

INDEPENDENT SCHOOL DISTRICT 659
REGULAR SCHOOL BOARD MEETING
Monday, September 14, 2015, 7:00 PM
Northfield High School, Media Center

AGENDA

- I. Call to Order
- II. Agenda Changes / Table File
- III. Public Comment
This is an opportunity for members of the school district to address the Board. You are requested to do so from the podium. After being recognized by the chair, each individual will identify himself/herself and the group represented, if any. He/She will then state the reason for addressing the Board. To insure that all individuals have a chance to speak, speakers will be limited to one three-minute presentation. Please know that this is not a time to debate an issue, but for you to make your comments.
- IV. Approval of Minutes
- V. Announcements and Recognitions
- VI. Items for Discussion and /or Reports.
 1. Transformational Technology Update.
 2. Summary of Superintendent's Evaluation.
- VII. Superintendent's Report
 - A. Items for Individual Action
 - B. Items for Consent Grouping
 1. Personnel Items.
- VIII. Items for Information
- IX. Future Meetings
Monday, September 28, 2015, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center
Monday, October 12, 2015, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center
- X. Adjournment

NORTHFIELD PUBLIC SCHOOLS MEMORANDUM

Monday, September 14, 2015, 7:00 PM
Northfield High School Media Center

TO: Members of the Board of Education
FROM: L. Chris Richardson, Ph. D., Superintendent
RE: Explanation of Agenda Items for the September 14, 2015, School Board Meeting

- I. Call to Order
- II. Agenda Changes / Table File
- III. Public Comment
- IV. Approval of Minutes
Minutes of the Regular School Board meetings held on August 24, 2015, are enclosed for your review and comment.
- V. Announcements and Recognitions
- VI. Items for Discussion and / or Reports
 1. Transformational Technology Update.
Director of Technology Services Kim Briske will provide the Board with an update about the Transformational Technology initiative. She will share information about iPad distribution, summer professional development, parent engagement sessions, and preview the next steps in implementing the Substitution-Augmentation-Modification-Redefinition (SAMR) model.
 2. Summary of Superintendent's Evaluation.
School Board Chair Julie Pritchard will share her Summary of the Superintendent's Performance Appraisal, which is enclosed.
- VII. Superintendent's Report
 - A. Items for Individual Action
There are no items for individual action at this time.
 - B. Items for Consent Grouping
Superintendent's Recommendation: Motion to approve the following items listed under the Consent Grouping.
 1. Personnel Items.
 - a. Appointments.*
 1. Cynthia Boyum, Assistant Girls Swim & Dive Coach (hourly) at the High School beginning 08/31/2015 – 11/20/2015; \$14.00/hour paid from Student Activity account up to \$1,000.
 2. Theresa Brake, Community School Club Leader at Greenvale Park for 1 hour/day (M-T,Th,F) beginning 09/14/2015 – 06/08/2016; \$19.50/hour.
 3. Heather Davis (Bae), Community School Evening Club Leader at Greenvale Park for 2.5 hours/day (T, Th) beginning 09/10/2015 – 06/08/2016; \$19.50/hour.
 4. Anthony Daza, Community School Evening Site Assistant for 3 hours/day (T, Th) at Greenvale Park beginning 09/10/2015 – 06/08/2016; Step 2, \$12.52/hour.
 5. Barbara Drexler-Luzum, .8 FTE Long-Term Substitute Special Education Teacher at the High School beginning 08/26/2015 – 06/08/2016; MA 45, Step 14.
 6. Rachel Haider, Targeted Services PLUS Club Leader for 1 hour/day (M-Th) at Greenvale Park beginning 09/14/2015 – 05/18/2016; \$19.50/hour.
 7. Mara Hessian, GenEd EA-Supervisory at Bridgewater for 6.5 hours/day beginning 09/08/2015 – on or about 10/30/2015; Step 1, \$13.46/hour.
 8. Ellie Ims, KidVentures Student Site Assistant for 15-17 hours/week at Greenvale Park beginning 09/04/2015; \$9.00/hour.

