



DATE: NOVEMBER 22, 2023
TO: ALL TEACHERS
FROM: HUMAN RESOURCES
SUBJECT: SENIORITY LIST

In accordance with the provisions of SBR 200-10-1, Article XII, Section 5, Subd. 1, dated July 18, 2022, attached you will find a copy of the teachers' seniority list.

In accordance with the agreement, any person whose name appears on this list and who disagrees with the finding of the district in the order of seniority given, shall have **twenty (20) days (DECEMBER 12)** from the date of posting to request a seniority change. Such request shall be made in writing to Jody DeVries and must contain proper documentation and reference the teacher's number on the seniority list. Failure to request a change within the **twenty (20) days (DECEMBER 12)** will waive a teacher's right to have the seniority list changed, and this list will govern any placement on unrequested leave of absence during this school year.

Seniority List Information:

1. This list is intended to reflect the first day of the most recent continuous service in the district and licensure filed with the school district office as of **1 October 2023**.
2. Time off for leave of any kind authorized by the school district shall not be deemed to be a break in continuous service.
3. Expiration refers to license expiration. A license expires June 30 in the year indicated, unless otherwise indicated.
4. **Qualified** means the teacher has taught in the area of license during the last **eight (8) years in Independent School District No. 31**.
5. Order of Seniority:
 - a) years of continuous service in the district (prorated),
 - b) total years in public schools,
 - c) date of issue of the original teaching license in Minnesota,
 - d) the date application for the original teaching license, and
 - e) by lot.

NOTE: Teachers must complete probationary period before they are placed on the seniority list.

No	Name	Prorated # Yrs in Bemidji Seniority	# Yrs in Bemidji	First Day	Total Yrs in Public Schools	Current Valid License		Qualified	Expiration Year	Current General Assignment
						F=Full	PA=Professional Admin OFF= Out of Field Permission			
1	Morrison, Alvina	45	45	24-Aug-78	45	Tier 4=Elementary Education (1-6) Tier 4=Learning Disabilities (K-12)	Yes No	2026 2026	Elementary Teacher	
2	Pearson, Kathy L.	44	44	23-Aug-79	45	Tier 4=Elementary Education (1-6) PA=District Superintendent PA=Principal K-12	Yes No No	2025 2024 2024	Elementary Teacher	
3	Shorter, Jon	43	43	21-Aug-80	43	Tier 4=Elementary Education (1-6) Tier 4=Coaching (7-12)	Yes No	2028 2028	Elementary Teacher	
4	Hanson, Nancy A	35	35	1-Sep-88	35	Tier 4=Elementary Education (1-6)	Yes	2026	Elementary Teacher	
5	Flicek, Susan	34	34	31-Aug-89	39	Tier 4=Learning Disabilities (K-12) Tier 4=Mild to Moderate Mentally Hdcp (K-12) Tier 4=Moderate to Severely Mentally Hdcp (K-12) Tier 4=Early Childhood Special Education (B-Age 6) Tier 4=Pre-Kindergarten (Pre-K) Tier 4=Elementary Education (K-6)	Yes Yes Yes Yes No No	2027 2027 2027 2027 2027 2027	Elementary Teacher (Special Education)	
6	Hickerson, Donna	33	33	30-Aug-90	41	Tier 4=English / Language Arts (Middle School) Tier 4=Elementary Education (1-6)	Yes No	2028 2028	Secondary Teacher (Language Arts)	
7	Gauwitz, Lisa	33	33	30-Aug-90	35	Tier 4=Mathematics (7-12) Tier 4=Coaching (7-12)	Yes No	2027 2027	Secondary Teacher (Mathematics)	
8	Williams, John	33	33	30-Aug-90	33	Tier 4=Elementary Education (1-6) Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Coaching (7-12)	Yes Yes No	2028 2028 2028	Elementary Teacher	
9	Deden, John	32	32	28-Aug-91	32	Tier 4=Social Studies (7-12) Tier 4=Coaching (7-12) Tier 4=Emotional Behavior Disorders (K-12)	Yes No No	2024 2024 2024	Secondary Teacher (Ext. Leave 2022-2027)	
10	Lalli, Cathy Lavato	32	32	28-Aug-91	32	Tier 4=Elementary Education (K-6)	Yes	2024	Elementary Teacher (Language Arts)	
11	Black, Denise	31	31	1-Sep-92	31	Tier 4=Science (5-9) Tier 4=Coaching (7-12) Tier 4=Elementary Education (1-6) Tier 4=Mathematics (Middle School)	Yes Yes No No	2025 2025 2025 2025	Secondary Teacher (Science)	
12	Winge, Pauline	30.77	31	4-Nov-92	31	Tier 4=School Social Worker (Pre K-12)	Yes	2025	Secondary Teacher (Social Worker)	
13	Maus, Julie	30.76	31	1-Sep-92	31	Tier 4=Social Studies (7-12)	Yes	2025	Secondary Teacher (Social Studies)	
14	Toward, Richard W.	30	30	31-Aug-93	30	Tier 4=Social Studies (7-12)	Yes	2025	Secondary Teacher	

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						F=Full PA=Professional Admin OFP= Out of Field Permission			
									(Social Studies)
15	Yates, Debby J.	30	30	31-Aug-93	30	Tier 4=Early Childhood Special Education (B-Age 6) Tier 4=Elementary Education (1-6) Tier 4=Learning Disabilities (K-12) Tier 4=Mild to Moderate Mentally Hdcp (K-12)	Yes Yes Yes Yes	2027 2027 2027 2027	Elementary Teacher (Special Education)
16	Boen, Corey J.	30	30	31-Aug-93	30	Tier 4=Emotional Behavior Disorders (K-12) Tier 4= Learning Disabilities (K-12)	Yes Yes	2026 2026	Secondary Teacher (Special Education)
17	Kinnander, Amanda	30	30	31-Aug-93	30	Tier 4=Home Economics (7-12) Tier 4=Home Economics (Middle School) Tier 4=Consumer & Homemaking / Family Life (Voc HS)	Yes Yes No	2027 2027 2027	Secondary Teacher (Home Ec / FACS)
18	Turner, Doyle	29	29	29-Aug-94	32	Tier 4=Emotional Behavior Disorders (K-12) Tier 4=English / Language Arts (7-12)	Yes Yes	2027 2027	Secondary Teacher (Special Education)
19	Greendahl, Patrick	29	29	29-Aug-94	29	Tier 4=Elementary Education (1-6) Tier 4=Coaching (7-12)	Yes Yes	2026 2026	Elementary Teacher
20	Dahlby, Michelle	29	29	29-Aug-94	29	Tier 4=Elementary Education (K-6)	Yes	2026	Elementary Teacher
21	Hildenbrand, Lori	29	29	29-Aug-94	29	Tier 4=Social Studies (7-12) Tier 4=Coaching (7-12)	Yes Yes	2027 2027	Secondary Teacher (Social Studies)
22	Lillo-Klinke, Krista	29	29	29-Aug-94	29	Tier 4=Elementary Education (K-6) Tier 4=Coaching (7-12) Tier 4=Pre-Kindergarten (Pre K)	Yes No No	2027 2027 2027	Elementary Teacher
23	Olson, Andrew	29	29	29-Aug-94	29	Tier 4=Industrial Arts (5-12) Tier 4=Transportation Careers (7-12)	Yes Yes	2028 2028	Secondary Teacher (Industrial Tech)
24	Colligan, Teresa	29	29	18-Jul-94	29	Tier 4=Elementary Education (1-6) Tier 4=Coaching (7-12) Tier 4=Emotional Behavior Disorders (K-12)	Yes Yes No	2027 2027 2027	Elementary Teacher
25	Takkunen, Bradley	28.79	29	22-Sep-94	29	Tier 4=Science (5-9) Tier 4=Life Sciences (7-12) Tier 4=Coaching (7-12) Tier 4=Physics (9-12)	Yes Yes Yes Yes	2027 2027 2027 2027	Secondary Teacher (Science)
26	Bieberdorf, Eric	28	28	29-Aug-95	28	Tier 4=Mathematics (7-12)	Yes	2026	Secondary Teacher (Mathematics)
27	Knudson, Seth	28	28	29-Aug-95	28	Tier 4=Mathematics (7-12) Tier 4=Coaching (7-12)	Yes Yes	2028 2028	Secondary Teacher (Mathematics)
28	Olson, Valerie J.	28	28	29-Aug-95	28	Tier 4=Social Studies (Middle School) Tier 4=Social Studies (7-12)	Yes Yes	2028 2028	Secondary Teacher (Social Studies)

