

Agenda

{{Name: Agenda Item Name}}

1. CALL TO ORDER

2. ROLL CALL

3. VISITOR COMMENTS

The school board meeting is a meeting in the public, not a public meeting. Nicollet School Board Policy provides that persons who wish to have a subject discussed at a public school board meeting are encouraged to notify the superintendent's office in advance of the school board meeting. The school board chair will recognize one speaker at a time and will rule out of order other speakers who are not recognized, violations of data privacy, or inappropriate comments.

4. APPROVAL OF AGENDA

5. REPORTS AND PRESENTATION

5.a. Superintendent's Report

5

- i. School board members are registered for the MSBA conference January 13th and 14th. This is an excellent professional development opportunity for school board members. [Brochure.](#)
- ii. Abdo Eick & Meyers (now Abdo) is completing the FY 22 financial audit. They will present the audit to the school board on December 14th.

5.b. Principal's Report

8

5.c. Student Representative's Report

5.d. Board Committees' Reports

6. CONSENT AGENDA

6.a. Approval of Minutes

10

6.b. Approval of Bills in the amount of \$371,459.11	13
6.c. Approval of Personnel Items	19
7. RESOLUTION CANVASSING RETURNS OF VOTES OF SCHOOL DISTRICT GENERAL ELECTION	20

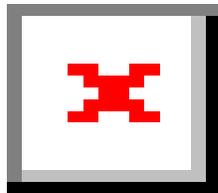
The superintendent recommends approving the attached resolution to canvassing the election.

8. REVIEW STUDENT HANDBOOK LANGUAGE - GRADING SCALE

The superintendent recommends no changes to the student handbook. The student handbook language is as follows:

Grading Scale

GPA is determined on a 4.0 scale for students grades 5-12. Students grades 9-12 will receive a cumulative GPA. College-level coursework taught at NPS will be weighted on a 5.0 scale. All other coursework will be weighted on the traditional 4.0 scale.



iii. The current student handbook language (above) was approved by the school board in August of 2020. Previous to that, PSEO classes were weighted on a 5-point scale. The valedictorian of the 2020 class had not attended NPS during 11th, or 12th grade. However, as a PSEO student the valedictorian had a higher gpa than another student who had attended all classes at NPS earning a 4.0 gpa.

B. CIS and CLEP courses are taught at Nicollet High School by our teachers and weighted on a 5-point scale.

I. CIS (College In School) To qualify as a CIS instructor a teacher must have a Master's degree or higher in the subject to

be taught or a Master's degree or higher in another discipline plus 18 graduate credits in the subject to be taught. The course syllabus is approved by the NPS principal and the college. The courses are audited once each semester by the college to ensure fidelity. Students receive simultaneous college and high school credit for the class.

II. CLEP (College Level Exam Program) CLEP classes are college level. CLEP tests and course standards are developed by hundreds of college faculty members from across the U.S. Students receive college credit for the class if they score 50 or higher on the CLEP examination. NPS currently offers two CLEP courses: [College Math Readiness](#) and [US History](#).

C. PSEO classes are taught at a university, community/tech school, or private college. There is no cost to students as revenue that would have been received by the public school is diverted to the higher ed institution where the student enrolls in PSEO. Public schools are required to accept PSEO credits towards high school graduation. PSEO classes are not weighted on a 5-point scale like CIS/CLEP courses at NPS because there is no assurance of the rigor. The curriculum and standards of PSEO classes are determined by the higher ed institution. Some PSEO classes could meet the same (or higher) standard as CIS/CLEP courses while others do not.

9. DISTRICT DIALOGUE

School board members and the superintendent have conducted a "District Dialogue" three times in recent months: July, August, November. The sessions are open to the public and begin 30 minutes before the school board meeting. There has been participation at each of the meetings. **The superintendent recommends conducting the District Dialogue three more times: February, April, June and then evaluating if we should continue this practice.** The board should identify which members will attend the sessions.

10. ADMINISTRATIVE CONFIGURATIONS

28

A report of administrative configurations available to the school district is attached. It is timely for this review because of the interim principal position. The superintendent recommends the following timeline:

- iv. Nov 9: school board reviews and discusses the report.
- v. Nov10 - Dec 9: superintendent solicits staff input and provides it to the school board.
- vi. Dec 14: school board decides on an administrative configuration.
- vii. Dec 15-Feb 3: superintendent develops desired candidate characteristics and job descriptions for administrative positions. Staff and school board input will be included.
- viii. Feb 8: school board final review of job descriptions.
- ix. Feb 9 - Mar 3: advertise position(s)
- x. Mar 7 - Mar 21: screen applicants and conduct interviews. Staff, parent, and school board representatives will be included with the interviews.
- xi. Apr 13 - Superintendent recommends contract(s) to the school board for approval.

11. ADJOURNMENT



NICOLLET PUBLIC SCHOOLS • ISD 507

One Pine Street • Nicollet, MN 56074
District & Elementary Office 507-232-3411
High School Office 507-232-3448
Fax 507-232-3536 • isd507.k12.mn.us
Superintendent: Dr. Stephen Malone • Principal: Mr. Todd Toulouse

Date: November 4, 2022
To: School Board
From: Dr. Malone
RE: Meeting Notes, November 9, 2022

5A. Superintendent's Report

- i. School board members are registered for the MSBA conference January 13th and 14th. This is an excellent professional development opportunity for school board members. [Brochure.](#)
 - ii. Abdo Eick & Meyers (now Abdo) is completing the FY 22 financial audit. They will present the audit to the school board on December 14th.
6. Consent Agenda. **The superintendent recommends approving the consent agenda.**
 7. **The superintendent recommends approving the attached resolution to canvassing the election.**
 8. **The superintendent recommends no changes to the student handbook.** The student handbook language is as follows:

Grading Scale

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Traditional Courses		CIS/CLEP Courses	
A	4.00	A	5.00
A-	3.67	A-	4.67
B+	3.34	B+	4.34
B	3.00	B	4.00
B-	2.67	B-	3.67
C+	2.34	C+	3.34
C	2.00	C	3.00
C-	1.67	C-	2.67
D+	1.34	D+	2.34
D	1.00	D	2.0
D-	0.67	D-	1.67
F	0.00	F	0.00

- A. The current student handbook language (above) was approved by the school board in August of 2020. Previous to that, PSEO classes were weighted on a 5-point scale. The valedictorian of the 2020 class had not attended NPS during 11th, or 12th grade. However, as a PSEO student the valedictorian had a higher gpa than another student who had attended all classes at NPS earning a 4.0 gpa.
- B. CIS and CLEP courses are taught at Nicollet High School by our teachers and weighted on a 5-point scale.
- I. CIS (College In School) To qualify as a CIS instructor a teacher must have a Master’s degree or higher in the subject to be taught or a Master’s degree or higher in another discipline plus 18 graduate credits in the subject to be taught. The course syllabus is approved by the NPS principal and the college. The courses are audited once each semester by the college to ensure fidelity. Students receive simultaneous college and high school credit for the class.
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PSEO credits towards high school graduation. PSEO classes are not weighted on a 5-point scale like CIS/CLEP courses at NPS because there is no assurance of the rigor. The curriculum and standards of PSEO classes are determined by the higher ed institution. Some PSEO classes could meet the same (or higher) standard as CIS/CLEP courses while others do not.

