

## Human Resources Committee - Regular School Board Meeting

Duluth Public Schools, ISD 709

### Agenda

Tuesday, July 20, 2010

District Services Center

709 Portia Johnson Dr.

Duluth, MN 55811

6:30 PM

- |  |  |          |
|--|--|----------|
| <b>1. Staffing Reports</b>   |  | <b>2</b> |
| <b>2. Action Items - Other</b>   |  |          |
| A. Approval of Interim Individual Contract William Gronseth – Interim Assistant Superintendent – from 7/1/10 – 6/30/11     |  | 13       |
| B. Termination of Certified Probationary (Non-Tenured) Staff – Resolution # HR-7-10-2788 ( <i>change in date</i> )         |  | 19       |
| C. Termination of Certified Hourly Staff – Resolution # HR-7-10-2789 ( <i>change in date</i> )                             |  | 20       |
| D. Termination of Certified Tenured Staff – Resolution #HR-7-10-2790 ( <i>change in date</i> )                             |  | 21       |
| E. Approval of Duluth Federation of Teachers Local 692, A.F.T. Agreement from 7/1/11 – 6/30/13 – Resolution # HR-7-10-2792 |  | 22       |
| <b>3. Informational Items</b>  |  |          |
| A. <i>There are no HR Informational Items at this time.</i>  |  |          |
| <b>4. Future Items</b>   |  |          |
| A. <i>There are no HR Future Items at this time.</i>   |  |          |

**HUMAN RESOURCES ACTION ITEMS FOR 07/20/2010**

**CERT APPOINTMENT**

FOUDRIAT, BETH  
FREDRICKSON, LAURA  
MEYER, MICHAEL  
WALKER, LUKE

Total: 4

**POSITION/SITE/CLASS&STEP/REPLACING**

PHYSICAL THERAPIST/DW, IV 9, REALLOC OF FTE  
DIRECTOR OF SPECIAL SERVICES/HOCHS, 40/52WKS \$114,461.00  
SOCIAL WORKER/DW, IV+30 5 S OLSEN  
.45 PHYSICS/CENTRAL, III 1, REALLOCATION OF FTE, CHANGE IN DATES

**EFFECTIVE DATES**

09/06/2010  
07/01/2010  
08/30/2010  
01/27/2010 06/04/2010

**CERT COCURRICULAR**

BALLAVANCE, ADAIR  
BERGQUIST, PATRICK  
BROWN, ALICIA  
BROWN, NATHANIEL  
COURAGE, MARY  
DEROSIER, CHAD  
DEVANEY, DEBORAH  
FENA, URSALYN  
GOMAN, GREG  
HAEDRICH, DARLENE  
HANNULA, ELISABETH  
HANSON, ERIK  
HEASLIP, KRISTEN  
HILL, TRAVIS  
HUMPHREYS, CHAD  
KOHLER-WOLDEN, PAIGE  
KRZENSKI, KEVIN  
LIEN, CHERYL  
MATTSON, TARA  
MCKINNON, JAMES  
MIKULICH, MEGAN  
NORD, CARISSA  
POST, CHRISTINE  
POST, CHRISTINE  
RUD, BRIAN  
RUDOLPH, JOHN  
SCHINGEN, JOSEPH  
SCHINGEN, JOSEPH  
SCHINGEN, JOSEPH  
STROM, ANNETTE  
SWANSON, RICHARD  
VENBERG, CYNTHIA  
WICKER, DAVID  
WIPSON, PATRICIA  
WISE, REBECCA