9. Isabella Jenkinson, KidVentures Student Site Assistant for 17 hours/week at Sibley beginning 09/08/2015; \$9.00/hour.
 10. Anna Kelly, Community School Evening Club Leader at GVP beginning 08/17/2015 – 06/08/2016; \$19.50/hour.
 11. Melvin Miller, GenEd EA (Door Greeter) at the High School for 5 hours/day beginning 09/08/2015 – 06/08/2016; Step 2, \$13.84/hour.
 12. Arlette Nelson, GenEd EA-Supervisory at Bridgewater for 2 hours/day beginning 09/08/2015 – 06/08/2016;
 13. Kim Norton, GenEd EA-Supervisory at Bridgewater for 2 hours/day beginning 09/08/2015 – 06/08/2016; Step 2, \$13.84/hour.
 14. John Ostberg, Head Alpine Ski Coach at the High School beginning 11/09/2015 – 02/10/2016; Level D, Step 4.
 15. Joy Serie-Amunrud, Targeted Services PLUS Club Leader at Greenvale Park for 1 hour/day (M-Th as needed) beginning 09/28/2015 – 05/18/2016; \$19.50/hour.
 16. Josh Spitzack, 1.0 FTE Third Grade Teacher at Greenvale Park beginning 08/31/2015; BA. Step 4.
 17. Eric Swan McDonald, .5 FTE Science Teacher at the ALC beginning 08/26/2015; MA60, Step 11.
 18. Pamela Taubman, KidVentures Site Assistant for 23.5 hours/week at Greenvale Park beginning 09/04/2015; Step 1, \$12.19/hour.
 19. Sandra Wadle, Child Nutrition Associate I at GVP for 3 hours/day beginning 09/21/2015; \$15.52/hour.
 20. Suzanne White, Community School Evening Club Leader for 2.5 hours/day (T, Th) at Greenvale Park beginning 09/10/2015 – 06/08/2016; \$19.50/hour.
 21. Community Education Fall/Winter/Spring Recreation Staff – beginning 09/15/2015 – 05/31/2016:
 - Erin Basavage, Pickleball Supervisor \$14.00/hour; General Recreation \$9.00/hour, beginning 09/09/2015 – 05/31/2016.
 - Keenan Gladd-Brown, Flag Football \$9.00/hour.
 - Tommy Fleetham, Flag Football \$9.00/hour.
 - Tyler Hilgers, Flag Football \$9.00/hour.
 - Oswaldo Martinez, Flag Football \$9.00/hour.
 - Kosey Mitchell, Flag Football \$9.00/hour.
 - Davis Nemmers, Flag Football \$9.00/hour.
 - Jacob Ossell, Flag Football \$9.00/hour.
 - Marquis Ross, Flag Football \$9.00/hour.
 - Demetrias Shaw, Flag Football \$9.00/hour.
 - Sam Stuckmayer, Flag Football \$9.00/hour.
 - Tristan Voegeli, Flag Football \$9.00/hour.
 - Jay Zier, Flag Football \$9.00/hour.
 - Larry Sanftner – Recreation Supervisor \$14.75/hour
 - Erik Burton – Flag Football Supervisor \$10.75/hour
 - Connor McCormick – Flag Football \$9.00/hour
 - Jaylen Jones – Flag Football \$9.00/hour
 - Alexander Musard – Flag Football \$9.00/hour
 - Justin Schmid – Flag Football \$9.00/hour
 - Jan Otteson - Lifeguard \$9.50, WSI Instructor \$10.25/hour
 - Ross Robinson – Lifeguard \$9.50, WSI Instructor \$10.50/hour
- b. Increase/Decrease/Change in Assignment.
1. Mary Jo Arndt, Parent Educator at the NCRC for 8 hours/week, change to Parent Educator at NCRC for 25 hours/week beginning 09/08/2015; Year 8, \$26.24/hour.
 2. Stephanie Balma, Special Education Educational Assistant-PCA for 6.5 hours/day at GVP, increase to 7.0 hours/day at GVP beginning 08/31/2015.