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29	Lauderbaugh, Angela	28	28	29-Aug-95	28	Tier 4=School Social Worker (Pre K-12)		Yes	2024	Elementary Teacher (Social Worker)
30	Brown, Jeffrey T	27	27	27-Aug-96	31	Tier 4=Elementary Education (1-6) Tier 4=Coaching (7-12)		Yes Yes	2025 2025	Elementary Teacher
31	Ness, Jon L	27	27	27-Aug-96	30	Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Elementary Education (K-6) Tier 4=Coaching (7-12)		Yes Yes Yes	2026 2026 2026	Elementary Teacher (Special Education) (Ext Leave 2022-2027)
32	Heifort, Ernest	27	27	27-Aug-96	29	Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Physical Education (K-12) Tier 4=Coaching (7-12)		Yes Yes No	2027 2027 2027	Secondary Teacher (Special Education)
33	Peterson, Travis	27	27	27-Aug-96	28	Tier 4= Speech Language Pathologist (Pre K-12)		Yes	2024	Secondary Teacher (Speech Language)
34	Rohder II, Steven	27	27	27-Aug-96	27	Tier 4=Physical Education (K-12) Tier 4=Developmental / Adapted Physical Ed (Pre K-12) Tier 4=Coaching (7-12)		Yes Yes Yes	2024 2024 2024	Elementary Teacher (Physical Ed, DAPE)
35	Carlson, Janna	27	27	27-Aug-96	27	Tier 4=Vocal and Classroom Music (K-12)		Yes	2024	Elementary Teacher (Music)
36	Hammitt, Bryan	27	27	27-Aug-96	27	Tier 4=Industrial Arts (5-12) Tier 4=Manufacturing Careers (7-12) Tier 4=Communication Technology Careers (7-12)		Yes Yes Yes	2024 2024 2024	Secondary Teacher (Industrial Arts) (Ext Leave 2021-2026)
37	VanWilgen-Hammitt, Kristina	26	26	26-Aug-97	26	Tier 4=Life Sciences (7-12) Tier 4=Coaching (7-12)		Yes Yes	2024 2024	Secondary Teacher (Science)
38	Daman, Paul	26	26	26-Aug-97	26	Tier 4=Elementary Education (1-6) PA=Principal K-12		Yes No	2025 2024	Elementary Teacher
39	Fugli, Robert	25.91	26	29-Sep-97	26	Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Industrial Arts (5-12)		Yes No	2026 2026	Elementary Teacher (Special Education)
40	Saari, James	25	25	31-Aug-98	27	Tier 4=Mathematics (7-12) Tier 4=Coaching (7-12) Tier 4=Physical Education (K-12)		Yes No No	2024 2024 2024	Secondary Teacher (Mathematics)
41	Strand, Robert	25	25	31-Aug-98	26	Tier 4=Physical Education (K-12) Tier 4=Coaching (7-12) Tier 4=Emotional Behavior Disorders (K-12)		Yes No No	2025 2025 2025	Secondary Teacher (Physical Education)
42	Peterson, Craig	25	25	31-Aug-98	26	Tier 4=Speech Language Pathologist (Pre K-12)		Yes	2026	Elementary Teacher (Speech Language)

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43	Pfleger, Stephen	25	25	31-Aug-98	25	Tier 4=Library Media Specialist (K-12) Tier 4=Elementary Education (K-6)		Yes Yes	2026 2026	Secondary Teacher (Media Specialist)
44	Justice, Christopher	24.88	25	31-Aug-98	25	Tier 4=Physical Education (K-12) Tier 4=Coaching (7-12) Tier 4=Developmental / Adapted Physical Ed (Pre K-12)		Yes Yes No	2026 2026 2026	Secondary Teacher (Physical Education)
45	Church, Georgia	24.5	25	31-Aug-98	25	Tier 4=Emotional Behavioral Disorders (K-12) Tier 4=Physical Education (K-12) Tier 4=Coaching (7-12)		Yes No No	2025 2025 2025	Elementary Teacher (Special Education)
46	Fish Peterson, Janet	24.4	27	27-Aug-96	28	Tier 4= Speech Language Pathologist (Pre K-12)		Yes	2024	Elementary Teacher (Speech Language)
47	Bernard, Gina	24.3	25	18-Mar-99	25	Tier 4=English / Language Arts (7-12)		Yes	2027	Secondary Teacher (English)
48	Ryan, Thomas	24	24	30-Aug-99	27	Tier 4=Developmental / Adapted Physical Ed (Pre K-12) Tier 4=Physical Education (K-12) Tier 4=Coaching (7-12)		Yes Yes Yes	2024 2024 2024	Elementary Teacher (Physical Ed, DAPE)
49	McNallan, Patrick F.	24	24	30-Aug-99	25	Tier 4=Mathematics (Middle School) Tier 4=Coaching (7-12) Tier 4=Elementary Education (1-6)		Yes Yes No	2026 2026 2026	Secondary Teacher (Mathematics)
50	Aylesworth, Ryan	24	24	30-Aug-99	24	Tier 4=Social Studies (7-12)		Yes	2027	Secondary Teacher (Social Studies)
51	Robbins, Jeri J.	24	24	30-Aug-99	24	Tier 4=Elementary Education (1-6) Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Learning Disabilities (K-12)		Yes No No	2027 2027 2027	Elementary Teacher
52	Lind, Paula	24	24	30-Aug-99	24	Tier 4=School Social Worker (Pre K-12)		Yes	2027	Secondary Teacher (Social Worker)
53	Skala, Amy	23.68	24	1-Nov-99	24	Tier 4=Elementary Education (1-6) Tier 4=Communication Arts / Literature (5-8) Tier 4=Mathematics (5-8)		Yes Yes No	2027 2027 2027	Elementary Teacher (Social Studies)
54	Kehoe Jr., Richard P.	23	23	30-Aug-00	29	Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Elementary Education (1-6) Tier 4=Learning Disabilities (K-12)		Yes Yes Yes	2027 2027 2027	Elementary Teacher (Special Education)
55	Blumenshein, Sarah	23	24	30-Aug-99	26	Tier 4=Elementary Education (K-6) Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Learning Disabilities (K-12)		Yes No No	2025 2025 2025	Elementary Teacher

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56	George, Michelle	23	23	30-Aug-00	24	Tier 4=Learning Disabilities (K-12)		Yes	2028	Secondary Teacher (Special Education)
						Tier 4=Emotional Behavior Disorders (K-12)		No	2028	
						Tier 4=Elementary Education (K-6)		No	2028	
						Tier 4=Mild to Moderate Mentally Hdcp (K-12)		No	2028	
						Tier 4=Mildly Handicapped (K-12)		No	2028	
57	Klaven, Delinda	23	23	30-Aug-00	23	Tier 4=Elementary Education (1-6)		No	2027	Secondary Teacher (Special Education)
						Tier 4=Emotional Behavior Disorders (K-12)		Yes	2027	
58	Mutnansky, Christina	23	23	30-Aug-00	23	Tier 4=Mathematics (7-12)		Yes	2028	Secondary Teacher (Mathematics)
59	Ritchie, Heather	22.32	24	8-Sep-99	25	Tier 4=Science (5-9)		Yes	2025	Secondary Teacher (Science)
						Tier 4=Life Sciences (7-12)		Yes	2025	
						Tier 4=Coaching (7-12)		No	2025	
60	Goodwin, Paul	22	22	29-Aug-01	31	Tier 4=English / Language Arts (7-12)		Yes	2026	Secondary Teacher (English)
						Tier 4=Emotional Behavior Disorders (K-12)		No	2026	
61	Wickum, Derek	22	22	29-Aug-01	30	Tier 4=Instrumental & Classroom Music (K-12)		Yes	2026	Secondary Teacher (Band)
62	Aas, Jeffrey	22	22	29-Aug-01	30	Tier 4=Social Studies (7-12)		Yes	2027	Secondary Teacher (Social Studies)
						Tier 4=Driver and Traffic Safety (9-12)		No	2027	
63	Merschman, Amy	21.86	23	20-Feb-01	23	Tier 4=School Social Worker (Pre K-12)		Yes	2027	Elementary Teacher (Social Worker)
64	Nordby, Gabriel	20.75	22	5-Nov-01	22	Tier 4=Social Studies (7-12)		Yes	2027	Secondary Teacher (Social Studies)
65	Strand, Michelle	20.46	21	24-Sep-02	23	Tier 4=Elementary Education (K-6)		Yes	2027	Elementary Teacher (Kindergarten)
						Tier 4=Pre-Kindergarten (Pre K)		No	2027	
66	Fenner, Kirsten	20	22	26-Aug-03	23	Tier 4=Autism Spectrum Disorders (K-12)		Yes	2028	Elementary Teacher (Special Education)
						Tier 4=Elementary Education (1-6)		Yes	2028	
						Tier 4=Learning Disabilities (K-12)		No	2028	
						Tier 4=Emotional Behavior Disorders (K-12)		No	2028	
67	Bodeker, Meagen	20	20	26-Aug-03	20	Tier 4=Elementary Education (K-6)		Yes	2024	Elementary Teacher (Ext Leave 2019-2024)
						Tier 4=Early Childhood Education (B-Grade 3)		No	2024	
68	Hernandez, Kristine	20	20	26-Aug-03	20	Tier 4=Elementary Education (K-6)		Yes	2024	Elementary Teacher (Kindergarten)
						Tier 4=Pre-Primary (Age 3-K)		No	2024	
69	Sneide, Steven	20	20	26-Aug-03	20	Tier 4=Earth Science (7-12)		Yes	2024	Secondary Teacher (Science)
70	Bahr, Rance	20	20	26-Aug-03	20	Tier 4=Emotional Behavior Disorders (K-12)		Yes	2024	Elementary Teacher