Total: 35

**POSITION/LOCATION/EFFECTIVE DATE/STIPEND**

ACADEMIC CLUB/TRAVEL CLUB/DENFELD, 09/10 \$872.00  
HEAD BASEBALL/CENTRAL, 10/11, \$3906.00  
.5 ASST GIRLS SOCCER/EAST, 10/11, \$1122.50  
HEAD SOFTBALL/EAST, 10/11, \$3906.00  
.5 TECHNOLOGY COORD/LESTER/ROCKRIDGE 09/10 \$1066.50  
HEAD GOLF/CENTRAL, 10/11, \$2539.00  
VOCAL ADV/MORGAN, 09/10 \$609.00  
.5 ACADEMIC CLUB/GSA/CENTRAL, 09/10 \$436.00  
HEAD BOYS TRACK/CENTRAL, 10/11, \$3997.00  
.28 INTRAMURALS/WEIGHT ROOM/DENFELD, 09/10 \$854.84  
.333 ACADEMIC CLUB/TROY LINK GR 11/CENTRAL, 09/10 \$290.38  
HEAD GIRLS TRACK/CENTRAL, 10/11 \$3997.00  
.8 ASST GIRLS SWIM/EAST, 10/11, \$2060.80  
ASST DIR/COSTUMER,MAKEUP/SPRING PLAY/2 ACTS/CENTRAL, 09/10 \$1028.00  
1.5 INTRAMURALS/WOODLAND, 09/10 \$1153.50  
ACADEMIC CLUB/BALLET/LESTER/ROCKRIDGE, 09/10 \$1076.00  
.5 ASST GIRLS SOCCER/EAST, 10/11, \$1122.50  
.665 ACADEMIC CLUB/ASSEMBLY ADV/EAST, 09/10 \$579.88  
ACADEMIC CLUB/YEARBOOK, 09/10 \$528.00  
.334 9TH GR ASST FOOTBALL/EAST, 10/11, \$782.56  
.333 ACADEMIC CLUB/TROY LINK GR 9/CENTRAL, 09/10 \$290.37  
ASST GIRLS BASKETBALL/CENTRAL, 09/10 \$3123.00 - RESCIND  
.333 ACADEMIC CLUB/TROY LINK GR 11/CENTRAL, 09/10 \$290.37  
JUNIOR ADVISOR/CENTRAL, 09/10 \$769.00  
HEAD GOLF/EAST, 10/11, \$2539.00  
HEAD BASEBALL/EAST, 10/11, \$3906.00  
.333 ACADEMIC CLUB/TROY LINK GR 9/CENTRAL, 09/10 \$290.37  
.5 ACADEMIC CLUB/GSA/CENTRAL, 09/10 \$436.00  
ADACEMIC CLUB/SOCRATIC SOCIETY/CENTRAL/09/10 \$872.00  
NEWSPAPER/3 ISSUES/WOODLAND, 09/10 \$1053.00  
HEAD GIRLS SOFTBALL/CENTRAL, 10/11, \$3906.00  
TECHNOLOGY COORD/LOWELL, 09/10 \$2133.00  
HEAD BOYS TRACK/EAST, 10/11 \$3997.00  
TECHNOLOGY COORD/WOODLAND, 09/10 \$2867.00  
ACADEMIC CLUB/KEY CLUB ADV/DENFELD, 09/10 \$872.00

