone, Community Services Flag Football Coach beginning 9/9/2014-10/9/2014; \$9.00/hour.
 - r) Connor Yahn, Community Services Flag Football Coach beginning 9/9/2014-10/9/2014; \$9.00/hour.

b. Increase/Decrease/Change in Assignment

11. Anita Corwin, EarlyVentures Site Assistant at Longfellow for 22.5 hours/week, increase to 37.5 hours/week at Longfellow beginning 9/2/2014.

(OVER)

12. Kelly Edwards, GenEd EA at Greenvale Park for 33.75 hours/week, decrease to GenEd EA at Greenvale Park for 32.5 hours/week beginning 09/02/2014.
13. Debbie Foley, EarlyVentures Site Assistant at Longfellow for 25.5 hours/week, increase to 30 hours/week at Longfellow beginning 9/2/2014.
14. Angela Frawley, EarlyVentures Site Assistant at Longfellow for 30 hours/week, increase to 36 hours/week beginning 9/2/2014.
15. Aimee Gerdesmeier, SummerVentures Site Leader at Longfellow for 40 hours/week, change to KidVentures Site Leader at Sibley for 29.5 hours/week beginning 09/02/2014.
16. Tyler Grave, SummerVentures Site Assistant at Longfellow for 27.5 hours/week, change to KidVentures Site Assistant at Sibley for 18.5 hours/week beginning 09/02/2014.
17. Vanessa Grave, SummerVentures Site Leader at Longfellow for 40 hours/week, change to KidVentures Site Leader at Bridgewater for 29.5 hours/week beginning 09/02/2014.
18. Amanda Heinritz, Media Specialist at Greenvale Park, add Targeted Services PLUS teacher at GVP for 1.25 hours/day (M-Th) beginning 09/16/2014 – 10/30/2014.
19. Margaret Huber, .36 Read 180 Teacher at Greenvale Park, add Targeted Services PLUS program teacher at Greenvale Park beginning 09/16/2014 – 10/30/2014.
20. Brenda Kragseth, GenEd EA at Greenvale Park for 5.5 hours/day, change to GenEd EA at GVP for 7.0 hours/day beginning 09/02/2014.
21. Lisa Laine, SpecEd EA-PCA at Greenvale Park for 6.5 hours/day, add GenEd EA at GVP for .5 hours/day beginning 09/02/2014. (SpecEd EA PCA 6.5 hours/day; GenEd EA .5 hours/day – total 7.0 hours/day).
22. Anne Larson, 2nd Grade Teacher at Greenvale Park, add Targeted Services PLUS Teacher at GVP for 1.25 hours/day (M-TH) beginning 09/16/2014 – 10/30/2014.
23. Kristy Malecha, SpecEd EA at Greenvale Park for 6.5 hours/day, add .5 GenEd EA (Supv) at GVP (total 7.0 hours/day) beginning 09/02/2014.
24. LaDonna Miller, GenEd EA at Greenvale Park for 6.0 hours/day, change to GenEd EA at GVP for 6.75 hours/day beginning 09/02/2014.
25. Peggy Mills, SummerVentures Site Assistant at Longfellow for 22.5 hours/week, change to KidVentures Site Assistant at Sibley for 18.5 hours/week beginning 09/02/2014.
26. Nicole Miner, SummerVentures Site Leader at Longfellow for 40 hours/week, change to KidVentures Site Leader at GVP for 29.5 hours/week beginning 09/02/2014.
27. Amy Pantze, SpecEd EA-PCA (6.5 hours/day), GenEd EA (.5 hours/day) at Greenvale Park (7.0 hours/day), eliminate GenEd EA Supv .5 hours/day at GVP (6.5 hours/day) beginning 09/02/2014. (35/hours/week, decrease to 32.5 hours/week).
28. Nicki Pulju, SummerVentures Site Assistant at Longfellow for 27.5 hours/week, change to KidVentures Site Assistant at Bridgewater for 21 hours/week beginning 09/02/2014.
29. Anthony Seidl, 3rd Grade Teacher at Greenvale Park, add Targeted Services PLUS Teacher at GVP for 1.25 hours/day (M-Th) beginning 09/16/2014 – 10/30/2014.
30. Jennifer Severson, SpecEd EA-PCA at Greenvale Park for 6.75 hours/day, add GenEd EA (Supv.) at GVP for .5 hours/day (7.25 hours/day) beginning 09/02/2014.
31. Brianna Spittle, EarlyVentures Site Assistant at Longfellow for 38 hours/week, increase to 40 hours/week beginning 9/2/2014.
32. Rhonda Stanley, GenEd EA at Greenvale Park for 6.0 hours/day, increase to GenEd EA at GVP for 6.25 hours/day beginning 9/2/2014.
33. Steve Taggart, 1.0 FTE HS/MS IT, add .2 MS IT (1.2 FTE total) beginning 09/02/2014.
34. Dee Tomzik, GenEd EA at Bridgewater for 7 hours/day, add Targeted Services Plus Site Assistant At Bridgewater for 1 hour/day (M-Th) beginning 11/4/2014 – 06/04/2015.
35. Dylan Warner, SummerVentures Site Assistant at Longfellow for 27.5 hours/week, change to KidVentures Site Assistant at Sibley and Greenvale Park for 12.75 hours/week beginning 09/02/2014.
36. Tammie Warner, EarlyVentures Site Assistant at Longfellow for 31.25 hours/week, increase to 40 hours/week beginning 9/2/2014.
37. Mary Wojick, PE teacher at Greenvale Park, add Targeted Services PLUS Teacher at GVP for 1.25 hours/day (M-Th) beginning 09/16/2014 – 10/30/2014.