9. School board members and the superintendent have conducted a “District Dialogue” three times in recent months: July, August, November. The sessions are open to the public and begin 30 minutes before the school board meeting. There has been participation at each of the meetings. **The superintendent recommends conducting the District Dialogue three more times: February, April, June and then evaluating if we should continue this practice.** The board should identify which members will attend the sessions.

- 10.A report of administrative configurations available to the school district is attached. It is timely for this review because of the interim principal position. I recommend the following timeline:
 - a. Nov 9: school board reviews and discusses the report.
 - b. Nov10 – Dec 9: superintendent solicits staff input and provides it to the school board.
 - c. Dec 14: school board decides on an administrative configuration.
 - d. Dec 15-Feb 3: superintendent develops desired candidate characteristics and job descriptions for administrative positions. Staff and school board input will be included.
 - e. Feb 8: school board final review of job descriptions.
 - f. Feb 9 – Mar 3: advertise position(s)
 - g. Mar 7 – Mar 21: screen applicants and conduct interviews. Staff, parent, and school board representatives will be included with the interviews.
 - h. Apr 13 – Superintendent recommends contract(s) to the school board for approval.

Please contact me with any questions or concerns.

Board Report: October 12, 2022

Community Engagement	We donated our space allowing the Conservation Club to roast 78 ducks for their duck feed. It helped them with efficiency in roasting and collecting for their event. It smelled great around here for a couple of days. Thank you Becca for sharing your space.
	<p style="text-align: center;">VETERANS DAY CEREMONY Nicollet Public School Theater Friday, November 11, 2022 (1:20 PM)</p> <p>The Veteran's Day Program at Nicollet Public School, Nicollet Minnesota, is sponsored by the Nicollet American Legion Post 510 with the support of Nicollet School. There will be a reception of cookies and beverages outside the community room immediately following the program for all community members.</p> <p style="text-align: center;"><i>Thank you to all veterans, past, and present for their dedication to our country.</i></p>
	Robin has requested and will meet with the Nicollet Foundation, Lion's Club and Conservation Club seeking to secure partial funding for a Social Emotional Learning Program for Nicollet Public School and Community titled, Choose To Be Nice
Staff Development and Early Release	<p>Oct. 19 PLCs - Professional Learning Communities We broke into smaller groups, secondary and elementary shared grade level groups. We used the data to continue our work with intervention cohorts in the curricular areas of reading and math.</p> <p>Nov. 7 - SD Day - Virtual training on InfoBase Learning - InfoBase is an online resource for teachers in all curricular areas. Teachers can receive training, find curriculum resources matching the standards, and offer student learning in different areas. The main sources of information within InfoBase are/ Learn 360, Mailbox Plus 360, and Clever.</p> <p>Staff who required or needed First Aid/CPR training were given the opportunity to train on that day.</p> <p>Teaching staff had time to write and prepare conferences.</p> <p>Conferences are: 11/17 Pre K-12 3:30-7:30 11/18 Pre K-6 7:30-3:00 No school PreK-6 11/18 No school PreK-12 11/23-25 Happy Thanksgiving</p>

<p>Being There Experiences (Field Trips) & Activities</p>	<p>Members of the Nicollet FFA chapter made the trek to Indianapolis to take part in the 2022 National FFA Convention and Expo October. 25-29th.</p> <p>The Nicollet FFA members attending the National FFA Convention included Katelyn Soost, Allee Johnson, Sam Jensen, Sam Kettner and FFA advisor Pat Pehrson.</p> <p>Minnesota students and supporters who attended the National FFA Convention, including those representing Nicollet, found opportunities to connect with other members from throughout the nation, explore college and career options, engage in leadership and personal development experiences, earn recognition and radio interviews with KNUJ. Our students attended award sessions, visited with agriculture exhibitors in the career expo, listened to motivational speakers, participated in an educational behind the scenes tour at the Cave of the Mounds, Fair Oaks Farm, Hunter Bee Farm and attended a concert.</p> <p>10/31 Mr. Biocic's history class visited Traverse Des Sioux in St. Peter</p> <p>Visitors to Mr. Biocic's Civics Class: Senator Nick Frenz and Representative Susan Akland</p>
<p>Upcoming Events</p>	<p>11-11 Veterans Day Ceremony 1:20 NPS Theater</p> <p>Construct Tomorrow 11-16</p> <p>FFA Event</p> <p>11-17 College Application/Financial Aid Night - several speakers 5:30-8:00</p> <p>Conferences</p> <p>11/17 Pre K-12 3:30-7:30</p> <p>11/18 Pre K-6 7:30-3:00</p> <p>No school PreK-6 11/18</p> <p>No school PreK-12 11/23-25 Happy Thanksgiving</p>
<p>Student Inservice</p>	<p>KinectEd Inservice:</p> <p>October 27 Grades 7, 8, 9 Period 2</p> <p>October 27 Grades 10, 11, 12 Period 3</p>
<p>Informational</p>	<p>End of 1st Quarter: November 4, 2022</p>

Independent School District 507 Regular
School Board Meeting
Wednesday, October 12, 2022 6:00 PM

1 Pine St, Nicollet, MN 56074, Community
Room
1 Pine St
Nicollet, MN 56074

Agenda

1. CALL TO ORDER

2. ROLL CALL

3. VISITOR COMMENTS

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4. APPROVAL OF AGENDA

5. REPORTS AND PRESENTATION

5.a. Superintendent's Report

The Toyota Dealership did not receive an allocation last month for us to purchase a Sienna LE AWD. They will receive another allocation of vehicles available to purchase in a few weeks.

The next District Dialogue before the November 9 meeting, beginning at 5:30 p.m. Nick and Scot are the designated school board representatives.

Installation of the video conferencing system in the community center is nearly completed. We are planning to use the system for the November 9 school board meeting.

5.b. Principal's Report

5.c. Student Representative's Report

5.d. Board Committees' Reports

6. CONSENT AGENDA

The superintendent recommends approving the consent agenda.