3. Tyler Balow, Social Studies Teacher at the High School, add Activity Event Worker beginning 09/03/2015.
4. Trisha Beacom, EarlyVentures Site Assistant at Longfellow for 39 hours/week, increase to 40 hours/week beginning 08/31/2015.
5. Robert Benson, SummerVentures Site Assistant/EA at Sibley, add KidVentures Site Assistant at Sibley for 2 hours/week or as needed beginning 09/07/2015.
6. Jill Bohlen, SpecEd EA-PCA 6.75 hours/day; GenEd EA-Supv. .20 hours/day at GVP; increase GenEd EA-Supv to .5 hours/day beginning 08/31/2015 (6.95 hours/day to 7.25 hours/day).
7. Sandra Bouillez, Child Nutrition Associate at GVP for 3 hours/day, change to Child Nutrition Associate I at GVP for 3.75 hours/day beginning 09/02/2015.
8. Russ Boyington, SummerVentures Site Assistant at Sibley for 40 hours/week, change to KidVentures Site Assistant at Sibley for 19.75 hours/week beginning 09/07/2015.
9. Lukas Brott, 1.0 FTE Science Teacher at the High School, add 1 additional section for overload each semester for the 2015-16 school year beginning 08/31/2015 – 06/08/2016.
10. Collette Carras, GenEd EA at the MS (3.25 hours/day), add Targeted Services PLUS Site Assistant at GVP for 1.5 hours/day (M-Th) beginning 09/14/2015 – 05/18/2016; Step 2, \$12.52/hour.
11. Anita Corwin, EarlyVentures Site Assistant at Longfellow for 37.5 hours/week, increase to 40 hours/week beginning 08/31/2015.
12. Kelle Edwards, GenEd EA at GVP for 6.5 hours/day, increase to 7.5 hours/day beginning 08/31/2015.
13. Robert Garcia, 4th Grade Teacher at Greenvale Park, add Targeted Services PLUS Teacher at GVP for 1.25 hours/day (M-Th) beginning 09/28/2015 – 05/18/2016; Year 6, \$27.73/hour.
14. Michael Garlitz, Accelerate Northfield Coordinator, add Community School Evening Site Assistant for up to 6 hours/week (T, Th) beginning 08/17/2015 – 06/08/2016; Step 1, \$12.19/hour. Add Targeted Services PLUS Site Assistant at GVP for 1.75 hours/day (M-Th) beginning 09/14/2015 – 05/18/2016; Step 1, \$12.19/hour.
15. Aimee Gerdesmeier, SummerVentures Site Leader at Sibley for 40 hours/week, change to KidVentures Site Leader at Sibley for 30 hours/week, add EarlyVentures Site Assistant at Longfellow for 6 hours/week beginning 09/07/2015.
16. Sara Gerdesmeier, EarlyVentures Site Assistant at Longfellow for 15 hours/week, increase to 34.5 hours/week beginning 08/31/2015.
17. Mary Graue, SummerVentures Site Assistant at Sibley for 30 hours/week, change to KidVentures Site Assistant at Bridgewater for 19.75 hours/week.
18. Ellen Haefner, Parent Educator at the NCRC for up to 10 hours/week, change to ECFE Substitute at the NCRC beginning 09/08/2015.
19. Shelly Hansen, .4 FTE Social Worker at the LF/ALC, change to .55 FTE Social Worker at the LF/ALC beginning 09/02/2015.
20. Karna Hauck, .8 FTE Art Teacher at the High School, change to 1.0 FTE Semester 1, and .8 Semester 2 beginning 08/31/2015.
21. Kelly Hebzynski, Math Teacher at the Middle School, add Activity Event Worker beginning 08/28/2015.
22. Kelsey Huber, SummerVentures Site Assistant at Sibley for 40 hours/week, change to KidVentures Site Assistant at Bridgewater for 23.5 hours/week; add EarlyVentures Site Assistant Substitute as needed beginning 09/07/2015 – 10/16/2015.
23. Robyn Jessen, SpecEd EA (6.5 hours/day), GenEd EA-Supv (.5 hours/day) at GVP, change to SpecEd EA (5.5 hours/day), GenEd EA-Supv (1.50 hours/day) beginning 9/3/2015 (7.0 hours/day to 7.0 hours/day). Change GenEd EA-Supv from 1.5 hours/day to 1.75 hours/day beginning 09/09/2015 – 06/08/2016 (7.0 hours/day to 7.25 hours/day). Add Targeted Services PLUS Site Assistant at GVP for 1.25 hours/day (M-Th) beginning 09/14/2015 – 05/18/2016; Step 1, \$12.19/hour.
24. Anna Kelly, Community School Evening Club Leader at GVP for up to 5 hours/day (T, Th), change to Community Evening School Club Leader for 10 hours/week (T, Th), beginning 08/24/2015 – 06/08/2016; \$19.50/hour. Add Targeted Services PLUS Club