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						Tier 4=Elementary Education (K-6) Tier 4=Mathematics (5-8)	Yes No	2024 2024	(Special Education)
71	Vaughn, Traci	20	20	26-Aug-03	20	Tier 4=Elementary Education (K-6) Tier 4=Pre-Primary (Age 3-K)	Yes No	2024 2024	Elementary Teacher
72	Herriges, Nadine	19.98	23	2-Sep-03	24	Tier 4=Elementary Education (1-6) Tier 4=Coaching (7-12) Tier 4=Health (K-12)	Yes No No	2028 2028 2028	Elementary Teacher
73	Propeck, Karen	19.54	20	13-Jan-04	20	Tier 4=Elementary Education (K-6) Tier 4=Communication Arts / Literature (5-8)	Yes No	2025 2025	Elementary Teacher
74	Rogers-Elstad, Angela	19.36	20	27-Feb-04	25	Tier 4=Elementary Education (1-6)	Yes	2028	Elementary Teacher
75	Menne, Matthew	19	19	26-Aug-04	22	Tier 4=Social Studies (7-12)	Yes	2027	Secondary Teacher (Social Studies)
76	Templeton, Martin	19	19	26-Aug-04	22	Tier 4=Speech Language Pathologist (Pre K-12)	Yes	2028	Elementary Teacher (Speech Language)
77	Berg, Tiffany	19	19	26-Aug-04	22	Tier 4=Elementary Education (K-6)	Yes	2027	Elementary Teacher
78	Kemp, Jessica	19	19	26-Aug-04	20	Tier 4=Communication Arts / Literature (5-12)	Yes	2024	Secondary Teacher (Comm Arts / Lit)
79	Benner, Jean	19	19	26-Aug-04	20	Tier 4=Mathematics (5-12)	Yes	2024	Secondary Teacher (Mathematics)
80	Schussman, Lisa	19	19	26-Aug-04	19	Tier 4=Elementary Education (K-6) Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Learning Disabilities (K-12)	Yes No No	2027 2027 2027	Elementary Teacher
81	Schwartz, Abram	19	19	26-Aug-04	19	Tier 4=Elementary Education (K-6) Tier 4=Mathematics (5-8) Tier 4=Communication Arts / Literature (5-8)	Yes Yes No	2025 2025 2025	Elementary Teacher (Mathematics)
82	Anderson, Heather	19	19	26-Aug-04	19	Tier 4=Elementary Education (K-6) Tier 4=Mathematics (5-8)	Yes No	2025 2025	Elementary Teacher
83	Bonik, Angela	18.83	19	11-Oct-04	22	Tier 4=Elementary Education (1-6)	Yes	2027	Elementary Teacher
84	Koester, Jason	18	18	29-Aug-05	21	Tier 4=Physics (9-12)	Yes	2026	Secondary Teacher (Physics)
85	Purrington, Patrick	18	18	29-Aug-05	19	Tier 4=Elementary Education (K-6) Tier 4=Communication Arts / Literature (5-8)	Yes No	2024 2024	Elementary Teacher
86	Eklund, Amy	18	18	29-Aug-05	19	Tier 4=Elementary Education (K-6)	Yes	2025	Elementary Teacher

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						Tier 4=Mathematics (5-8)	No	2025	(Kindergarten)
87	Riewer, Darlene	18	18	29-Aug-05	18	Tier 4=Elementary Education (K-6) Tier 4=Mathematics (5-8)	Yes Yes	2024 2024	Elementary Teacher
88	Wassegijig, Helen	18	18	29-Aug-05	18	Tier 4=American Indian Language & Culture (K-12)	Yes	2027	Secondary Teacher (Amer Indian Lang & Culture)
89	Merschman, Billy	17.98	18	2-Sep-05	24	Tier 4=Social Studies (Middle School) Tier 4=English / Language Arts (7-12) Tier 4=English / Language Arts (Middle School) Tier 4=Elementary Education (1-6) Tier 4=Coaching (7-12)	Yes Yes Yes No Yes	2024 2024 2024 2024 2024	Secondary Teacher (Social Studies)
90	Simons, Julia	17.87	19	3-Oct-05	30	Tier 4=Library Media Specialist (K-12) Tier 4=Keyboarding for Computer Appl (K-8) Tier 4=Elementary Education (K-6) Tier 4=Pre-Kindergarten (Pre-K)	Yes Yes No No	2026 2026 2026 2026	Elementary Teacher (Media Specialist)
91	Grinden, Lizette	17.37	18	29-Aug-05	18	Tier 4=Instrumental and Classroom Music (K-12)	Yes	2028	Secondary Teacher (Orchestra, Music, Band)
92	Johnson, Bradley	17.3	18	20-Mar-06	18	Tier 4=Elementary Education (K-6) Tier 4=Mathematics (5-8) Tier 4=Keyboarding for Computer Appl (K-8)	Yes Yes No	2028 2028 2028	Elementary Teacher
93	Voge, Jennifer	17	17	29-Aug-06	25	Tier 4=Secondary Guidance & Counseling (7-12) Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Learning Disabilities (K-12) Tier 4=Teacher Coordinator Work Based Lrng (9-12)	Yes Yes Yes Yes	2026 2026 2026 2026	Secondary Teacher (Guidance & Counseling)
94	McDermott, Zachary	17	17	29-Aug-06	23	Tier 4=Elementary Education (1-6) Tier 4=Keyboarding for Computer Appl (K-8)	Yes No	2027 2027	Elementary Teacher
95	Kondos, Jennifer	17	17	29-Aug-06	22	Tier 4=Early Childhood Special Education (B-Age 6) Tier 4=Elementary Education (K-6)	Yes No	2026 2026	Elementary Teacher (Special Education)
96	Koester, LeAnn	17	17	29-Aug-06	22	Tier 4=Elementary Education (1-6)	Yes	2027	Elementary Teacher
97	Olson, Danielle	17	17	29-Aug-06	22	Tier 4=Elementary Education (1-6) Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Learning Disabilities (K-12) Tier 4=Developmental Disabilities (K-12)	Yes No No Yes	2026 2026 2026 2026	Elementary Teacher (Special Education)
98	Erickson, Kari	17	17	29-Aug-06	19	Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Learning Disabilities (K-12) Tier 4=Developmental Disabilities (K-12) Tier 4=Science (5-8) Tier 4=Earth Science (9-12)	Yes No No Yes Yes	2024 2024 2024 2024 2024	Secondary Teacher (Special Education, Science)

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						Tier 4=Life Science (9-12)	Yes	2024	
99	Allen, Audra	16.4	17	16-Feb-07	24	Tier 4=Elementary Education (K-6) Tier 4=Pre-Kindergarten (Pre K)	Yes No	2026 2026	Elementary Teacher
100	Grand, Anna	16	16	28-Aug-07	21	Tier 4=Elementary Education (K-6) Tier 4=Mathematics (5-8)	Yes Yes	2028 2028	Elementary Teacher
101	Sheffield, Amy	16	16	28-Aug-07	21	Tier 4=Communication Arts / Literature (5-12) Tier 4=Learning Disabilities (K-12) Tier 4=Autism Spectrum Disorders (B-12)	Yes Yes Yes	2027 2027 2027	Secondary Teacher (Special Education)
102	Kieson, Nicole	16	17	28-Aug-07	20	Tier 4=Speech Language Pathologist (Pre K-12)	Yes	2027	Elementary Teacher (Speech Language)
103	Schaefer, Liana	16	17	28-Aug-07	17	Tier 4=Elementary Education (K-6) Tier 4=Mathematics (5-8)	Yes No	2026 2026	Elementary Teacher
104	Peterson, Kelli	16	16	28-Aug-07	16	Tier 4=Elementary Education (K-6)	Yes	2028	Elementary Teacher
105	Bahr, Peter	16	16	28-Aug-07	16	Tier 4=Elementary Education (K-6) Tier 4=Mathematics (5-8)	Yes Yes	2026 2026	Elementary Teacher (Ext. Leave 2022-2027)
106	Wheeler, Theresa	16	16	28-Aug-07	16	Tier 4=Elementary Education (K-6) Tier 4=Mathematics (5-8) Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Learning Disabilities (K-12)	Yes Yes Yes Yes	2028 2028 2028 2028	Elementary Teacher
107	Wille, Jennifer	16	16	28-Aug-07	16	Tier 4=Elementary Education (1-6)	Yes	2028	Elementary Teacher
108	Stade, Amanda	16	16	28-Aug-07	16	Tier 4=School Counselor (K-12)	Yes	2028	Secondary Teacher (Counselor)
109	Sherwood, Amanda	15.93	16	17-Sep-07	16	Tier 4=Elementary Education (K-6) Tier 4=Mathematics (5-8)	Yes No	2026 2026	Elementary Teacher
110	Annette, Jennifer	15.85	16	8-Oct-07	16	Tier 4=Elementary Education (K-6)	Yes	2027	Elementary Teacher (Kindergarten)
111	Collyard, Vincent	15.77	18	29-Aug-05	18	Tier 4=Elementary Education (K-6) Tier 4=Mathematics (5-8)	Yes Yes	2028 2028	Elementary Teacher
112	Schoonover, Kelly	15.73	16	9-Nov-07	17	Tier 4=Health (5-12) Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Learning Disabilities (K-12) Tier 4=Physical Education (K-12)	Yes No No Yes	2025 2025 2025 2025	Secondary Teacher (Health)
113	Kondos, Tyler	15.32	17	4-Sep-07	22	Tier 4=Physical Education (K-12) Tier 4=Developmental / Adapted Physical Ed (Pre K-12)	Yes Yes	2028 2028	Elementary Teacher (Physical Ed, DAPE)