6.a. Approval of Minutes

6.b. Approval of Bills in the amount of \$435,400.45

6.c. Approval of Personnel Items

6.d. Accept Donations

MS 123B.02, Subd. 6 permits the school board to accept donations or gifts for the benefit of the district. **The Superintendent recommends approving the donations received.**

7. ADJUST CLASSIFIED WAGE SCALE

The superintendent recommends deleting the first two rows of the salary schedule. The starting wages are insufficient to attract new employees. Current employees are placed as designated in yellow below.

3/9/22										
Step	Comm Ed Coordinator	Admin Asst	Head Cook	Cook, Library Aide, Lunch Cashier	Custodian	Director/Secretary Lead	Intervention Asst, Daycare/Secretary Assistant	Director/Secretary Aide		
1	18.46	14.83	12.92	11.39	12.57	13.34	11.75	10.66		
2	18.89	15.16	13.20	11.60	12.83	13.40	12.01	10.86		
3	19.31	15.50	13.49	11.82	13.08	13.67	12.27	11.08		
4	19.76	15.87	13.80	12.03	13.34	13.94	12.80	11.29		
5	20.22	16.23	14.11	12.25	13.61	14.22	13.17	11.52		
6	20.68	16.60	14.43	12.47	13.89	14.50	13.46	11.76		
7	21.17	16.98	14.76	12.71	14.17	14.80	13.77	11.99		
8	21.65	17.37	15.09	12.94	14.46	15.09	14.07	12.23		
9	22.16	17.78	15.43	13.18	14.76	15.39	14.38	12.47		
10	22.67	18.19	15.79	13.44	15.06	15.70	14.72	12.73		
11	23.21	18.61	16.15	13.72	15.37	16.01	15.05	12.98		
12	23.76	19.05	16.52	13.95	15.70	16.33	15.38	13.23		
13	24.30	19.49	16.90	14.18	16.02	16.65	15.66	13.50		
14	24.77	19.86	17.21	14.42	16.29	16.99	15.94	13.77		
15	25.23	20.23	17.52	14.67	16.56	17.33	16.22	14.05		
16	25.70	20.61	17.86	14.91	16.85	17.68	16.51	14.32		
17	26.19	21.00	18.18	15.19	17.13	18.03	16.81	14.61		
18	26.67	21.39	18.51	15.47	17.42	18.39	17.11	14.91		
19	28.22	22.83	19.90	16.80	18.79	18.76	17.41	15.20		
20	28.70	23.22	20.23	17.08	19.08	19.12	17.73	15.49		
21	29.19	23.61	20.56	17.36	19.37	19.48	18.02	15.79		

*After 20 years of service, 2% salary increase per year.

8. ADJUST SUBSTITUTE TEACHER PAY

The superintendent recommends increasing the Nicollet substitute teacher pay to \$160. A survey of the sub pay for area schools is below:

Area Schools Sub Pay	
St. Peter	\$175.00
New Ulm	\$150.00
LSH	\$140.00
LCWM	\$150.00
St. Clair	\$150.00
Cleveland	\$160.00
Mountain Lake	\$175.00
Mankato	\$200.00
GFW	\$140.00
Sibley East	\$135.00
Average	\$157.50

Nicollet	\$120.00
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9. ADJOURNMENT

Nicollet Public Schools

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Pay/Void		Amount
											Void	Date	
NSBG		48189		Wire	1 01152		INTERNAL REVENUE SERVICE		No	Yes	No	10/31/2022	54,842.82
NSBG		48190		Wire	1 01231		PUBLIC EMPLOYEES RETIREMENT		No	Yes	No	10/31/2022	12,147.46
NSBG		48191		Wire	1 01234		TEACHERS RETIREMENT ASSN		No	Yes	No	10/31/2022	23,401.93
NSBG		48192		Wire	1 01234		TEACHERS RETIREMENT ASSN		No	Yes	No	10/31/2022	1,476.74
NSBG		48193		Wire	1 06742		MN DEPARTMENT OF REVENUE		No	Yes	No	10/31/2022	9,769.11
NSBG		48194		Wire	1 1829		XCEL ENERGY		No	Yes	No	10/31/2022	12,178.30
NSBG		48195		Wire	1 3279		AVIBEN		No	Yes	No	10/31/2022	7,880.72
NSBG		48196		Wire	1 3433		VERIZON WIRELESS		No	Yes	No	10/31/2022	130.95
NSBG		48197		Wire	1 5008		ICW GROUP/INSURANCE COMPANY OI		No	Yes	No	10/31/2022	5,512.76
NSBG		48198		Wire	1 4738		ACH Withdrawals		No	Yes	No	10/31/2022	5,443.22
NSBG		48238		Wire	1 4738		ACH Withdrawals		No	Yes	No	10/31/2022	1,190.00
NSBG		48239		Wire	1 01152		INTERNAL REVENUE SERVICE		No	Yes	No	10/31/2022	29.38
NSBG		48240		Wire	1 01231		PUBLIC EMPLOYEES RETIREMENT		No	No	No	10/31/2022	26.88
NSBG		48105	75032	Check	1 3071		BARTEN, MICHAEL		Yes	Yes	No	10/12/2022	60.00
NSBG		48106	75033	Check	1 3071		BARTEN, MICHAEL		Yes	Yes	No	10/12/2022	60.00
NSBG		48107	75034	Check	1 3573		Bimbo Bakeries USA		Yes	Yes	No	10/12/2022	54.81
NSBG		48117	75035	Check	1 5154		BLINDS & MORE		Yes	Yes	No	10/12/2022	2,950.28
NSBG		48110	75036	Check	1 4096		COURRIER, CHAD		Yes	Yes	No	10/12/2022	60.00
NSBG		48111	75037	Check	1 4096		COURRIER, CHAD		Yes	Yes	No	10/12/2022	60.00
NSBG		48114	75038	Check	1 4789		GIESEKE, REBECCA		Yes	Yes	No	10/12/2022	32.79
NSBG		48112	75039	Check	1 4451		LOFFLER COMPANIES		Yes	Yes	No	10/12/2022	163.84
NSBG		48116	75040	Check	1 5141		LOFFLER COMPANIES, INC		Yes	Yes	No	10/12/2022	663.92
NSBG		48113	75041	Check	1 4720		MALECHA, CRAIG		Yes	Yes	No	10/12/2022	120.00
NSBG		48115	75042	Check	1 4975		MIDWEST REFRIGERATION AND HEAT		Yes	Yes	No	10/12/2022	3,213.00
NSBG		48109	75043	Check	1 4072		MISSISSIPPI WELDERS SUPPLY COMP,		Yes	Yes	No	10/12/2022	76.20
NSBG		48104	75044	Check	1 1678		MSHSCA INC.		Yes	Yes	No	10/12/2022	185.00
NSBG		48108	75045	Check	1 3901		NICKEL TRANSPORTATION, INC.		Yes	Yes	No	10/12/2022	25,747.70
NSBG		48118	75046	Check	1 5155		PEHRSON, PATRIC		Yes	No	No	10/12/2022	544.46
NSBG		48103	75047	Check	1 00020		SCHWICKERT'S TECTA LLC		Yes	Yes	No	10/12/2022	10,482.25
NSBG		48119	75048	Check	1 1248		NATIONAL FFA ORGANIZATION		Yes	Yes	No	10/17/2022	4,270.00
NSBG		48155	75049	Check	1 4753		3P LEARNING INC		Yes	Yes	No	10/19/2022	880.00
NSBG		48127	75050	Check	1 07203		A. H. HERMEL COMPANY		Yes	Yes	No	10/19/2022	355.35
NSBG		48134	75051	Check	1 2509		A+SECURITY, INC.		Yes	Yes	No	10/19/2022	665.00
NSBG		48150	75052	Check	1 4458		ABDO	LLC - Partnership	Yes	Yes	No	10/19/2022	13,000.00
NSBG		48153	75053	Check	1 4677		ALLINA HEALTH SYSTEM		Yes	Yes	No	10/19/2022	160.00
NSBG		48140	75054	Check	1 3145		AMAZON CAPITAL SERVICES		Yes	Yes	No	10/19/2022	1,040.48
NSBG		48148	75055	Check	1 4291		ANDERSON, BRIAN		Yes	Yes	No	10/19/2022	110.00
NSBG		48160	75056	Check	1 4945		ARAMARK		Yes	Yes	No	10/19/2022	53.57
NSBG		48143	75057	Check	1 3573		Bimbo Bakeries USA		Yes	Yes	No	10/19/2022	104.33