- Leader at GVP for up to 4 hours/week (M-Th) beginning 09/28/2015 – 05/18/2016; \$19.50/hour.
25. Cindy Keogh, SummerVentures Site Assistant at Sibley for 40 hours/week, change to KidVentures Site Assistant at Bridgewater for 23.5 hours/week beginning 09/07/2015. Add GenEd EA-Supv. (lunchroom) at BW for 2 hours/day beginning 09/08/2015 – 06/08/2016.
 26. Bonnie Klamm, SpecEd EA-PCA for 6.75 hours/day at GVP, increase to SpecEd EA-PCA for 7.0 hours/day beginning 08/31/2015.
 27. Brenda Kragseth, GenEd EA at GVP for 7 hours/day, decrease to 6.5 hours/day beginning 08/31/2015.
 28. Lisa Laine, SpecEd EA-PCA (6.5 hours/day), GenEd EA-Supv. (.5 hours/day), increase to SpecEd EA-PCA (6.75 hours/day), GenEd EA-Supv. (.5 hours/day) beginning 08/31/2015 (7.0 hours/day to 7.25 hours/day).
 29. Karen Lane, First Grade Teacher at Bridgewater, add Targeted Services PLUS Teacher for 1.25 hours/day (2 days/week) beginning 11/10/2015 – 04/07/2016; Year 2, \$27.11/hour.
 30. Kathy Lansing, GenEd EA at Longfellow, change to GenEd EA (ECFE/SibCare) at NCRC for up to 8 hours/week beginning 09/08/2015; Step 4, \$14.64/hour.
 31. Quinn Line, SummerVentures Student Site Assistant at Sibley for 35 hours/week, change to KidVentures Student Site Assistant at Bridgewater for up to 17 hours/week beginning 09/07/2015; \$9.00/hour.
 32. Kristy Malecha, SpecEd EA (5.5 hours/day), GenEd EA-Supv (1.33 hours/day) at GVP, change to SpecEd EA (6.5 hours/day), GenEd EA-Supv. (.5 hours/day) beginning 08/31/2015 (7.0 hours/day to 7.0 hours/day).
 33. Tresa Mazurek, SpecEd EA-PCA for 6.75 hours/day at GVP, change to SpecEd EA-PCA for 6.5 hours/day, GenEd EA-Supv. for .5 hours/day beginning 08/31/2015 (6.75 hours/day to 7.0 hours/day).
 34. Rustianna Mechura, Child Nutrition Associate/KidVentures Site Assistant at Bridgewater, add Targeted Services PLUS Club Leader at GVP/BW for 1 hour/day (M-Th) beginning 09/28/2015 – 05/18/2016; \$19.50/hour. Add Community School Evening Club Site Assistant for up to 12 hours/week beginning 08/18/2015 – 06/08/2016; Step 4, \$13.17/hour. Change from Community School Site Assistant to Community School Evening Club Leader for up to 5 hours/week beginning 09/10/2015 – 06/08/2015; \$19.50/hour.
 35. Tonya Merrit (Skruzacek), SummerVentures Site Leader at Sibley for 40 hours/week, change to KidVentures Site Leader at Bridgewater for 30 hours/week, add EarlyVentures Site Assistant at Longfellow for 6 hours/week beginning 09/07/2015.
 36. LaDonna Miller, SpecEd EA-PCA for 1.5 hours/day, GenEd EA-Supv for 5.25 hours/day at GVP, change to SpecEd EA-PCA for 6.5 hours/day, GenEd EA-Supv. .5 hours/day beginning 08/31/2015 (6.75 hours/day to 7.0 hours/day).
 37. Peggy Mills, SummerVentures Site Assistant at Sibley for 28 hours/week, change to KidVentures Site Assistant at Sibley for 23.5 hours/week beginning 09/07/2015.
 38. Lisa Nelson, 1.0 FTE Third Grade Teacher at Greenvale Park, change to 1.0 FTE Title I Teacher at Greenvale Park beginning 08/31/2015.
 39. Carol Nick, EarlyVentures Site Assistant at Longfellow for 20 hours/week, increase to 35 hours/week beginning 08/31/2015.
 40. Ellie Panek, SpecEd EA for 6.75 hours/day at GVP, change to SpecEd EA-PCA for 5.5 hours/day, GenEd EA-Supv for 1.5 hours/day beginning 08/31/2015 (6.75 hours/day to 7.0 hours/day). Change to SpecEd EA-PCA for 4.5 hours/day, GenEd EA-Supv for 2.5 hours/day beginning 09/1/2015 (7.0 hours/day to 7.0 hours/day).
 41. Amy Pantze, SpecEd EA-PCA (6 hours/day), GenEd EA-Supv (.5 hours/day) at GVP, change to SpecEd EA-PCA (6.5 hours/day) beginning 09/01/2015 (6.75 hours/day to 6.5 hours/day).
 42. Dustee Phenow (Armstrong), Media Specialist at Bridgewater, add Targeted Services PLUS Teacher for 1.25 hours/day (W-Th) beginning 11/10/2015 – 04/07/2016; Year 2, \$27.11/hour.

