

March 11, 2026 Superintendent Report:

1. Design update:

I am passing out copies of the last meeting held March 3, 2026 10:00-12:00

2. Staffing Projection:

NECC -	25-26	26-27
Admin Reduction	FTE 1 to FTE .3 Director	.25 Asst. Dir.
Lead Teacher	hrly inc asst. Dir.	reduce to Lead
Custodial	25-26	26-27
4 full time	3 / 40 hr	3 / 40 hr
	1 / 35 hr	1 / reduced hrs
Licensed Teachers	25-26	26-27
Readiness	1 M-Th/F	1 M-F
K-5	7.5 FTE	6.5 FTE
6-8	3.5 FTE	4 FTE
9-12	5 FTE	5 FTE
Sped	2.5 FTE	2 FTE
Specialists	25-26	26-27
Phy. Ed.	2	1
Art	1	1
Choir	.25	.25
Band	1	1
Elem. Music	.5	Reduced (band)
Title I	1	1
Social Worker	1	1
Administration	Total = 3.6	Reduction
Superintendent	1	1 FTE TBD
K-8 Principal	.6 FTE	
Dean of Students	1	
AD	1 (non licensed)	
Administrative Asst.	3	3
Food Service	2	1.75
Community Ed	.1 FTE	.1 FTE

3. Grievance Level III - I have handed you an update. It is confidential to you due to names. The board committee has submitted an action item for recommendation. We met February 24, 2026.
4. Unemployment Insurance Appeal Hearing. Robin Courier and Frances Long had a phone hearing with the unemployment judge and other party. The district was appealing the decision of unemployment to offer unemployment insurance. You have the full letter showing the district won their appeal. The packet should be confidential due to the naming of the former employee.
5. Students and staff at Nicollet Secondary School were energized as motivational speaker and former heavyweight boxing champion **Cam F. Awesome** delivered a powerful and engaging presentation focused on resilience, confidence, and perseverance.

A 12-time national boxing champion, Cam shared his journey from being bullied as a child to becoming one of the most recognized amateur heavyweight boxers in the United States. Through humor, storytelling, and high energy interaction, he connected with students and encouraged them to embrace challenges rather than fear them.

Key Messages from the Assembly:

- **Failure is part of success** – Cam emphasized that setbacks are stepping stones, not stopping points.
- **Develop a champion’s mindset** – Believe in your potential even when others doubt you.
- **Turn obstacles into opportunities** – Challenges help build strength, discipline, and character.
- **Confidence is built, not given** – Daily habits and positive self-talk matter.
- **Hard work beats talent when talent doesn’t work hard** – Effort and persistence create long-term success.

Cam's visit wasn't just another school assembly — it was a reminder that greatness starts with mindset, courage, and the willingness to keep going no matter the odds.