Nicollet Public Schools

Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Pay/Void		Amount
											Void	Date	
NSBG	48128	75058	Check	1	07230		CENTERPOINT		Yes	Yes	No	10/19/2022	423.61
NSBG	48120	75059	Check	1	00059		CITY OF NICOLLET		Yes	Yes	No	10/19/2022	753.16
NSBG	48133	75060	Check	1	2506		CONSTRUCTIVE PLAYTHINGS LLC		Yes	Yes	No	10/19/2022	139.98
NSBG	48125	75061	Check	1	02652		CRYSTAL VALLEY COOP		Yes	Yes	No	10/19/2022	290.89
NSBG	48138	75062	Check	1	3010		FURTHER		Yes	Yes	No	10/19/2022	24.60
NSBG	48156	75063	Check	1	4789		GIESEKE, REBECCA		Yes	Yes	No	10/19/2022	54.83
NSBG	48161	75064	Check	1	4951		HOFFMAN, KENDRA		Yes	Yes	No	10/19/2022	72.63
NSBG	48152	75065	Check	1	4625		HUDL		Yes	Yes	No	10/19/2022	549.00
NSBG	48165	75066	Check	1	5157		ITEN, ZACH		Yes	Yes	No	10/19/2022	110.00
NSBG	48139	75067	Check	1	3129		JM PROMOTIONS		Yes	No	No	10/19/2022	60.00
NSBG	48135	75068	Check	1	2685		KEMPS LLC		Yes	Yes	No	10/19/2022	1,227.15
NSBG	48159	75069	Check	1	4908		KING, EMMELYN		Yes	Yes	No	10/19/2022	238.55
NSBG	48154	75070	Check	1	4739		KWIK TRIP SHOPPING RECEIPT		Yes	Yes	No	10/19/2022	5,656.50
NSBG	48123	75071	Check	1	00704		LAKESHORE LEARNING MATERIALS		Yes	Yes	No	10/19/2022	189.04
NSBG	48142	75072	Check	1	3410		LJP ENTERPRISES WASTE & RECYCL		Yes	Yes	No	10/19/2022	480.06
NSBG	48129	75073	Check	1	07547		MCGRAW-HILL EDUCATION, INC.		Yes	Yes	No	10/19/2022	1,265.47
NSBG	48131	75074	Check	1	1319		MENARDS		Yes	Yes	No	10/19/2022	9.44
NSBG	48137	75075	Check	1	2904		MUSSER ENVIRONMENTAL CONSULTII		Yes	No	Yes	10/19/2022	0.00
NSBG	48124	75076	Check	1	02310		NICOLLET COUNTY PUBLIC HEALTH		Yes	No	No	10/19/2022	472.21
NSBG	48149	75077	Check	1	4361		OTTO BUS COMPANY, LLC		Yes	Yes	No	10/19/2022	450.29
NSBG	48164	75078	Check	1	5145		PEPSI-COLA OF MANKATO		Yes	Yes	No	10/19/2022	598.00
NSBG	48151	75079	Check	1	4527		PERFORMANCE FOODSERVICE - MAR:		Yes	Yes	No	10/19/2022	7,171.77
NSBG	48121	75080	Check	1	00187		REGION V COMPUTER SERVICES		Yes	Yes	No	10/19/2022	2,548.00
NSBG	48157	75081	Check	1	4793		REGION VII FFA TREASURER		Yes	Yes	No	10/19/2022	1,850.00
NSBG	48163	75082	Check	1	5129		Rubber Band Arrangements		Yes	Yes	No	10/19/2022	293.00
NSBG	48122	75083	Check	1	00271		RUDENICK BUS SERVICE, LLC		Yes	Yes	No	10/19/2022	1,031.40
NSBG	48136	75084	Check	1	2731		SCAN AIR FILTER, INC.		Yes	No	No	10/19/2022	33.17
NSBG	48158	75085	Check	1	4804		SCHARPING TRAVEL		Yes	No	No	10/19/2022	5,000.00
NSBG	48130	75086	Check	1	08107		SCHOOL SPECIALTY, INC.		Yes	No	No	10/19/2022	19.49
NSBG	48145	75087	Check	1	4034		SELL, DAVID		Yes	Yes	No	10/19/2022	110.00
NSBG	48144	75088	Check	1	3947		SHRED RIGHT		Yes	Yes	No	10/19/2022	36.04
NSBG	48162	75089	Check	1	5084		Square Konstruktion		Yes	No	No	10/19/2022	1,700.00
NSBG	48147	75090	Check	1	4286		SYSCO WESTERN MINNESOTA, INC.		Yes	Yes	No	10/19/2022	2,066.09
NSBG	48126	75091	Check	1	07009		THE MUSIC MART		Yes	Yes	No	10/19/2022	9.45
NSBG	48132	75092	Check	1	2196		THUNSTROM, LEE		Yes	No	No	10/19/2022	110.00
NSBG	48141	75093	Check	1	3163		USABLE LIFE		Yes	Yes	No	10/19/2022	452.75
NSBG	48146	75094	Check	1	4038		WENDLANDT, BRYCE		Yes	Yes	No	10/19/2022	110.00
NSBG	48168	75095	Check	1	2904		MUSSER ENVIRONMENTAL CONSULTII		Yes	No	No	10/19/2022	3,690.00
NSBG	48167	75096	Check	1	2731		SCAN AIR FILTER, INC.		Yes	No	No	10/19/2022	1,386.68