43. Heather Pudas, 1.0 FTE Special Ed DHH Teacher at SB, HS, LF; change to Special Ed DHH Teacher at the Middle School beginning 08/31/2015.
 44. Jennifer Severson, SpecEd EA-PCA (6.75 hours/day), GenEd EA-Supv (.5 hours/day) at GVP, change to SpecEd EA (7 hours/day) beginning 08/31/2015 (7.25 hours/day to 7.0 hours/day).
 45. Peggy Sheehy, Education Assistant (ECFE) at the NCRC for 15 hours/week, add to Educational Assistant (ECFE/SibCare) at the NCRC for up to 30 hours/week beginning 08/26/2013; GenEd Step 6, \$15.40/hour.
 46. Rhonda Stanley, GenEd EA for 6.25 hours/day at GVP, change to SpecEd EA-PCA for 2.5 hours/day, SpecEd EA for 1.5 hours/day, GenEd EA for 3 hours/day beginning 08/31/2015 (6.25 hours/day to 7.0 hours/day).
 47. Sarah Swan McDonald, 1.0 Social Studies Teacher at the High School, add overload for Semester 1 only through 1/29/2016.
 48. Brooke Taylor, SummerVentures Student Site Assistant at Sibley for 30 hours/week, change to KidVentures Student Site Assistant at GVP/Sibley for 2 hours/week beginning 09/07/2015; \$9.00/hour.
 49. Mark Thornton, 1.0 FTE Social Studies Teacher at the High School, add overload for Semester 1 only through 1/29/2016 (1.2 FTE)
 50. Arlene Tuma, GenEd EA at Greenvale Park, add Targeted Services PLUS Site Assistant at GVP for 1.5 hours/day (M-Th) beginning 09/14/2015 – 05/18/2016; Step 2, \$12.52/hour.
 51. Dylan Warner, SummerVentures Site Leader at Sibley for 40 hours/week, change to KidVentures Site Leader at GVP for 30 hours/week (Step 2, \$15.51/hour), add Early Ventures Site Assistant Substitute at Longfellow as needed beginning 09/07/2015 (40 hours/week to 30 hours/week).
 52. Katrina Warner, EarlyVentures Site Assistant at Longfellow for 30 hours/week, increase to 32 hours/week beginning 08/31/2015.
 53. Katherine Woodstrup, Art Teacher at Bridgewater, add Targeted Services PLUS Teacher for 1.25 hours/day (2 days/week) beginning 11/10/2015 – 04/07/2016; Year 6, \$27.73/hour. Add Community School Evening Club Leader at GVP for up to 5 hours/week beginning 08/17/2015 – 06/08/2016; \$19.50/hour.
- c. Leave of Absence.
1. Delores Larsen, Unpaid Leave of Absence beginning 08/31/2015 – 09/28/2015.
 2. Jennifer Lompart, Family/Medical Leave of Absence beginning 08/31/2015 – 09/18/2015, with an expected return to work date of 09/21/2015.
- d. Resignations.
1. Lois Kelly, KidVentures Site Assistant, resignation effective 9/2/2015.
 2. Darla Neufeldt, Educational Assistant at Greenvale Park, resignation effective 08/27/2015.
 3. Paul Stanaway, Middle School Track Coach, resignation effective 09/04/2015.

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

VIII. Items for Information

There are no items for information at this time.

IX. Future Meetings

Monday, September 28, 2015, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center
Monday, October 12, 2015, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center

X. Adjournment

NORTHFIELD PUBLIC SCHOOLS

School Board Minutes

School Board Minutes

August 24, 2015

Northfield High School Media Center

- I. Call to Order.
Board Chair Julie Pritchard called the Regular meeting of the Northfield Board of Education to order at 7:00 PM. No one was absent.
- II. Agenda Changes / Table File
The table file was added. Superintendent Richardson added two additional items to the table file:
(1) Update on local facility for Students with Unique Needs (SUN); (2) Update on schedule of Community Facilities Planning meetings.
- III. Public Comment
There was no public comment.
- IV. Approval of Minutes
On a motion by Iverson, seconded by Maple, minutes of the Regular School Board meeting held on August 10, 2015 were unanimously approved.
- V. Announcements and Recognitions
 - With the baseball coaching resignations of Peter Maus and Tony Mathison it marks the end of an era. These two teacher-coaches have been coaching high school baseball together, as the head and varsity assistant coach at Northfield High School for 30 years! Congratulations Pete and Tony for a job very well done.
- VI. Items for Discussion and / or Reports
 1. State of the District – Celebrations and Challenges.
Superintendent Richardson presented an overview of the programs and activities completed during the 2014-15 school year and looked ahead to the challenges that the District faces in 2015-16.
Board member Hardy added as a “celebration” item the increase in the graduation rate of Hispanic students and students receiving educational meal benefits. Kudos to the TORCH program! Added as a “challenge” – financial support for a TORCH Coordinator.
- VII. Superintendent's Report
 - A. Items for Individual Action
 1. Long Term Facilities Maintenance Revenue and Ten-Year Plan.
On a motion by Iverson, seconded by Maple, the Board unanimously approved the Long Term Facilities Maintenance Revenue and Ten-Year Plan.
 2. School Board Policy 428 – District Sick Leave Allowance Bank.
On a motion by Colangelo, seconded by Stratmoen, the Board unanimously approved School Board Policy 428 – District Sick Leave Allowance Bank.
 3. Proposed 2015-2017 Agreement with the Northfield Education Association (NEA).
On a motion by Stratmoen, seconded by Maple, the Board unanimously approved the 2015-2017 Master Agreement with Northfield Education Association as negotiated.
 - B. Items for Consent Grouping
On a motion by Iverson, seconded by Colangelo, the Board unanimously approved the following items listed under the Consent Grouping.
 1. Student Activity Account – Girls Swim and Dive.
The Board designated up to \$1,000 from the Girls’ Swim and Dive Team student activity account to pay for an additional coach. The rate of pay will be \$12 per hour. The Girls’ Swim and Dive Team intentionally fundraised so that this coach could be secured for the 2015-2016 school year.