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						F=Full PA=Professional Admin OFP= Out of Field Permission			
114	Olson, Jeffrey	15.29	16	17-Mar-08	16	Tier 4=Construction Careers (7-12) Tier 4=Manufacturing Careers (7-12) Tier 4=Technology (5-12)	Yes Yes Yes	2027 2027 2027	Secondary Teacher (Technology) (Ext. Leave 2022-2027)
115	Lubarski, Nina	15.04	16	28-Aug-07	16	Tier 4=Visual Arts (K-12)	Yes	2027	Secondary Teacher (Art)
116	Leindecker, Renee	15	19	26-Aug-08	27	Tier 4=Deaf or Hard of Hearing (B-12) Tier 4=Elementary Education (1-6)	Yes No	2028 2028	Secondary Teacher (Deaf / Hard of Hearing)
117	Jahner, Sheri Lynn	15	15	26-Aug-08	26	Tier 4=Speech Language Pathologist (Pre K-12)	Yes	2027	Secondary Teacher (Speech Language) (Ext. Leave 2020-2025)
118	St. Peter, Jennifer	15	15	26-Aug-08	20	Tier 4=Elementary Education (K-6)	Yes	2028	Elementary Teacher
119	Fuller, Megan	15	15	26-Aug-08	16	Tier 4=Chemistry (9-12) Tier 4=Science (5-8)	Yes No	2028 2028	Secondary Teacher (Science)
120	Bolte, Kimberly	15	15	26-Aug-08	15	Tier 4=Elementary Education (K-6) Tier 4=Communication Arts / Literature (5-8) Tier 4=Reading (K-12)	Yes Yes Yes	2024 2024 2024	Elementary Teacher
121	Copenace, Billy	14.81	17	29-Aug-08	18	Tier 4=American Indian Language & Culture (K-12)	Yes	2026	Secondary Teacher (Amer Ind Lang / Culture)
122	Olson, Barry	14.74	15	2-Sep-08	15	Tier 4=Elementary Education (K-6) Tier 4=Mathematics (5-8)	Yes Yes	2025 2025	Elementary Teacher
123	Thompson, Steven	14.63	15	2-Sep-08	16	Tier 4=Physical Education (K-12) Tier 4=Developmental / Adapted Physical Ed (Pre K-12)	Yes Yes	2027 2027	Elementary Teacher (Physical Ed, DAPE)
124	Stoffel, Bryan	14.11	15	28-Jan-09	17	Tier 4=Physical Education (K-12) Tier 4=Developmental / Adapted Physical Ed (Pre K-12)	Yes Yes	2026 2026	Secondary Teacher (Physical Ed)
125	Czech, Robert	14	14	1-Sep-09	25	Tier 4=School Psychologist (Pre K-12)	Yes	2026	Secondary Teacher (School Psychologist)
126	Samson, Alicia	14	14	1-Sep-09	23	Tier 4=Pre-Kindergarten (Pre K) Tier 4=Elementary Education (K-6)	Yes No	2028 2028	Elementary Teacher (Early Childhood, Pre K)
127	Whittington, Katherine	14	14	1-Sep-09	14	Tier 4=Health (5-12) Tier 4=Physical Education (K-12) Tier 4=Developmental / Adapted Physical Ed (Pre K-12)	Yes Yes Yes	2025 2025 2025	Elementary Teacher (Physical Ed, DAPE)
128	Wolf, Kelly	13.71	15	11-May-09	15	Tier 4=Elementary Education (K-6) Tier 4=Mathematics (5-8)	Yes No	2025 2025	Elementary Teacher (Kindergarten)

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129	Hunsberger, Lana	13.6	14	1-Sep-09	28	Tier 4=Elementary Education (K-6)		Yes	2024	Elementary Teacher (Kindergarten)
130	Slough, Janelle	13.08	14	1-Sep-09	14	Tier 4=Parent and Family Education (Adult)		Yes	2026	Elementary Teacher (Early Childhood / Parent Ed Coord.)
						Tier 4=Early Childhood Education (B-Grade 3)		Yes	2026	
						Tier 4=Elementary Education (K-6)		No	2026	
						Tier 4=Pre-Primary (Age 3-K)		Yes	2026	
						Tier 4=Coaching (7-12)		No	2026	
						Tier 4=Reading (K-12)		No	2026	
131	Eichstadt, Susan	13	13	31-Aug-10	34	Tier 4=Elementary Education (1-6)		Yes	2026	Elementary Teacher
						Tier 4=Communication Arts / Literature (5-8)		Yes	2026	
						Tier 4=Reading (K-12)		No	2026	
132	Pellin Ritchie, Kris	13	13	31-Aug-10	28	Tier 4=Moderate to Severe Mentally Hdcp (K-12)		Yes	2028	Elementary Teacher (Special Education)
						Tier 4=Mild to Moderate Mentally Hdcp (K-12)		Yes	2028	
						Tier 4=Elementary Education (1-6)		Yes	2028	
						Tier 4=Learning Disabilities (K-12)		No	2028	
133	Wade, Christine	13	13	31-Aug-10	22	Tier 4=Elementary Education (1-6)		Yes	2025	Elementary Teacher
						Tier 4=Coaching (7-12)		No	2025	
134	Chaffee, Carly	13	13	31-Aug-10	16	Tier 4=Emotional Behavior Disorders (K-12)		Yes	2025	Secondary Teacher (Special Education)
						Tier 4=Teacher / Coord Work Based Lrng (9-12)		Yes	2025	
						Tier 4=Learning Disabilities (K-12)		No	2025	
135	Zachman, Travis	13	13	31-Aug-10	15	Tier 4=School Counselor (K-12)		Yes	2028	Secondary Teacher (Counselor)
136	Kehoe, Kathleen	13	13	31-Aug-10	14	Tier 4=Elementary Education (1-6)		Yes	2027	Secondary Teacher (Special Education)
						Tier 4=Developmental Disabilities (K-12)		Yes	2027	
						Tier 4=Learning Disabilities (K-12)		No	2027	
						Tier 4=Emotional Behavior Disorders (K-12)		Yes	2027	
137	Cochran, Kevin	13	13	31-Aug-10	14	Tier 4=Elementary Education (K-6)		Yes	2025	Elementary Teacher (Kindergarten)
						Tier 4=Communication Arts / Literature (5-8)		No	2025	
138	Gilge, Laura	13	13	31-Aug-10	13	Tier 4=Elementary Education (K-6)		Yes	2026	Elementary Teacher (Kindergarten)
						Tier 4=Communication Arts / Literature (5-8)		No	2026	
139	Wangberg, Katherine	13	13	31-Aug-10	13	Tier 4=American Sign Language (K-12)		Yes	2028	Secondary Teacher (American Sign Lang)
140	Foehrenbacher, Kara	12.99	13	2-Sep-10	13	Tier 4=Elementary Education (K-6)		Yes	2028	Elementary Teacher
						Tier 4=Communication Arts / Literature (5-8)		No	2028	
141	Hansen, Jessica	12.95	14	15-Sep-10	14	Tier 4=Elementary Education (1-6)		Yes	2026	Elementary Teacher
142	Tharaldson, Nissa	12	12	30-Aug-11	29	Tier 4=Elementary Education (1-6)		Yes	2027	Elementary Teacher