Nicollet Public Schools Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
												Date		
NSBG		48166	75097	Check	1	02664	SCHILLING SUPPLY COMPANY		Yes	Yes	No	10/19/2022		111.52
NSBG		48169	75098	Check	1	5156	WEX HEALTH, INC.		Yes	Yes	No	10/19/2022		202.50
NSBG		48181	75099	Check	1	3573	Bimbo Bakeries USA		Yes	No	No	10/27/2022		104.33
NSBG		48177	75100	Check	1	2963	BUSINESS CARD		Yes	Yes	No	10/27/2022		3,621.49
NSBG		48178	75101	Check	1	2963	BUSINESS CARD		Yes	Yes	No	10/27/2022		1,709.71
NSBG		48173	75102	Check	1	07230	CENTERPOINT		Yes	No	No	10/27/2022		407.23
NSBG		48171	75103	Check	1	07082	GOPHER SPORT		Yes	No	No	10/27/2022		857.70
NSBG		48170	75104	Check	1	02053	JW PEPPER & SONS, INC.		Yes	No	No	10/27/2022		423.98
NSBG		48174	75105	Check	1	1792	LAKE CRYSTAL WELCOME MEMORIAL		Yes	No	No	10/27/2022		50.00
NSBG		48186	75106	Check	1	4938	LAUWAGIE, KARIE		Yes	Yes	No	10/27/2022		300.00
NSBG		48183	75107	Check	1	4362	LOYOLA CATHOLIC SCHOOL		Yes	No	No	10/27/2022		50.00
NSBG		48176	75108	Check	1	2677	METZGER, MICHELE		Yes	No	No	10/27/2022		45.00
NSBG		48188	75109	Check	1	01674	NICOLLET EDUCATION ASSOCIATION		Yes	No	No	10/27/2022		2,581.25
NSBG		48179	75110	Check	1	3207	OHM, RON		Yes	No	No	10/27/2022		200.00
NSBG		48175	75111	Check	1	2403	PERSONNEL CONCEPTS COMPLIANCE		Yes	No	No	10/27/2022		960.33
NSBG		48184	75112	Check	1	4793	REGION VII FFA TREASURER		Yes	No	No	10/27/2022		1,850.00
NSBG		48187	75113	Check	1	5014	SCHERPING, TALIN		Yes	Yes	No	10/27/2022		80.77
NSBG		48180	75114	Check	1	3394	STAR FALL EDUCATION		Yes	No	No	10/27/2022		355.00
NSBG		48182	75115	Check	1	4286	SYSCO WESTERN MINNESOTA, INC.		Yes	No	No	10/27/2022		343.85
NSBG		48172	75116	Check	1	07124	WALMART COMMUNITY/SYNCB		Yes	No	No	10/27/2022		455.02
NSBG		48185	75117	Check	1	4877	VANRYSWYK, ASHLIE		Yes	No	No	10/27/2022		35.92
NSBG		48207	75118	Check	1	07203	A. H. HERMEL COMPANY		Yes	No	No	11/02/2022		710.70
NSBG		48215	75119	Check	1	3145	AMAZON CAPITAL SERVICES		Yes	No	No	11/02/2022		330.79
NSBG		48219	75120	Check	1	3337	APPLIANCE TEK, LLC		Yes	No	No	11/02/2022		924.66
NSBG		48233	75121	Check	1	4945	ARAMARK		Yes	No	No	11/02/2022		53.57
NSBG		48218	75122	Check	1	3279	AVIBEN		Yes	No	No	11/02/2022		61.66
NSBG		48220	75123	Check	1	3573	Bimbo Bakeries USA		Yes	No	No	11/02/2022		152.77
NSBG		48209	75124	Check	1	1756	C & S SUPPLY CO., INC.		Yes	No	No	11/02/2022		113.53
NSBG		48229	75125	Check	1	4622	CANON FINANCIAL SERVICES INC		Yes	No	No	11/02/2022		532.09
NSBG		48234	75126	Check	1	5158	CHERRYDALE		Yes	No	No	11/02/2022		2,953.73
NSBG		48227	75127	Check	1	4489	CHROMEBOOKPARTS.COM		Yes	No	No	11/02/2022		50.97
NSBG		48208	75128	Check	1	1467	CLIFTONLARSONALLEN LLP		Yes	No	No	11/02/2022		16,616.25
NSBG		48222	75129	Check	1	4078	CONSOLIDATED COMMUNICATIONS		Yes	No	No	11/02/2022		1,645.28
NSBG		48210	75130	Check	1	1759	ECOLAB		Yes	No	No	11/02/2022		363.25
NSBG		48236	75131	Check	1	5160	ENTER, JOY		Yes	No	No	11/02/2022		719.32
NSBG		48230	75132	Check	1	4749	FLO-RITE PLUMBING, LLC		Yes	No	No	11/02/2022		308.50
NSBG		48204	75133	Check	1	02289	FREE PRESS		Yes	No	No	11/02/2022		121.67
NSBG		48217	75134	Check	1	3234	HENDRYCKS BUS CO		Yes	No	No	11/02/2022		7,111.46
NSBG		48213	75135	Check	1	2685	KEMPS LLC		Yes	No	No	11/02/2022		1,100.70