2. Gift Agreement.
Sibley PTO has donated \$2295 to be used to purchase a subscription to Brain Pop for the 2015-2016 school year.
3. Personnel Items.
 - a. Appointments*
 1. Susan Bolton, .87 ADSIS Interventionist at Bridgewater Elementary beginning 08/26/2015; MA, Step 6.
 2. Jennifer A. Henriksen, Administrative Assistant to Assistant Principal (Office Specialist III) at the Middle School beginning 08/17/2015 for 210 work days/year; Step 1, \$17.15/hour.
 3. Mitzi Holden, Child Nutrition Manager at Greenvale Park for 8 hours/day beginning 09/21/2015; \$19.40/hour.
 4. Gao Hong, .4 FTE Chinese Teacher at the High School beginning 08/26/2015 – 06/08/2016; BA, Step 13.
 5. Anna Kelly, Community School Evening Club Leader at Greenvale Park for 2.5 hours/day (T, Th) beginning 08/17/2015; \$19.50/hour.
 6. Lois Kelly, EarlyVentures Site Assistant at Longfellow for 38 hours/week beginning 08/27/2015; Step 1, \$12.19/hour.
 7. Ben J. Molitor, Assistant Volleyball Coach (JV) at the High School beginning 08/17/2015 – 11/14/2015; Level E, Step 1.
 8. Sara Putnam, KidVentures Site Assistant at Greenvale Park for 2-17 hours/week beginning 08/26/2015; Step 1, \$12.19/hour.
 9. Teresa L. Stanley, Assistant Nordic Ski Coach at the High School beginning 11/09/2015 – 02/11/2016; Level G, Step 1.
 10. Correction: Ellen Trotman, 1.0 FTE Long-Term Substitute English Learner Teacher at Greenvale Park, change from BA15, Step 6 to BA30, Step 6 beginning 08/26/2015 – 06/08/2016. ** (additional transcripts received)
 11. Courtney Gilomen, EarlyVentures Site Assistant at Longfellow for 40 hours/week beginning 08/31/2015; Step 2, \$12.52/hour.
 12. Alex Mousel, Assistant Boys Soccer Coach at the High School beginning 08/21/2015 – 11/05/2015; \$14.00/hour.
 13. Karen Nelson, .4 FTE FACS Teacher at the High School beginning 08/26/2015; MA, Step 4. **
 - b. Increase/Decrease/Change in Assignment
 1. Tyler Balow, Social Studies Teacher at the High School (1.0-Semester 1, .8-Semester 2), increase Semester 2 to 1.0 beginning 02/02/2016 – 06/08/2016. (1.0 FTE for 2015-2016 school year)
 2. Brianne Barrett, Ventures Coordinator at Community Services \$45,649.00/year; increase to \$51,563.00 year effective 07/01/2015.
 3. Cathy Bennets, .93 FTE Reading Teacher at Sibley, change to .5 ADSIS Instruction and .43 Reading Teacher at Sibley beginning 08/31/2015.
 4. Brent Bielenberg, Assistant Boys Soccer Coach (hourly) at the High School, change to Assistant Boys Soccer Coach at the High School; Level F, Step 4.
 5. Shari Bridley, Special Education EA-PCA at Longfellow, add Bridges 2 Kindergarten Paraprofessional at Bridgewater for 3.5 hours/day (M-Th) beginning 08/10/2015 – 08/27/2015.
 6. Tom Dickerson, 7th Grade Football Coach (hourly) at the Middle School, change to 8th Grade Football Coach (hourly) at the Middle School beginning 08/11/2015; \$12.00/hour.
 7. Tyler Faust, 1.0 FTE Sped Teacher at Bridgewater, add 7th Grade Football Coach at the Middle School beginning 08/24/2015 – 10/09/2015; \$18.00/hour.
 8. Marilyn Frey, Special Education Educational Assistant-PCA (SpecEd EA-PCA) at the Middle School for 12 hours/week, change to SpecEd EA-PCA at the High School for 6.75 hours/day beginning 08/31/2015.
 9. Becky Gainey, 1.0 FTE RtI Coach at Sibley, change to .5 FTE Instructional Coach and .5 Reading Support at Sibley beginning 08/31/2015.

