Superintendent Report November 4, 2026

1. I am happy to share that Nikki Tish and Community Education was awarded with a plaque from the Nicollet County 4H program for Outstanding Friend of 4H for the work both groups have done together to provide local children fun, educational programs to strengthen the community. Congratulations Nikki for all the work you have done for Nicollet Public Schools and area children and families.
2. Construction Update - Team walk through on 10/28/26. The committee met last week. We will continue to look at contingency plans. The work on the locker rooms should be completed in December. The committee is pricing bleacher replacements and addition in the north gym. We would like to make them wider for comfort, ADA accessible, and add rails for safety purposes. The first bids came to $100,000 to replace the current side and an additional $80,000 to add bleachers to the other side. There is about $20,000 in rewiring and set up costs. We have requested two more bids. Robin will meet with Nicollet Foundation to request a match of funds. Bleachers was not part of the original discussion but it is clear the community wishes to have them considered with the contingency dollars. NPS gym is used by many of the community members for a variety of things. Fan participation is huge and we have outgrown our capacity for big games and tournaments.
3. Superintendent Evaluation - We try to complete an annual evaluation of the Superintendent in September or October. Due to the unexpected illness diagnosed in late August, the evaluation will be completed in February 2027. Robin will make sure MSBA provides each school board member with a survey to evaluate and provide assistance with evaluating the Superintendent's work. The three year contract ends June 30, 2027.
4. NPS had many unexpected staffing changes the fall of 2026. Robin is sharing a spreadsheet with the Board members to help them identify the changes, the needs of our student programs, interviews and posts that have occurred, as well as a timeline to fill the open position in Science. The purpose of sharing the work is to demonstrate the plan to have as little disruption with student programming as possible.
5. Staffing Posts - We posted for a middle school/secondary science teacher October 22, 2026 or long term substitute. We will post again in December if we have not hired a qualified candidate trying to gain recent graduates after the Fall semester.
   We will post for a part time choir director at the end of the Fall semester. We have appreciated Mrs. Metzger ability to step up but she has requested we look for someone who has a specific choir endorsement. We would keep Michele on as a para and substitute teacher if we find a licensed choir teacher.
6. PIEP Insurance has increased by 20% for the 2027 fiscal year. Open enrollment will take place November 1 - December 10. Staff wishing to add, change, or drop have the opportunity during that time. A full explanation of benefits and the increase took place at an all staff meeting October 30, 2026. Staff not attending will receive email updates. Non teaching handbooks have been updated to reflect a cap of single insurance benefits not to exceed the same amount negotiated by the teachers group coverage. All non teacher employees currently taking single insurance through the district had the cap for

the 2026-2027 school year updated in their signed Letter of Agreement. In this fiscal year, it's important that we do not spend beyond what we can afford and the 20% increase made it impossible to continue to offer full single coverage to all of our employee groups. A cap was necessary. Increasing the cap for 2028 may be suggested in the Fall of 2027.

7. Teacher negotiations should begin later in the Spring for the 2027 - 2029 master agreement.
8. Student Teachers:
   Emma Lee - 3rd Grade/Sped Trine University
   Heidi Johnson - 2nd Grade - Field Study Winona University
   Jewelissa DeSaer - Kindergarten, Field Study and Student Teaching, MSU Mankato
   Haley Chamberlen - First Grade, Field Study and Student Teaching, MSU Mankato