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143	Holmgren, Tricia	12	12	30-Aug-11	24	Tier 4=Autism Spectrum Disorders (K-12) Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Coaching (7-12) Tier 4=Elementary Education (1-6) Tier 4=Pre-Kindergarten (Pre K)	Yes No No Yes No	2026 2026 2026 2026 2026	Elementary Teacher (Special Education)
144	Brink, Robert	12	12	30-Aug-11	18	Tier 4=Social Studies (5-12)	Yes	2025	Secondary Teacher (Social Studies)
145	Skipper, Rebecca	12	14	30-Aug-11	17	Tier 4=Communication Arts / Literature (5-8) Tier 4=Elementary Education (K-6)	Yes No	2027 2027	Secondary Teacher (Comm Arts / Lit)
146	Adams, Joseph	12	12	30-Aug-11	14	Tier 4=Elementary Education (1-6)	Yes	2028	Elementary Teacher
147	Potter, Lindsay	12	12	30-Aug-11	12	Tier 4=Elementary Education (K-6) Tier 4=Early Childhood Education (B-Grade 3)	Yes Yes	2028 2028	Elementary Teacher (Kindergarten)
148	Boell, Matthew	12	12	30-Aug-11	12	Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Learning Disabilities (K-12) Tier 4=Social Studies (5-12)	Yes Yes Yes	2028 2028 2028	Secondary Teacher (Special Education)
149	Freundschuh, Seth	12	12	30-Aug-11	12	Tier 4=Instrumental & Classroom Music (K-12)	Yes	2026	Secondary Teacher (Orchestra)
150	Baker, Samantha	12	12	30-Aug-11	12	Tier 4=Elementary Education (K-6) Tier 4=Pre-primary (Age 3-PreK)	Yes Yes	2027 2027	Elementary Teacher
151	Stoffel, Jacqueline	12	12	30-Aug-11	12	Tier 4=Physical Education (K-12) Tier 4=Developmental / Adapted Physical Ed (Pre K-12) Tier 4=Health (5-12)	Yes Yes No	2027 2027 2027	Secondary Teacher (Physical Ed, DAPE)
152	Curran, Erin	11.5	14	23-Jan-12	14	Tier 4=Library Media Specialist (K-12) Tier 4=Social Studies (5-12)	Yes No	2028 2028	Secondary Teacher (Media Spec, Q-Comp)
153	Johnson, Amy L.	11.5	12	23-Jan-12	12	F= Occupational Therapist OT			Elementary Teacher (OT)
154	Bundermann, Crystal	11.36	12	9-Jan-12	15	Tier 4=Elementary Education (K-6) Tier 4=Communication Arts / Literature (5-8) Tier 4=Pre-Primary (Age 3-K)	Yes No No	2024 2024 2024	Elementary Teacher
155	Slough, Timothy	11	11	27-Aug-12	30	Tier 4=Elementary Education (1-6) Tier 4=Coaching (7-12) Tier 4=Social Studies (Middle School)	Yes No No	2025 2025 2025	Elementary Teacher
156	Julin, Suzanne	11	11	27-Aug-12	24	Tier 4=Elementary Education (1-6) Tier 4=Early Childhood Special Education (B-Age 6) Tier 4=Early Childhood Education (B-Grade 3) Tier 4=Autism Spectrum Disorders (B-12)	No Yes No No	2027 2027 2027 2027	Elementary Teacher (Special Education)

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157	Miller, Erica	11	11	27-Aug-12	19	Tier 4=Elementary Education (1-6) Tier 4=Developmental Disabilities (K-12) Tier 4=Learning Disabilities (K-12) Tier 4=Emotional Behavior Disorders (K-12)	Yes Yes Yes No	2028 2028 2028 2028	Elementary Education (Special Education) (Ext Leave 2023-2028)
158	Tisdell, Alison	11	11	27-Aug-12	17	Tier 4=Elementary Education (K-6) Tier 4=Mathematics (5-8)	Yes Yes	2026 2026	Elementary Teacher
159	McDermott, Stephany	11	11	27-Aug-12	15	Tier 4=Elementary Education (K-6)	Yes	2026	Elementary Teacher
160	Bartlett, Melissa	11	11	27-Aug-12	15	Tier 4=Communication Arts / Literature (5-12)	Yes	2027	Secondary Teacher (Comm Arts / Lit)
161	Wendland, Jill	11	11	27-Aug-12	15	Tier 4=Elementary Education (K-6)	Yes	2024	Elementary Education
162	Pfannenstein, Kathleen	11	12	27-Aug-12	14	Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Learning Disabilities (K-12) Tier 4=Developmental Disabilities (K-12) Tier 4=Health (5-12)	Yes Yes Yes No	2025 2025 2025 2025	Secondary Education (TOSA: EBD)
163	Nohre, Brianna	11	11	27-Aug-12	11	Tier 4=Elementary Education (K-6) Tier 4=Communication Arts / Literature (5-8)	Yes Yes	2028 2028	Elementary Education
164	Richardson, Trisha	11	11	27-Aug-12	11	Tier 4=Early Childhood Education (B-Grade 3) Tier 4=Elementary Education (K-6)	Yes Yes	2028 2028	Elementary Education
165	Helm, Emily	11	11	27-Aug-12	11	Tier 4=Public School Nurse (Pre K-12)	Yes	2028	Teacher (District Nurse)
166	Hartje, Roxanne L.	10.95	21	18-Feb-03	21	F=Occupational Therapist OT			Elementary Teacher (OT)
167	Nelson, Amanda J	10.92	11	27-Aug-12	11	Tier 4=Elementary Education (K-6) Tier 4=Visual Arts (K-12)	Yes Yes	2025 2025	Elementary Education (Art)
168	Nielsen, Sarah	10.87	10	2-Oct-12	12	Tier 4=Elementary Education (K-6) Tier 4=Communication Arts / Literature (5-8)	Yes Yes	2027 2027	Elementary Education
169	Kingery, Marlie	10.86	11	4-Oct-12	11	Tier 4=Elementary Education (K-6)	Yes	2028	Elementary Teacher
170	Friedt, Lisa	10.6	11	30-Aug-11	11	Tier 4=Early Childhood Special Education (B-Age 6)	Yes	2028	Elementary Teacher (TOSA: Early Childhood Special Educa
171	Neis, Nancy	10.5	12	1-Dec-11	21	Tier 4=Pre-Kindergarten (Pre K) Tier 4=Elementary Education (K-6)	No Yes	2026 2026	Elementary Teacher
172	Rupp, Stephanie	10.34	12	30-Aug-11	18	Tier 4=Physical Education (K-12) Tier 4=Developmental / Adapted Physical Ed (Pre K-12)	Yes Yes	2027 2027	Elementary Teacher (Physical Ed / DAPE)

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						Tier 4=Health (5-12)	No	2027	
173	Quillin, Michael	10.31	11	29-Jan-13	11	Tier 4=Elementary Education (K-6) Tier 4=Academic and Behavior Strategist (K-12)	Yes Yes	2024 2024	Elementary Teacher (Special Education)
174	Brooks, Erin	10.27	11	1-Apr-13	16	Tier 4=Elementary Education (1-6)	Yes	2027	Elementary Education
175	Molde, Katharine	10	10	26-Aug-13	17	Tier 4=Library Media Specialist (K-12) Tier 4=Elementary Education (K-6) Tier 4=Pre-Primary (Age 3-K)	Yes Yes No	2024 2024 2024	Elementary Teacher
176	Hadrava, Beth	10	10	26-Aug-13	16	Tier 4=Early Childhood Special Education (B-Age 6) Tier 4=Pre-Primary (Age 3-K) Tier 4=Elementary Education (K-6)	Yes Yes Yes	2024 2024 2024	Elementary Teacher
177	Jensen, Kelli	10	10	26-Aug-13	12	Tier 4=Elementary Education (1-6)	Yes	2028	Elementary Teacher
178	Anderson, Mellissa	10	10	26-Aug-13	11	Tier 4=Elementary Education (K-6) Tier 4=Communication Arts / Literature (5-8)	Yes No	2028 2028	Elementary Teacher (Kindergarten)
179	Wall, Alexis	10	10	26-Aug-13	11	Tier 4=Learning Disabilities (K-12) Tier 4=Mathematics (5-12)	Yes Yes	2028 2028	Secondary Teacher (Special Education)
180	Randall, Ross R	10	10	26-Aug-13	10	Tier 4=Learning Disabilities (K-12) Tier 4=Emotional Behavior Disorders (K-12)	Yes No	2024 2024	Elementary Teacher (Special Education)
181	Murphy, Alison	10	10	26-Aug-13	10	Tier 4=Mathematics (5-12)	Yes	2024	Secondary Teacher (Mathematics)
182	Reierson, Casey	9.99	10	27-Aug-13	10	Tier 4=Elementary Education (K-6) PA=Principal (K-12)	Yes No	2025 2025	Elementary Teacher
183	Alexander, Janelle	9.94	10	13-Sep-13	22	Tier 4=Elementary Education (1-6)	Yes	2028	Elementary Teacher
184	Sande, Heather	9.89	10	25-Aug-14	10	Tier 4=Elementary Education (K-6)	Yes	2025	Elementary Teacher
185	Margo Hengel, Kelley	9.85	11	20-Nov-12	11	Tier 4=School Counselor (K-12)	Yes	2028	Secondary Education (School Counselor)
186	Stittsworth, Danielle	9.79	12	4-Oct-11	12	Tier 4=Early Childhood Education (B-Grade 3)	Yes	2025	Elementary Teacher (Early Childhood, Pre K)
187	Mensen, Leighann	9.7	10	18-Nov-13	10	Tier 4=Elementary Education (K-6)	Yes	2028	Elementary Teacher
188	Alberti, Leo	9.53	20	26-Aug-13	21	Tier 4=Visual Arts (K-12)	Yes	2028	Elementary Teacher (Art)
189	Murphy, Brian	9.29	10	25-Nov-13	10	Tier 4=Social Studies (5-12) Tier 4=Teacher / Coordinator Work Based Lrng (9-12)	Yes Yes	2028 2028	Secondary Teacher (Social Studies)