d. Resignations

6. Tony Rezac, Assistant Wrestling Coach at the High School, resignation effective 9/4/2014.

f. TRA Part-Time Teacher Program

1. The Board is requested to authorize teachers Kathleen Kopseng and Mary Harrity-Davidson to participate in the TRA Part-Time Teacher Program, whereby the teachers who qualify can personally purchase TRA service credit at no cost to the Northfield School District.

g. Superintendent Contract Provisions for the 2014-2015 Contract Year of the Three Year 2013-2016 Superintendent's Contract.

In the table file is a memorandum from School Board Chair Ellen Iverson. The memorandum includes a recommendation for a total compensation package increase of 3.047%, which is in line with the settlements the district has negotiated with all other employee groups. The package includes:

- A three percent (3%) increase in salary which matches what we provided in the teachers' contract for 2014-2015;
- An additional \$200.00 contribution to the Superintendent's elected annuity;
- An update to the current benefit contract dollar amounts to be in compliance with the Federal Health Care Act;
- An additional \$250.00 contribution to the employer-matched 403b tax-sheltered annuity to reflect the new state statutory maximum employer contribution to the employer-matched 403b tax-sheltered annuity.

*Conditional offers of employment are subject to successful completion of a criminal background check.

MEMORANDUM

TO: Members of the Northfield Board of Education

FROM: Ellen Iverson, School Board Chair

Date: September 8, 2014

Under our current employment contract (2013-2016) with the Superintendent, each year we set salary and benefits for the current contract year.

This past year, Dr. Richardson's continued leadership for the district resulted in many key accomplishments including:

- A Workforce Development Initiative was developed with a strong participation at the first district-business summit.
- The transformative technology initiative entered its next phase with restructured professional development for instructional staff, an exciting range of opportunities for students, and ongoing communications with the community about the implementation celebrations and challenges. In addition, a new technology position description was developed with a strong hire in place for the 2014-2015 academic year.
- In response to the state mandate, a plan was developed and implemented for offering all-day kindergarten at each elementary building.
- The RtI and PBIS continued its implementation plans with an additional year of coaching for elementary instructional staff included, while maintaining the existing strategies at the secondary levels.
- The financial stewardship continued to keeps pace with the ongoing uncertainty of state funding.

The summary of the Superintendent's evaluation at the August 25th Board of Education meeting described his outstanding performance as recognized by all board members. With respect to the current 2014-2015 contract, I recommend a total compensation package increase of 3.047% which is in line with the settlements we have negotiated with all our other employee groups. The package includes:

- A three percent (3%) increase in salary which matches what we provided in the teachers' contract for 2014-2015;
- An additional \$200.00 contribution to the Superintendent's elected annuity;
- An update to the current benefit contract dollar amounts to be in compliance with the Federal Health Care Act;
- An additional \$250.00 contribution to the employer-matched 403b tax-sheltered annuity to reflect the new state statutory maximum employer contribution to the employer-matched 403b tax-sheltered annuity.

This package allows us to recognize the outstanding performance of Dr. Richardson for this review period. It also ensures that the base compensation we offer for this critical position does not fall too far behind those of comparable districts.