10. Robert Garcia, 4th Grade Teacher at Greenvale Park, add Community School Evening Club Leader at GVP for 5 hours/week(T, Th), \$19.50/hour.
 11. Monique Kolb, Enrichment Coordinator at Community Services \$45,605.00/year; increase to \$51,563.00/year effective 07/01/2015.
 12. Sara Line, Early Childhood Coordinator at Community Services \$45,498.00/year; increase to \$49,580.00/year effective 07/01/2015.
 13. Diane Nagy, .65 FTE Title Teacher at Bridgewater, change to .5 FTE Title and .5 FTE Reading/Math Support at Bridgewater beginning 08/31/2015 – 06/08/2016.
 14. Erin Nohava-Hall, 1.0 FTE Kindergarten Teacher at Bridgewater, change to 1.0 FTE First Grade Teacher at Bridgewater beginning 08/31/2015.
 15. Rachael Schlossin, 1.0 FTE 6th Grade Teacher at the Middle School, add 6th Grade Volleyball Coach (hourly) at the Middle School beginning 08/31/2015 – 10/14/2015; \$18.00/hour.
 16. Elizabeth Valentine, 1.0 FTE EL Teacher (.8 at Sibley/.2 at Bridgewater), change to 1.0 FTE EL Teacher at Sibley beginning 08/31/2015.
 17. Ron Zoromski, 1.0 FTE Industrial Tech at the High School, change to .8 FTE IT at the High School and .2 FTE IT at the Middle School beginning 08/31/2015 – 06/09/2016.
 18. Jill Bohlen, SpecEd EA-PCA at Greenvale Park (6.75 hours/day), add Community School Evening Site Assistant for up to 5 hours/week (T,Th) beginning 08/17/2015 – 06/08/2016; Step 1, \$12.19/hour.
 19. Janet Gannon, GenEd EA at the Middle School (6.75 hours/day), add Community School Evening Site Assistant for up to 5 hours/week (T,Th) beginning 08/17/2015 – 06/08/2016 ; Step 2, \$12.52/hour.
 20. Robert Garcia, 4th Grade Teacher at Greenvale Park, add Targeted Services PLUS Teacher at GVP for 1.25 hours/day (M-Th) beginning 09/28/2015 – 05/18/2016; Year 6, \$27.73/hour. Add end date for Community School Evening Club Leader at GVP for 5 hours/week (T, Th), beginning 08/17/2015 – 06/08/2016; \$19.50/hour.
 21. Michael Garlitz, Accelerate Northfield Coordinator, add Targeted Services PLUS Site Assistant at GVP for 1.75 hours/day (M-Th) beginning 09/28/2015 – 05/18/2016; Step 1, \$12.19/hour.
 22. Emileanna Graupmann, .8 FTE Social Studies Teacher at the High School, change to 1.0 FTE Social Studies Teacher at the High School beginning 08/31/2015.
 23. Robyn Jessen, GenEd EA/Spec Ed EA-PCA at GVP, add Targeted Services PLUS Site Assistant for up to 1.75 hours/day beginning 09/14/2015 – 05/18/2016; Step 2, \$12.52/hour.
 24. Anna Kelly, Add end date for Community School Evening Club Leader at GVP for up to 5 hours/day (T, Th) beginning 08/18/2015 – 06/08/2016; \$19.50/hour. Add Targeted Services PLUS Club Leader at GVP for 4 hours/week (M-Th) beginning 09/28/2015 – 06/18/2016; \$19.50/hour.
 25. Rustianna Mechura, Child Nutrition Associate at the Middle School (3.75 hours/day), add Community School Evening Club Leader at GVP for up to 5 hours/day (T, Th) beginning 08/18/2015 – 06/08/2016; \$19.50/hour/hour. Add Targeted Services Club Leader at GVP/BW for 1 hour/day (M-Th) beginning 09/28/2015 – 05/18/2016; \$19.50/hour.
 26. Leah Sand, 1.0 FTE Teacher at the MS/HS, change to 1.0 FTE Teacher at the High School (.8 PE, .2 MTSS) beginning 08/31/2015 – 06/08/2016.
- c. Leave of Absence.
1. Suzanne Lanza, Family/Medical Leave of Absence beginning on or about 01/22/2016 – 03/25/2016 with a return to work date of 03/28/2016.
 2. Babs Vigesaa, Family/Medical Leave of Absence beginning 08/10/2015 and continuing for up to 60 work days.
- d. Resignations.
1. Erin Carson, Social Studies Teacher at the High school, resignation effective 08/11/2015.
 2. Tom Dickerson, 7th Grade Football coach, resignation effective 8/11/2015. (will transfer to 8th grade football coaching position).

3. Brittany Ellerbusch, Assistant Softball Coach, resignation effective 07/31/2015.
4. Sophia Garcia, Child Nutrition Associate at GVP, resignation effective 8/19/2015.
(Sophia will continue to work as a substitute with the child nutrition program).
5. Caroline Ponessa, Assistant Softball Coach-10th Grade, resignation effective 08/20/2015.
6. Derrick Skoglund, Boys Soccer Coach, resignation effective 8/14/2015.
7. Tony Mathison, Assistant Varsity Baseball Coach, resignation effective 8/24/2015.

e. Substitute Teacher Pay:

In order to stay competitive with surrounding school districts, an increase in the hourly rate of pay for substitute teachers was approved effective August 1, 2015.

Teachers – Elementary & Secondary

Up to 1 hour	\$23.20
Over 1 hour up to ½ Day	\$58.00
Full Day	\$116.00

(maximum - \$116.00/day)

f. TRA Part-Time Teacher Program

The Board authorized the following teacher to participate in the TRA Part-Time Teacher Program, whereby teachers who qualify can personally purchase TRA service credit at no cost to the Northfield School District.

- Shelley Hansen

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

**Salary is subject to revision upon settlement of the 2015-17 NEA Master Agreement.

VIII. Items for Information

1. Workshop Schedule.

The schedule for the staff pre-school workshops being held August 31–September 3 was given to the School Board.