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						F=Full	PA=Professional Admin OFP= Out of Field Permission			
190	Rud, Rebecca	9	9	25-Aug-14	25	Tier 4=Coaching (7-12) Tier 4=Mathematics (7-12)	Yes Yes	2027 2027	Secondary Teacher (Mathematics)	
191	Ostrom, Jeffery	9	9	25-Aug-14	24	Tier 4=Elementary Education (1-6) Tier 4=Coaching (7-12) Tier 4=Mathematics (5-8)	Yes Yes Yes	2027 2027 2027	Secondary Education (STEM)	
192	Clifton, Lori	9	9	25-Aug-14	21	Tier 4=Elementary Education (K-6) Tier 4=Communication Arts / Literature (5-8)	Yes No	2028 2028	Elementary Teacher (Kindergarten)	
193	Vaughn, Andra	9	9	25-Aug-14	20	Tier 4=Business (7-12) Non-Vocational	No	2024	Secondary Teacher (TOSA-Dean of Students)	
194	Anderson, Bryan	9	9	25-Aug-14	20	Tier 4=Mathematics (5-12) Tier 4=Learning Disabilities (K-12) Tier 4=Computers, Keyboarding, & Rlt'd Tech Appl (K-12) Tier 4=Technology (5-12)	Yes Yes Yes Yes	2025 2025 2025 2025	Secondary Teacher (Technology)	
195	Bruning, Cynthia	9	9	25-Aug-14	18	Tier 4=Deaf or Hard of Hearing (B-12) Tier 4=Blind or Visually Impaired (B-12)	Yes Yes	2028 2028	Elementary Teacher (Blind-Vis Impd, DHH)	
196	Podmore, Laci	9	9	25-Aug-14	16	Tier 4=Social Studies (5-12) Tier 4=Academic and Behavioral Strategist (K-12) Tier 4=Learning Disabilities (K-12)	Yes Yes Yes	2026 2026 2026	Elementary Teacher (TOSA-MTSS / Reading)	
197	Whittington, Travis	9	9	25-Aug-14	13	Tier 4=Elementary Education (K-6) Tier 4=Computer Keyboarding & Technology (K-8) Tier 4=Social Studies (5-8) Tier 4=Mathematics (5-8)	Yes Yes No No	2024 2024 2024 2024	Elementary Teacher (STEM / STEAM)	
198	Grahek, Kimberly	9	9	25-Aug-14	9	Tier 4=Learning Disabilities (K-12) Tier 4=Early Childhood Education (B-Grade 3)	Yes No	2026 2026	Elementary Teacher (Special Education)	
199	Blumhagen, Nathan	9	9	25-Aug-14	9	Tier 4=Elementary Education (K-6)	Yes	2024	Elementary Teacher	
200	Boles, Adam	9	9	25-Aug-14	9	Tier 4=School Psychologist (Pre K-12)	Yes	2026	Secondary teacher (School Psychologist)	
201	Brittain, Erin M.	9	9	25-Aug-14	9	F= Occupational Therapist OT			Elementary Teacher (OT)	
202	Stanoch, Deborah	8.96	9	8-Sep-14	15	Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Autism Spectrum Disorders (B-12) Tier 4=Learning Disabilities (K-12) Tier 4=Life Sciences (9-12) Tier 4=Science (5-8)	Yes Yes Yes No No	2028 2028 2028 2028 2028	Elementary Teacher (Special Education)	
203	Matejcek, Kailee*	8.96	9	5-Sep-14	9	Tier 4=Physical Education (K-12) Tier 4=Health (5-12)	Yes Yes	2024 2024	Elementary Teacher (Physical Education, DAPE)	

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						F=Full	PA=Professional Admin			
						Tier 4=Developmental / Adapted Physical Ed (Pre K-12)		Yes	2024	
204	Vikre, Debra	8.84	9	25-Aug-14	23	Tier 4=Pre-Kindergarten (Pre K)		Yes	2026	Elementary Teacher (Early Childhood, Pre K)
						Tier 4=Family Ed / Early Childhood Educator (Pre K)		Yes	2026	
						Tier 4=Parent and Family Education (Adult)		No	2026	
205	Hughes, Benjamin	8.2	9	3-Sep-14	9	Tier 4=Physical Education (K-12)		Yes	2026	Elementary Teacher (Physical Education, DAPE)
						Tier 4=Developmental / Adapted Physical Ed (Pre K-12)		Yes	2026	
						Tier 4=Health (5-12)		No	2026	
206	Fisher, Candace	8.02	9	15-Sep-14	9	Tier 4=Science (5-8)		Yes	2026	Secondary Teacher (Science)
						Tier 4=Life Sciences (9-12)		Yes	2026	
						Tier 4=Chemistry (9-12)		No	2026	
207	Seitz, Jennifer	8	8	31-Aug-15	22	Tier 4=Speech Language Pathologist (Pre K-12)		Yes	2025	Elementary Teacher (Speech Language) (Ext Leave 2021-2024)
208	Conway, Christopher	8	8	31-Aug-15	16	Tier 4=Construction Careers (7-12)		Yes	2028	Secondary Teacher (Industrial Tech)
						Tier 4=Technology (5-12)		Yes	2028	
						PA=Principal (K-12)		No	2024	
209	Shanahan, Lindsi	8	8	31-Aug-15	14	Tier 4=Elementary Education (K-6)		Yes	2028	Elementary Teacher
						Tier 4=Pre-Primary (Pre K)		No	2028	
210	Johanneck, Kristen	8	8	31-Aug-15	14	Tier 4=Elementary Education (K-6)		Yes	2025	Elementary Teacher
211	Luggar, Carley	8	8	31-Aug-15	9	Tier 4=Elementary Education (K-6)		Yes	2025	Elementary Teacher
212	Hamann, Anna	8	8	31-Aug-15	8	Tier 4=English / Language Arts (7-12)		Yes	2024	Secondary Teacher (TOSA-MTSS)
213	Willard, Ashley	8	8	31-Aug-15	8	Tier 4=Elementary Education (1-6)		Yes	2027	Elementary Teacher
214	Blair, Kelly	8	8	31-Aug-15	8	Tier 4=Elementary Education (K-6)		Yes	2026	Elementary Teacher
215	Olson, Valerie K.	7.95	12	30-Aug-11	15	Tier 4=Parent and Family Education (Adult)		Yes	2025	Elementary Teacher (Parent Educator) (Ext Leave 2019-2024)
216	Binstock, Jessica	7.6	8	31-Aug-15	8	Tier 4=Vocal and Classroom Music (K-12)		Yes	2025	Secondary Teacher (Vocal Music)
						Tier 4=Learning Disabilities (K-12)		Yes	2025	
217	Ward, Erica	7.5	8	31-Aug-15	9	Tier 4=Early Childhood Special Education (B-Age 6)		Yes	2028	Elementary Teacher (Special Education)
						Tier 4=Early Childhood Education (B-Grade 3)		Yes	2028	
218	Stewart, Sarah	7.4	8	31-Aug-15	8	Tier 4=Visual Arts (K-12)		Yes	2025	Secondary Teacher (Art)

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219	Bontrager, Rebecca	7.2	11	27-Aug-12	31	Tier 4=English / Language Arts (7-12) Tier 4=Spanish (7-12)	Yes Yes	2028 2028	Secondary Teacher (Spanish)
220	Rusch, Gretchen	6.77	13	2-Sep-10	16	Tier 4=Library Media Specialist (K-12) Tier 4=Elementary Education (K-6) Tier 4=Elementary Remedial Reading (1-6)	Yes No No	2027 2027 2027	Elementary Teacher (Media Specialist)
221	Newhouse, Lisa	7	7	29-Aug-16	26	Tier 4=Pre-Kindergarten (Pre K) Tier 4=Learning Disabilities (K-12) Tier 4=Elementary Education (K-6) Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Mild to Moderate Mentally Hdcp (K-12)	Yes Yes No No No	2028 2028 2028 2028 2028	Elementary Teacher (Early Childhood, Pre K)
222	Hommel, Anthony	7	9	29-Aug-16	19	Tier 4=Construction Careers (7-12) Tier 4=Manufacturing Careers (7-12) Tier 4=Technology (5-12)	Yes Yes Yes	2028 2028 2028	Secondary Teacher (Industrial Technology)
223	Woods, Dana	7	7	29-Aug-16	12	Tier 4=Library Media Specialist (K-12) Tier 4=Computer Keyboarding & Technology (K-12) Tier 4=Social Studies (5-12)	Yes Yes Yes	2025 2025 2025	Elementary Teacher (TOSA-Staff Dev /Tech Integ)
224	Statton, Nathaniel	7	7	29-Aug-16	11	Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Learning Disabilities (K-12) Tier 4=Social Studies (5-12)	Yes No No	2026 2026 2026	Secondary Teacher (Social Studies)
225	Moen, Londa	7	7	29-Aug-16	10	Tier 4=Learning Disabilities (K-12) Tier 4=Autism Spectrum Disorders (B-12) Tier 4=Communication Arts / Literature (5-8) Tier 4=Elementary Education (K-6)	Yes Yes Yes No	2024 2024 2024 2024	Elementary Teacher (TOSA: Autism Consultant)
226	Melin, Zachary	7	7	29-Aug-16	9	Tier 4=Autism Spectrum Disorders (B-12) Tier 4=Social Studies (5-12)	Yes No	2026 2026	Elementary Teacher (Special Education)
227	Hubert, Erica	7	7	29-Aug-16	8	Tier 4=English / Language Arts (5-12)	Yes	2025	Secondary Teacher (English)
228	Olson, Brian D	7	7	29-Aug-16	7	Tier 4=Technology (5-12)	Yes	2027	Secondary Teacher (Industrial Technology)
229	Jones, Whitney	7	7	29-Aug-16	7	Tier 4=Elementary Education (K-6) Tier 4=Academic and Behavioral Strategist (K-12)	Yes No	2027 2027	Elementary Education
230	Cartier, Nicole	6.93	7	19-Sep-16	11	Tier 4=Learning Disabilities (K-12) Tier 4=Life Sciences (9-12) Tier 4=Science (5-8)	Yes Yes No	2028 2028 2028	Secondary Teacher (Special Education)
231	Murray, Kendra	6.46	7	1-Feb-16	7	Tier 4=Autism Spectrum Disorders (B-12) Tier 4=Learning Disabilities (K-12)	Yes Yes	2024 2024	Secondary Teacher (Special Education)