Nicollet Public Schools Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
												Date		
NSBG		48214	75136	Check	1 2995		KENNEDY & GRAVEN CHARTERED	LLC - Partnership	Yes	No	No	11/02/2022		1,703.00
NSBG		48211	75137	Check	1 2030		LAKE CRYSTAL AREA REC CENTER		Yes	No	No	11/02/2022		201.50
NSBG		48206	75138	Check	1 07097		MCKINLEY, BECKY		Yes	No	No	11/02/2022		8,927.02
NSBG		48202	75139	Check	1 01131		MINNESOTA VALLEY EDUCATION DISTI		Yes	No	No	11/02/2022		18,173.00
NSBG		48203	75140	Check	1 01231	1099	MN PUBLIC EMPLOYEES RETIREMENT		Yes	No	No	11/02/2022		937.97
NSBG		48224	75141	Check	1 4361		OTTO BUS COMPANY, LLC		Yes	No	No	11/02/2022		6,977.98
NSBG		48212	75142	Check	1 2263		OTTO ELECTRIC INC		Yes	No	No	11/02/2022		7,913.88
NSBG		48228	75143	Check	1 4527		PERFORMANCE FOODSERVICE - MAR:		Yes	No	No	11/02/2022		9,111.76
NSBG		48221	75144	Check	1 3884		QUADE, JACOB		Yes	No	No	11/02/2022		2,325.00
NSBG		48232	75145	Check	1 4918		QUADIENT FINANCE USA, INC.		Yes	No	No	11/02/2022		300.00
NSBG		48235	75146	Check	1 5159		REINHART, STACY		Yes	No	No	11/02/2022		496.38
NSBG		48216	75147	Check	1 3175		RSCHOOLTODAY		Yes	No	No	11/02/2022		837.00
NSBG		48201	75148	Check	1 00271		RUDENICK BUS SERVICE, LLC		Yes	No	No	11/02/2022		7,799.85
NSBG		48205	75149	Check	1 02664		SCHILLING SUPPLY COMPANY		Yes	No	No	11/02/2022		3,031.60
NSBG		48199	75150	Check	1 00053		SOUTH CENTRAL SERVICE COOPERAT		Yes	No	No	11/02/2022		860.00
NSBG		48200	75151	Check	1 00053		SOUTH CENTRAL SERVICE COOPERAT		Yes	No	No	11/02/2022		735.00
NSBG		48223	75152	Check	1 4286		SYSCO WESTERN MINNESOTA, INC.		Yes	No	No	11/02/2022		2,819.08
NSBG		48231	75153	Check	1 4877		VANRYSWYK, ASHLIE		Yes	No	No	11/02/2022		21.55
NSBG		48225	75154	Check	1 4408		WEST SIDE TRANSPORTATION LLC		Yes	No	No	11/02/2022		8,780.66
NSBG		48226	75155	Check	1 4429		WW COMMUNICATIONS AND SECURIT		Yes	No	No	11/02/2022		495.45
NSBG		48237	75156	Check	1 00742		SCHMIDTS MEAT MARKET		Yes	No	No	11/02/2022		568.43

Bank Total: \$371,459.11

Report Total: \$371,459.11

BOARD PACKET SUMMARY

Bank Account Balance as of:

	October 31, 2022
Progrowth Bank - Checking	\$ 363,972.66
MSDLAF	1,111,238.06
Petty Cash	750.00
Total	<u>\$ 1,475,960.72</u>

Net October 2022 Payrolls

	S202307	S202308	S202308S
Fund 1 General	\$ 65,879.52	\$ 64,027.56	\$ 1,186.54
Fund 2 Food Service	3,556.19	5,175.81	-
Fund 4 Community Service	4,705.04	4,705.04	-
Fund 24 Fitness Center			-
Fund 34 Daycare	9,396.44	11,258.40	-
Fund 44 Latchkey	6,717.53	6,854.56	-
Total	<u>\$ 90,254.72</u>	<u>\$ 92,021.37</u>	<u>\$ 1,186.54</u>

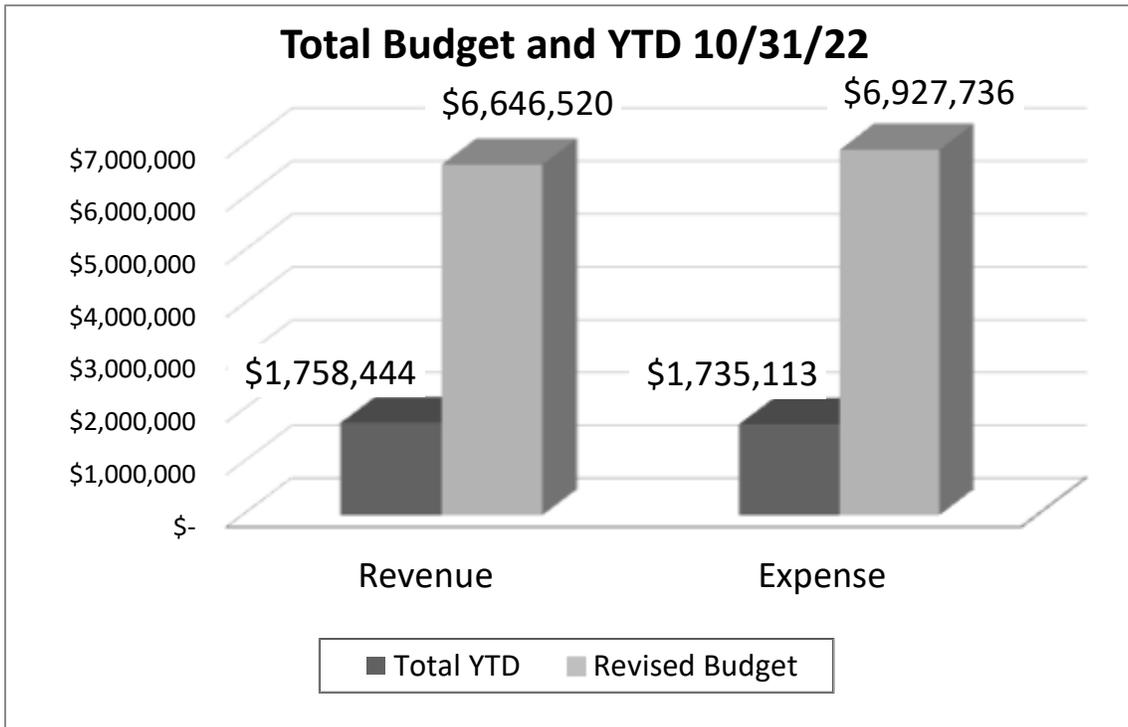
Paid Bills October - November 2022

Fund 1 General	\$ 312,346.17
Fund 2 Food Service	30,488.86
Fund 4 Community Service	2,629.61
Fund 6 Construction Fund	-
Fund 7 Debt Service	-
Fund 18 Custodial	-
Fund 21 Rentla	-
Fund 24 Fitness Center	264.16
Fund 25 Student Activities	18,952.44
Fund 34 Daycare	6,418.51
Fund 44 Latchkey	359.36
Total	<u>\$ 371,459.11</u>