2. Update on Local Facility for SUN Program (Students with Unique Needs) Students.

Superintendent Richardson reviewed the dissolution of SEMSEC. We will move forward with implementing a two district partnership with the Faribault School District. The Setting Four EBD Program and Step Transitions will remain in Faribault. The SUN Program will be in Northfield. Dr. Richardson then spoke about the conversation with Laura Baker School and a possible collaboration with them to locate the SUN Program in their facility.

3. Update on Schedule of Community Facilities Meetings.

Seven meetings are scheduled between August 25 and September 29. The same information will be shared at all the sessions, including details about potential projects, projected costs and a possible bond referendum in the near future. The focus will be on listening to the feedback of the participants.

IX. Future Meetings

Monday, September 14, 2015, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center

Monday, September 28, 2015, 7:00 PM, Regular School Board Meeting, Northfield High School Media Center

X. On a motion by Quinnell, seconded by Hardy, the Board adjourned at 9:15 PM.

Noel Stratmoen
School Board Clerk

Summary of Superintendent Performance Appraisal for Dr. L. Chris Richardson

For the appraisal period of 7/01/14 to 6/30/15 for Northfield Public Schools

Summarized by Board Chair, Julie Pritchard for the September 14, 2015 Board Meeting

For this review period all seven board members completed the superintendent performance appraisal form. The form was developed by the Minnesota School Boards Association and covers the many facets of the Superintendents' job responsibilities. Board members provide numeric ratings on a 1 to 5 scale (1=low and 5=high) for 49 job responsibilities organized around ten major topics. In addition to completing the numeric ratings, board members are encouraged to include additional comments.

Board Chair, Julie Pritchard compiled and summarized all board members' input for Dr. Richardson. For the numeric ratings, means were calculated. While this scale should be interpreted more as categorical data rather than interval data, in an effort to provide a more "at a glance" interpretation, means were used for each item (as the range of values for each item was very small). The few items were marked where the deviation across the ratings was greater than one. If board members were unable to answer, they marked "UA" next to the item. This was also marked as part of the summary. All written comments by board members were shared verbatim, but were not attributed to a specific board member.

Board members gave Dr. Richardson an exceptional review and ratings identified achievement of outstanding performance (48 of 49 items) or very good performance (1 of 49 items) in all items. Dr. Richardson's exceptional work over the past year resulted in the following accomplishments:

- Dr. Richardson's efforts to form the five-district special education cooperative demonstrated his forward thinking leadership, and his commitment to good stewardship of the district's resources. In addition, his ability to work effectively with other superintendents was a key factor in districts giving the proposal their full consideration. As a result of his efforts, Dr. Richardson has established a good working relationship with these districts that could potentially result in further collaboration that would be of benefit to Northfield. When it became evident that the proposal would not move forward, Chris remained firm in his resolve to find alternatives that will provide the best learning environment for the district's special education students with complex needs.
- During this second year of the one-on-one iPad initiative for 6-12 students, the district did an extensive review to gain the best possible understanding of the current program's strengths and challenges. Dr. Richardson and his team listened to teachers and families about the iPad use and concerns about distraction (at the secondary level) and ample devices (at the elementary level). These key programmatic changes reflect Dr. Richardson and his team's commitment to the district's overarching mission of delivering educational excellence.

- Dr. Richardson was instrumental in securing the ADIS grant of \$220,000 from the State. Without this critically needed funding, the district would not have had the resources to maintain the current level of RtI staffing nor be able to provide the needed instructional support in the areas of reading, math and positive behavior across K-12.
- The Northfield School District's role as authorizers of the community's two charter schools, Prairie Creek and Arcadia requires a great deal of effort and on-going oversight. Chris' leadership and willingness to spearhead the effort required to be an authorizer has allowed the district to continue in this capacity. Dr. Richardson understands the importance of having these schools as a viable option for a number of Northfield students for whom these charter schools are the best choice. During this past year, Chris dealt patiently and professionally with handling the increased rigor of the authorizer renewal process and the onerous effort it required to complete the application process.
- During every legislative session there are a number of K12 Education issues debated and laws drafted that have far-reaching and long-term impact on school funding and policy. Chris works tirelessly with lawmakers to help them more fully understand the complexity of these issues. As a highly respected member of several influential organizations like Schools For Equity in Education and Minnesota Association of School Administrators, he played an integral role in helping draft legislation that would place school districts in the best possible position. He continues to sacrifice a great deal of his personal time to advocate for not Northfield, but districts statewide.
- The awarding of the prestigious Polaris Leadership Award by the Minnesota Association of School Administrators reflects statewide recognition of Dr. Richardson's exemplary school leadership. Chris was recognized for his qualities of professional courage, creation of a legacy of excellent leadership, fostering innovation, and contribution through example and mentoring.
- Finally, board members recognized Dr. Richardson's outstanding efforts in overseeing all financial operations and for his leadership of a strong district team who steward the resources of the district with exemplary approaches.