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232	Freundschuh, Christine	6.4	8	31-Aug-15	15	Tier 4=Instrumental & Classroom Music (K-12)		Yes	2024	Secondary Teacher (Band)
233	Blomberg, Grace	6.36	7	1-Mar-17	7	Tier 4=Elementary Education (1-6)		Yes	2028	Elementary Teacher
234	Trask, Jennifer	6	6	28-Aug-17	22	Tier 4=Learning Disabilities (K-12) Tier 4=Elementary Education (K-6) Tier 4=Social Studies (5-8)		Yes No No	2027 2027 2027	Secondary Teacher (Special Education)
235	Bartz, Danielle	6	6	28-Aug-17	14	Tier 4=Mathematics (5-12)		Yes	2024	Secondary Teacher (Mathematics)
236	Carlson, Mishel	6	6	28-Aug-17	11	Tier 4=Elementary Education (K-6)		Yes	2026	Elementary Teacher
237	Borowicz, Thomas	6	6	28-Aug-17	10	Tier 4=School Psychologist (Pre K-12)		Yes	2025	Elementary Teacher (School Psychologist)
238	Borowicz, Jennifer	6	6	28-Aug-17	10	Tier 4=Developmental Disabilities (K-12) Tier 4=Elementary Education (1-6) Tier 4=Social Studies (5-8)		Yes No No	2025 2025 2025	Secondary Teacher (Special Education)
239	Wright, Carisa	6	6	28-Aug-17	8	Tier 4=Elementary Education (K-6) Tier 4=Communication Arts / Literature (5-8) Tier 4=Pre-Primary (Age 3-K)		Yes No No	2024 2024 2024	Elementary Teacher (Kindergarten)
240	Lipsy, Shirley	6	6	28-Aug-17	6	Tier 4=Library Media Specialist (K-12) Tier 4=English / Language Arts (7-12)		Yes No	2025 2025	Elementary Teacher (Media Specialist)
241	Mitchell, Sara J	6	6	28-Aug-17	6	Tier 4=Learning Disabilities (K-12) Tier 4=Communication Arts / Literature (5-12)		Yes No	2027 2027	Secondary Teacher (Special Education)
242	Greenwaldt, Mackinzie	5.95	6	13-Sep-17	6	Tier 4=Pre-Primary (Age 3-K) Tier 4=Elementary Education (K-6)		Yes No	2028 2028	Elementary Teacher (Early Childhood, Pre K)
243	Bonitto, Michelle	5.9	6	28-Aug-17	16	Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Learning Disabilities (K-12) Tier 4=English / Language Arts (7-12) Tier 4=Theatre Arts (7-12)		Yes Yes Yes No	2026 2026 2026 2026	Secondary Teacher (Special Education, English)
244	Eck, Taylor	5.8	6	28-Aug-17	6	Tier 4=Life Sciences (9-12) Tier 4=Chemistry (9-12)		Yes No	2026 2026	Secondary Teacher (Science)
245	Stalboerger, Jacob	5	5	27-Aug-18	15	Tier 4=Physical Education (K-12) Tier 4=Developmental / Adapted Physical Ed (Pre K-12) Tier 4=Health (5-12)		Yes Yes Yes	2025 2025 2025	Secondary Teacher (Physical Education)
246	Wiste, Molly	5	5	27-Aug-18	15	Tier 4=Visual Arts (K-12)		Yes	2027	Secondary Teacher (Art)

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247	Kahler Lutz, Nicole	5	5	27-Aug-18	10	Tier 4=Elementary Education (K-6) Tier 4=Mathematics (5-8) Tier 4=Social Studies (5-8)	Yes No No	2028 2028 2028	Elementary Teacher (Kindergarten)
248	Blumhagen, Randie	5	5	27-Aug-18	9	Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Elementary Education (K-6) Tier 4=Pre-Primary (Age 3-K)	Yes No No	2025 2025 2025	Elementary Teacher (Special Education)
249	Hand, Deanna	5	5	27-Aug-18	6	Tier 4=Physical Education (K-12) Tier 4=Developmental/Adapted Physical Ed (Pre K-12) Tier 4=Pre-Kindergarten (Pre K) Tier 4=Coaching (7-12)	Yes Yes No No	2024 2024 2024 2024	Elementary Teacher (Physical Education, DAPE)
250	Norvold, Lindsey	5	5	27-Aug-18	5	Tier 3=Acedemic and Behavioral Strategist (K-12) Tier 3=Elementary Education (K-6) Tier 3=Emotional Behavior Disorders (k-12)	Yes No Yes	2027 2027 2027	Elementary Teacher (Special Education)
251	LeMahieu, Margo	5	5	27-Aug-18	5	Tier 3=Developmental Disabilities (K-12)	Yes	2025	Elementary Education (Special Education)
252	Stoll, Alea	5	5	27-Aug-18	5	Tier 3=School Social Worker (Pre K-12)	Yes	2026	Secondary Teacher (Social Worker)
253	Otterstad, Heather	4.99	5	29-Aug-18	15	Tier 4=Elementary Education (K-6) Tier 4=Reading (K-12) Tier 4=Pre-Primary (Age 3-K)	Yes Yes Yes	2025 2025 2025	Elementary Teacher
254	Stevens, Kayley	4.8	5	27-Aug-18	5	Tier 4=Pre-Primary (Age 3-K) Tier 4=Elementary Education (K-6)	Yes No	2028 2028	Elementary Teacher (Pre-Primary)
255	Fraleley, Jenny	4	7	26-Aug-19	10	Tier 4=School Counselor (K-6)	Yes	2027	Secondary Teacher (Counselor)
256	Hoffelt, Rachel	4	4	26-Aug-19	26	Tier 4=Mathematics (7-12)	Yes	2025	Secondary Teacher (Mathematics)
257	Smith, Dana	4	4	26-Aug-19	22	Tier 4=Science (5-8) Tier 4=Life Sciences (7-12) Tier 4=Chemistry (9-12) Tier 4=Earth Science (9-12)	Yes No No No	2027 2027 2027 2027	Elementary Teacher (Science)
258	Dahlby, Andrew	4	4	26-Aug-19	14	Tier 4=Science (5-8) Tier 4=Life Sciences (9-12)	Yes No	2024 2024	Elementary Teacher (Science)
259	Myers, Tina	4	4	26-Aug-19	12	Tier 4=Elementary Education (1-6)	Yes	2027	Elementary Teacher
260	McIsaac, Erica	4	4	26-Aug-19	11	Tier 4=Communication Arts / Literature (5-12)	Yes	2027	Elementary Teacher (Comm Arts / Lit)