TOTAL FINANCE \$ 554,921.74

**Nicollet ISD 507
Monthly Budget Report
October 31, 2022**

	<u>Revenue</u>	<u>% of Total</u>	<u>Expense</u>	<u>% of Total</u>
Original Budget	\$ 6,646,520		\$ 6,927,736	
Month Ending:				
7/31/2022	\$ 436,414	6.6%	\$ 222,365	3.2%
8/31/2022	\$ 665,468	10.0%	\$ 306,457	4.4%
9/30/2022	\$ 299,953	4.5%	\$ 633,014	9.1%
10/31/2022	\$ 356,608	5.4%	\$ 573,277	8.3%
11/30/2022		0.0%		0.0%
12/31/2022		0.0%		0.0%
1/31/2023		0.0%		0.0%
2/28/2023		0.0%		0.0%
3/31/2023		0.0%		0.0%
4/30/2023		0.0%		0.0%
5/31/2023		0.0%		0.0%
6/30/2023		0.0%		0.0%
Total YTD	<u>\$ 1,758,444</u>	<u>26.5%</u>	<u>\$ 1,735,113</u>	<u>25.0%</u>



DATE: November 2022

Name	Status	Job Title	Location	Hrs Per Day/FTE	Group	Replacing	Effective	Wage
Gens, Melissa	Dismissed	Cook	Kitchen	1 FTE	Food Service		10/19/22	\$14.18 (Step 13)
Lahr, Jacqueline	New Hire	Cook	Kitchen	1 FTE	Food Service	Melissa Gens	10/24/22	\$14.18 (Step 13)
Winterfeldt, Hope	New Hire	Teacher Aide	NECC	1 FTE	NECC		10/13/22	\$13.23 (Step 12)

RESOLUTION CANVASSING RETURNS
OF VOTES OF SCHOOL DISTRICT GENERAL
ELECTION

BE IT RESOLVED by the School Board of Independent School District No. 507, as follows:

1. It is hereby found, determined and declared that the general election of the voters of the district held on November 8, 2022, was in all respects duly and legally called and held.

2. As specified in the attached Abstract and Return of Votes Cast, a total of 504 voters of the district voted at said election on the election of (three) school board members for four-year term vacancies on the board caused by expiration of term on the first Monday in January next following the general election as follows:

Adam Erickson 725

Cathy Blowers 507

Abbi Carleton 473

Scot Osborne 748

Jill Martens 723

WRITE IN 3

3. Adam Erickson, Scot Osborne, and Jill Martens, having received the highest number of votes, are elected to four-year terms beginning the first Monday in January, 2022.

4. The school district clerk is hereby authorized to certify the results of the election to the county auditor of each county in which the school district is located in whole or in part.

Abstract of Votes Cast
Independent School District No. 507 (NICOLLET)
State of Minnesota
at the State General Election
Held Tuesday, November 8, 2022

Compiled from the Official Returns.

Summary of Totals
Independent School District No. 507 (NICOLLET)
Tuesday, November 8, 2022 State General Election

Number of persons registered as of 7 a.m.	4509
Number of persons registered on Election Day	108
Number of accepted regular, military, and overseas absentee ballots and mail ballots	1643
Number of federal office only absentee ballots	0
Number of presidential absentee ballots	0
Total number of persons voting	3505

Summary of Totals
Independent School District No. 507 (NICOLLET)
Tuesday, November 8, 2022 State General Election

KEY TO PARTY ABBREVIATIONS

NP - Nonpartisan

School Board Member (ISD #507) (Elect 3)

NP
Adam Erickson
725

NP
Cathy Blowers
507

NP
Abbi Carleton
473

NP
Scot Osborne
748

NP
Jill Martens
723

W1
WRITE-IN
3

Detail of Election Results
 Independent School District No. 507 (NICOLLET)
 Tuesday, November 8, 2022 State General Election

Precinct	Persons Registered as of 7 A.M.	Persons Registered on Election Day	Total Number of Persons Voting
52 0005 : BELGRADE TOWNSHIP	772	9	623
52 0010 : BERNADOTTE TOWNSHIP	172	1	134
52 0015 : BRIGHTON TOWNSHIP	87	0	73
52 0020 : CITY OF COURTLAND	510	15	400
52 0025 : COURTLAND TOWNSHIP	422	6	326
52 0030 : GRANBY TOWNSHIP	178	6	161
52 0045 : LAKE PRAIRIE TOWNSHIP	474	12	349
52 0055 : NEW SWEDEN TOWNSHIP	188	3	145
52 0060 : CITY OF NICOLLET	764	39	554
52 0065 : NICOLLET TOWNSHIP	348	4	287
52 0110 : OSHAWA TOWNSHIP	371	7	281
52 0140 : TRAVERSE TOWNSHIP	223	6	172
Independent School District No. 507 (NICOLLET) Total:	4509	108	3505

Detail of Election Results
 Independent School District No. 507 (NICOLLET)
 Tuesday, November 8, 2022 State General Election

Office Title: School Board Member (ISD #507) (Elect 3)

Precinct	NP Adam Erickson	NP Cathy Blowers	NP Abbi Carleton	NP Scot Osborne	NP Jill Martens
52 0005 : BELGRADE TOWNSHIP	22	22	20	25	29
52 0010 : BERNADOTTE TOWNSHIP	1	3	5	5	8
52 0015 : BRIGHTON TOWNSHIP	1	1	6	6	6
52 0020 : CITY OF COURTLAND	0	0	0	0	0
52 0025 : COURTLAND TOWNSHIP	58	39	43	82	79
52 0030 : GRANBY TOWNSHIP	75	51	56	91	86
52 0045 : LAKE PRAIRIE TOWNSHIP	8	13	8	19	26
52 0055 : NEW SWEDEN TOWNSHIP	38	21	24	41	40
52 0060 : CITY OF NICOLLET	347	236	220	296	284
52 0065 : NICOLLET TOWNSHIP	156	105	76	162	139
52 0110 : OSHAWA TOWNSHIP	18	15	14	20	26
52 0140 : TRAVERSE TOWNSHIP	1	1	1	1	0
Total:	725	507	473	748	723

Precinct	WI WRITE-IN
52 0005 : BELGRADE TOWNSHIP	0
52 0010 : BERNADOTTE TOWNSHIP	0
52 0015 : BRIGHTON TOWNSHIP	0
52 0020 : CITY OF COURTLAND	0
52 0025 : COURTLAND TOWNSHIP	1
52 0030 : GRANBY TOWNSHIP	0
52 0045 : LAKE PRAIRIE TOWNSHIP	0
52 0055 : NEW SWEDEN TOWNSHIP	0
52 0060 : CITY OF NICOLLET	1

Detail of Election Results
Independent School District No. 507 (NICOLLET)
Tuesday, November 8, 2022 State General Election

Office Title: School Board Member (ISD #507) (Elect 3)

Precinct	WI WRITE-IN
52 0065 : NICOLLET TOWNSHIP	1
52 0110 : OSHAWA TOWNSHIP	0
52 0140 : TRAVERSE TOWNSHIP	0
Total:	3

We, the school board members of Independent School District No. 507 (NICOLLET), certify that we have canvassed the returns of the State General Election held on Tuesday, November 8, 2022 and have herein specified the names of any candidates receiving votes and the number of votes received by each candidate, and have herein specified the number of votes for and against any ballot questions voted on in this election.

