



## Human Resources Report for April 2026 School Board Meeting Highlighting March 2026 Activities

Department: Human Resources  
HR|Business Services Committee: 04.13.2026  
Regular Board Meeting: 04.21.2026  
Report Prepared By: Steven Johnson

### Manager's Minutes:

- Working with the Special Services Department on the next round of cohorts for the 2026 school year for NXT GEN Teach Apprenticeship Grant Program.

### What We're Working On:

- Working with sites and leadership on the budget reduction
- Starting a Para Mentor program in each site

### Upcoming Changes/Improvements to the Department:

- Open Enrollment for Health Insurance will start 05/01/2026 through 05/15/2026. Insurance renewal went up 15%.
- Worker's Compensation E-Mod rate has been received for the next year, new experience mod will be .62, a drop of .06 points.

### Staffing Report:

- |                              |                                |
|------------------------------|--------------------------------|
| • Certified Appointments - 9 | Non-Certified Appointments - 7 |
| • Certified Leaves - 5       | Non-Certified Leaves - 0       |
| • Certified Resignations - 1 | Non-Certified Resignations - 7 |
| • Certified Retirements - 2  | Non-Certified Retirements - 0  |

### Open Positions:

#### Certified:

Teachers (17)  
Elementary (1)  
Special Education (14)  
High School (1)  
Duluth Adult Education (1)  
Summer School (3)

#### Non-Certified:

Administrative (1)  
Elementary Principal (1)  
Child Nutrition (5)  
Maintenance (3)  
Engineer IV (1)  
Master Electrician (1)  
Second Shift Engineer II (1)  
Playground/Cafeteria Monitor (2)  
Paraprofessionals (7)

*PreSchool Para LTS (1)*  
*SpEd Program Para BW ECSE (1)*  
*SpEd Program Para LPN LTS (1)*  
*SpEd Program Para LTS (3)*  
*SpEd Student Specific (1)*