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261	Copenace, Jamie	4	4	26-Aug-19	10	Tier 4=Elementary Education (K-6) Tier 4=Ojibwe (K-8)	Yes No	2026 2026	Elementary Teacher (Amer Ind Culture & Curric Spec)
262	DeChaine, Megan	4	4	26-Aug-19	8	Tier 4=Communication Arts / Literature (5-12) Tier 4=French (K-12)	Yes Yes	2028 2028	Secondary Teacher (Comm Arts / Lit)
263	Glen, Jamie*	4	4	26-Aug-19	7	Tier 4=Elementary Education (K-6)	Yes	2025	Elementary Teacher
264	Petersen, Mariah	4	4	26-Aug-19	6	Tier 4=Pre-Primary (Age 3-K) Tier 4=Elementary Education (K-6)	Yes Yes	2028 2028	Elementary Education
265	Johannes, Alexander	4	4	26-Aug-19	5	Tier 4=Social Studies (5-12)	Yes	2028	Secondary Teacher (Social Studies)
266	Riley, Amy	4	4	26-Aug-19	4	Tier 4=School Counselor (K-12) Tier 4=Elementary Education (1-6)	Yes No	2027 2027	Elementary Teacher (Counselor)
267	Lutz, Sarah	4	4	26-Aug-19	4	Tier 4=Learning Disabilities (K-12) Tier 4=Mathematics (5-8) Tier 4=Elementary Education (K-6)	Yes Yes Yes	2027 2027 2027	Secondary Teacher (Special Education)
268	Fodness, Kyle	4	4	26-Aug-19	4	Tier 4=Social Studies (5-12) Tier 3=Elementary Education (K-6)	Yes No	2028 2028	Secondary Teacher (Social Studies)
269	Maristuen, Courtney	4	4	26-Aug-19	4	Tier 3=Elementary Education (K-6)	Yes	2025	Elementary Teacher (Kindergarten)
270	Skerik, Leah	4	4	26-Aug-19	4	Tier 3=Learning Disabilities (K-12)	Yes	2024	Secondary Teacher (Special Education)
271	Marty, Paige	4	4	26-Aug-19	4	Tier 4=Communication Arts / Literature (5-12)	Yes	2027	Secondary Teacher (English / Language Arts)
272	Theisen, Ashley	4	4	26-Aug-19	4	Tier 4=Early Childhood Education (B-Grade 3)	Yes	2027	Elementary Teacher (Early Childhood)
273	Russell, Renee	4	4	26-Aug-19	4	Tier 4=Developmental Disabilities (K-12)	Yes	2027	Secondary Education (Special Education)
274	Burnham, MacKenzie	3.9	4	27-Sep-19	4	Tier 4=Elementary Education (K-6) Tier 4=Autism Spectrum Disorders (B-12) Restricted	Yes Yes	2027 2027	Elementary Education
275	Olson, Krista	3.84	4	14-Oct-19	4	Tier 4=Autism Spectrum Disorders (B-12)	Yes	2027	Elementary Education (Special Education)
276	Furer, Cailee	3.63	7	29-Aug-16	7	Tier 4=Elementary Education (K-6) Tier 4=Parent and Family Education (Adult) Tier 4=Communication Arts / Literature (5-8)	No Yes No	2025 2025 2025	Elementary Education (Early Childhood)
277	Klinger, Michelle	3.62	4	10-Dec-19	4	Tier 4=Emotional Behavior Disorders (K-12)	Yes	2028	Elementary Education

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278	Boell, Katie	3	3	31-Aug-20	12	Tier 4=Elementary Education (K-6) Tier 4=Mathematics (5-8) Tier 4=Emotional Behavior Disorders (K-12)	No No Yes	2024 2024 2024	Secondary Teacher (Special Education)
279	St. Michel, Rachel	3	3	31-Aug-20	12	Tier 4=Early Childhood Special Education (B-Age 6) Tier 4=Early Childhood Education (B-Grade 3)	Yes No	2026 2026	Elementary Teacher (Special Education)
280	Schultz, Darin	3	3	31-Aug-20	10	Tier 4=Physical Education (K-12) Tier 4=Health (5-12)	Yes No	2028 2028	Secondary Teacher (Physical Education)
281	Olson, Andrea	3	3	31-Aug-20	6	Tier 4=Autism Specturm Disorders (B-12)	No	2027	Secondary Teacher (Special Education)
282	Schrage, Leigh	3	3	31-Aug-20	3	Tier 4=Social Studies (5-12) Tier 4=Emotional Behavior Disorders (K-12)	Yes Yes	2027 2027	Secondary Education (Special Education)
283	Pope, Benjamin	3	3	31-Aug-20	3	Tier 4=Elementary Education (K-6)	Yes	2028	Elementary Education
284	Willard, Andrea	2	2	30-Aug-21	30	Tier 4=Elementary Education (1-6)	Yes	2027	Elementary Teacher
285	Gargano, Marcie	2	2	30-Aug-21	19	Tier 4=Elementary Education (K-6) Tier 4=Learning Disabilities (K-12) Tier 4=Social Studies (5-8) OFP=Early Childhood Special Education	No No No	2028 2028 2028 2024	Elementary Teacher (Early Childhood Special Education)
286	Hegna, Mary	2	2	30-Aug-21	18	Tier 4=Mathematics (5-12)	Yes	2026	Secondary Teacher (Mathematics)
287	Lindsay, Jennifer	2	2	30-Aug-21	15	Tier 4=Elementary Education (K-6) Tier 4=Social Studies (5-8)	Yes No	2025 2025	Elementary Teacher
288	Pruett, Julie	2	2	30-Aug-21	14	Tier 3=Learning Disabilities (K-8) Tier 3=Academic and Behavioral Strategist (K-8) RESTRICTED	Yes Yes	2024 2024	Elementary Education (Special Education)
289	O'Beirne, Kristie	2	2	30-Aug-21	9	Tier 4=Mathematics (5-12)	Yes	2025	Secondary Teacher (Mathematics)
290	Anderson, Elizabeth	2	2	30-Aug-21	9	Tier 4=Speech Language Pathologist (Pre K-12)	Yes	2025	Elementary Teacher (Speech Language)
291	Amdahl, Evan	2	2	30-Aug-21	7	Tier 4=Physical Education (K-12) Tier 4=Coaching (7-12)	Yes Yes	2025 2025	Elementary Teacher (Physical Education)
292	Jenson, Cheri	1.98	2	3-Sep-21	14	Tier 4=Elementary Education (K-6) Tier 4=Communication Arts/Literature	Yes No	2027 2027	Elementary Education
293	Norvold, Chelsey	1.98	2	2-Sep-21	5	Tier 4=Elementary Education (K-6) Tier 4=Pre-Primary (Age 3-K)	Yes No	2026 2026	Elementary Education

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294	Liapis, Trina	1	1	29-Aug-22	29	Tier 4=Elementary Education (1-6)	Yes	2026	Elementary Education
295	Olson, Pamela	1	1	29-Aug-22	23	Tier 4=Speech Language Pathologist (Pre K-12)	Yes	2027	Elementary Education (Speech Language Pathologist)
296	Larson, Margaret	1	1	29-Aug-22	15	Tier 4 Elementary Education (K-6) Tier 4 Mathematics (5-8) Tier 4 Pre-primary (Age 3-PreK)	Yes No No	2024 2024 2024	Elementary Education
297	Kietzman, Dannon	1	1	29-Aug-22	13	Tier 4=Elementary Education (K-6) Tier 4=Emotional Behavior Disorders (K-12) Tier 4=Learning Disabilities (K-12) Tier 4=Communication Arts/Literature (5-8)	No No No Yes	2025 2025 2025 2025	Secondary Education
298	Muller, CeeGee	1	1	29-Aug-22	13	Tier 4=Elementary Education (K-6) Tier 4=Pre-Primary (Age 3-PreK)	Yes No	2026 2026	Elementary Education
299	Brockway, Joel	1	1	29-Aug-22	10	Tier 4=Social Studies (5-12)	Yes	2028	Secondary Education
300	Ingmire, Trina	1	1	29-Aug-22	12	Tier 3=Speech Language Pathologist (Pre K-12)	Yes	2025	Elementary Education (Speech Language Pathologist)
301	Skaja, Kevin	1	1	29-Aug-22	11	Tier 4=Elementary Education (K-6) Tier 4=Mathematics (5-8)	Yes No	2026 2026	Elementary Education
302	Foss, Marla	1	1	29-Aug-22	9	Tier 4=Elementary Education (K-6)	Yes	2024	Elementary Education
303	Snyder, Lynn	1	1	29-Aug-22	9	Tier 4=Learning Disabilities (K-12) Tier 4=Elementary Education (1-6)	Yes No	2026 2026	Secondary Education (Special Education)
304	Storbeck, Taylor	1	1	29-Aug-22	8	Tier 4=English as a Second Language (K-12)	Yes	2026	Secondary Education (English as a Second Language)
305	Johnson, Taylor	1	1	29-Aug-22	7	Tier 4=Elementary Education (K-6) Tier 4=Academic and Behavior Strategist (K-12)	No Yes	2027 2027	Secondary Education (Special Education)
306	Raman, Saras	1	1	29-Aug-22	7	Tier 3=Chemistry (9-12) OFF=Learning Disabilities (K-12)	No	2025 2024	Secondary Education (Special Education)
307	Keute-Djonne, Caitlin	1	1	29-Aug-22	5	Tier 3=Life Science (9-12) Tier 3=Science (5-8)	No Yes	2024 2024	Secondary Education
308	Smith, Kathryn	0.8	1	29-Aug-22	9	Tier 4=Early Childhood Education (B-Grade 3)	Yes	2024	Elementary Education (Early Childhood)
309	Ellingson, Kristi	0.72	6	14-Nov-22	6	Tier 4=Elementary Education (K-6) OFF=Family & Consumer Science (5-12)	Yes	2027 2024	Secondary Education

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*LTS=Long Term Substitute prior to hired for position=counts towards continuous employment & probationary list