As appears by the returns of the election precincts voting in this election, duly returned to, filed, opened, and canvassed, and now remaining on file in the office of the clerk of Independent School District No. 507 (NICOLLET).

Witness our official signature at _____ in _____ County this _____ day of _____, 2022.

School Board Member

State of Minnesota
Independent School District No. 507 (NICOLLET)

I, _____, Clerk of the Independent School District No. 507 (NICOLLET) do hereby certify the within and foregoing _____ pages to be a full and correct copy of the original abstract and return of the votes cast in the Independent School District No. 507 (NICOLLET) State General Election held on Tuesday, November 8, 2022.

Witness my hand and official seal of office this _____ day of _____, 2022.



NICOLLET PUBLIC SCHOOLS · ISD 507

One Pine Street · Nicollet, MN 56074
District & Elementary Office 507-232-3411
High School Office 507-232-3448
Fax 507-232-3536 · isd507.k12.mn.us
Superintendent: Dr. Stephen Malone · Principal: Mrs. Robin Courier

Administrative Configurations

October 26, 2022

Dr. Stephen L. Malone

This report reviews five administrative configurations available to the Nicollet School District. Option B is recommended as the most effective administrative configuration for the school district. Option D is recommended as the next best configuration.

Current

Supt	0.5
Principal	1
Dean	1
FTE	2.5
Cost	\$292,533

The current configuration employs a full-time principal, a full-time student dean, and a half time superintendent. The principal's primary responsibilities include: managing the daily operation of the school educational programs, staff supervision and teacher evaluations, lead & implement program development, lead curriculum development, hiring teachers & staff, lead staff development, supervise master schedule & registration, supervision of dean, supervision of office assistants, PBIS implementation, lead student management, technology and integration planning, handbook development (faculty/students), oversee SPED teachers, IEPs, and paras, crisis management, assistant district spokesperson, transportation coordination, social worker supervision.

The student dean is primarily responsible for managing student behavior (K-12), district assessment coordinator, student assessment data analysis, academic advisor, managing at risk students, assist with student registration, assist students with long range scheduling, student assistance team member, PBIS team member, manage student detentions, assist in staff hiring, assist teachers with student intervention plans, assist with staff meetings, monitor student attendance and coordinate w/ truancy officer, WBWF coordinator, assist student handbook updates, assist as SPED admin designee, Nicollet County Children's Collaborative Liasson, Carl Perkins grant liaison.

Analysis

This is the least expensive administrative configuration. The current structure is sufficient for basic administration of the school operation.

Option A

Supt	0.5
Principal	2
Dean	0
FTE	2.5
Cost	\$341,485

Option A includes full-time K-6 and 7-12 principals. The superintendent position is half-time (0.5 FTE). The principals would assume the duties currently assigned to the student dean. Principals with experience specific to the elementary and secondary grade levels would be sought. It may benefit stakeholders to have the elementary and secondary programs supervised by administrators with experience in those programs. However, the principal training programs in Minnesota prepare and license principals for grades K-12.

Analysis

The administrative FTE (2.5) would be the same as the current structure. The same number of people doing the same work is likely achieve the same results. It is difficult to justify the increased expense for this scenario.

Option B

Supt	0.5
Principal	2
Dean	1
FTE	3.5
Cost	\$427,379.95

Option B includes full-time K-6 and 7-12 principals along with a full-time student dean. The superintendent position would be 0.5 FTE. Principals with experience specific to the elementary and secondary grade levels would be sought. The student dean responsibilities would be the same as in the current configuration. The 3.5 administrative FTE would enable best practice in school administration. Administrative responsibilities currently delegated to other staff would be assumed by the principals.

Analysis

This structure provides an optimal administrative configuration for the school district. A fourth administrator would create more reasonable workloads and may reduce administrator turnover. The annual cost increase, in comparison to the current configuration, is approximately \$130,000.

Option C

Supt	1
Principal	1
Dean	0
FTE	2
Cost	\$328,502

Option C provides a full-time 7-12 principal and a full-time combination K-6 principal/superintendent position. The secondary administrator would assume the majority of the duties currently assigned to the student dean with the remainder assigned to the elementary principal/superintendent. A secondary principal would be sought with experience specific to grades 7-12. A superintendent with experience or skills as an elementary principal would be recruited.

Analysis

The administrative FTE (2.0) would be less than that of the current structure. Fewer people doing the same work is unlikely achieve satisfactory results. It is difficult to justify the increased expense for this scenario.

Option D

Supt	1
Principal	1
Dean	1
FTE	3
Cost	\$414,397

Option D provides a full-time 7-12 principal, a full-time combination K-6 principal/superintendent position, and a full-time student dean. A secondary principal would be sought with experience specific to grades 7-12. A superintendent with experience or skills as an elementary principal would be recruited. The student dean responsibilities would be the same as in the current configuration.

Analysis

This configuration should provide a noticeable improvement to the quality of administrative practice. The work load for the principal would be more manageable as the position changes from managing grades K-12 to 7-12. The additional 0.5 FTE administration would establish more reasonable workloads, create a full-time superintendent/K-6 principal position, and may reduce administrator turnover. The annual cost increase in comparison to the current configuration is approximately \$120,000.

APPENDIX

Cost Detail Of Administrative Configurations					
	Current	Option A	Option B	Option C	Option D
Supt	0.5	0.5	0.5	1	1
Principal	1	2	2	1	1
Dean	1	0	1		1
FTE	2.5	2.5	3.5	2	3
Cost	\$292,533	\$341,485	\$427,379.95	\$328,502	\$414,397

2022-23	Salary	Total District Cost
Supt 0.5 FTE	\$66,690	\$71,792
Principal	\$96,700	\$134,847
Dean	\$63,780	\$85,895
	Total	\$292,533

Salary Survey Fall 2022		
	Superintendent	High School Principal
St Peter	\$159,135	\$115,857
New Ulm	\$158,000	\$132,000
LSH	\$143,200	\$110,000
LCWM	\$142,000	\$110,000
St. Clair	\$139,000	\$108,000
Maple River	\$135,700	\$107,244
Cleveland	\$128,000	\$117,500
Average	\$137,580	\$110,549
Nicollet	\$66,690*	\$96,700 ⁺
	*0.5 FTE	⁺ K-12