**EFFECTIVE DATES**

**CERT EXTENSION**

**POSITION/LOCATION/EFFECTIVE DATE/STIPEND**

**EFFECTIVE DATES**

**HUMAN RESOURCES ACTION ITEMS FOR 07/20/2010**

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AKERVIK, THERESA	MUSIC SPECIALIST/DW, NOT TO EXCEED 48 HRS	06/14/2010	06/30/2010
ANDERSON, JILL	EBD/ARROWHEAD ACADEMY, NOT TO EXCEED 96 HRS	06/21/2010	07/29/2010
ANDERSON, KEITH	IT/MEDIA COORD/HOCHS, NOT TO EXCEED 368 HRS, AND 6/13/11 THRU 6/30/11	07/01/2010	09/03/2010
ANDERSON, NANCY	PHYED/HEALTH SPECIALIST/HOCHS, NOT TO EXCEED 200 HRS	06/14/2010	09/03/2010
BACHINSKI, SUSAN	PRE-KDGN/BARNES HDST, NOT TO EXCEED 104 HRS	06/14/2010	07/31/2010
BAMBENEK, PATRICIA	CURRICULUM DEVELOPMENT/HOCHS, NOT TO EXCEED 160 HRS	04/14/2010	09/03/2010
BEAVER, CHERYL	ESY/ECSE CLASSROOM, NOT TO EXCEED 35 HRS	06/21/2010	07/22/2010
BEETCHER, CHERYL	ESY/DCD-HS CLASSROOMS, NOT TO EXCEED 71 HRS	06/21/2010	07/22/2010
BERGMAN, ANDREW	EBD/WOODLAND HILLS, NOT TO EXCEED 96 HRS		
BLAZEVIC, CHERYL	ECFE/DW, NOT TO EXCEED 16 HRS	06/14/2010	06/15/2010
BOYLE, MARGARET	PRE-KDGN/BARNES, HDST, NOT TO EXCEED 56 HRS	06/14/2010	07/31/2010
CARLSON, CYNTHIA	ESY/ECSE HOMEBASED/DW, NOT TO EXCEED 85 HRS	06/14/2010	09/03/2010
CHURCHILL, MARY	TECHNOLOGY INTEGRATION SPEC/HOCHS, NOT TO EXCEED 127 HRS	06/14/2010	09/03/2010
CODA, MICHELLE	SOCIAL STUDIES/ALC, NOT TO EXCEED 90 HRS	06/22/2010	08/05/2010
CONBOY, MICHAEL	ABE/ALC, NOT TO EXCEED 115 HRS	06/21/2010	08/06/2010
CORDLE, MICHELLE	ESY/PSYCH-EAK TESTING, NOT TO EXCEED 20 HRS	06/14/2010	09/03/2010
CRANE, JASON	ESY/TOSA DUTIES & CONSULTATION, NOT TO EXCEED 200 HRS	06/14/2010	09/03/2010
CRANE, PHYLLIS	ESY/ECSE HOMEBASED, NOT TO EXCEED 10 HRS	06/14/2010	09/03/2010
CRONIN, VICKI	PARENT EDUC/DW, NOT TO EXCEED 40 HRS	08/27/2010	
DALBEC, SHARON	EBD/MERRITT CREEK ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
DAVIS, ELEANOR	PARENT EDUCATOR/WASHINGTON/ECFE, NOT TO EXCEED 24 HRS	06/14/2010	07/30/2010
DEETZ, SUSAN	ESY/HOMEBASED, NOT TO EXCEED 45 HRS	06/14/2010	09/03/2010
DONOVAN, MARGARET	PRE-KDGN/BARNES HDST, NOT TO EXCEED 40 HRS	06/14/2010	07/31/2010
DURFEE, CHRISTOPHER	MATH/WOODLAND HILLS ACADEMY, NOT TO EXCEED 20 HRS	06/21/2010	07/29/2010
EGBERT, PAMELA	LD/WOODLAND HILLS ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
ERICKSON, SHANE	SOCIAL WORKER/DW, NOT TO EXCEED 64 HRS	08/18/2010	08/27/2010
EVAN, AMANDA	ESY/ASD-EC CLASSROOM, NOT TO EXCEED 100 HRS	06/14/2010	09/03/2010
FARRELL, BARBARA	ECFE/LINCOLN, NOT TO EXCEED 40 HRS	06/14/2010	09/03/2010
FERGUSON, MARGARET	ESY/TOSA DUTIES & CONSULTATION, NOT TO EXCEED 150 HRS	06/14/2010	09/03/2010
FLAA, JON	SPECIAL ED/ARROWHEAD ACADEMY, NOT TO EXCEED 64 HRS	06/21/2010	07/29/2010
FOUDRIAT, BETH	PHYSICAL THERAPIST/DW, NOT TO EXCEED 200 HRS	07/01/2010	09/03/2010
GANGENESS, NANCY	SCHOOL NURSE/BARNES HDST, NOT TO EXCEED 100 HRS	06/15/2010	07/31/2010
GEARY, CANDICE	PRE-KDGN/BARNES HDST, NOT TO EXCEED 226 HRS	06/14/2010	07/31/2010
GELLERSTEDT, KATHRYN	PRE-KDGN/BARNES HDST, NOT TO EXCEED 40 HRS	06/14/2010	07/31/2010
GERARD, JENNIFER	ESY/SPEECH/LANGUAGE, NOT TO EXCEED 75 HRS	06/14/2010	09/03/2010
GOODREAU, AMANDA	PRE-KDGN/BARNES HDST, NOT TO EXCEED 40 HRS	06/14/2010	07/31/2010
GORANSON, AMY	PARENT EDUCATOR AMAZING NEW BORN/DW/ECFE, NOT TO EXCEED 36 HRS	07/01/2010	08/26/2010
GOTTSCHALD, STEPHANIE	EBD/WOODLAND HILLS ACADEMY, NOT TO EXCEED 64 HRS	06/21/2010	07/29/2010
GRANMO, SHERYL	EBD/MERRITT CREEK ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
GUDECK, JULIE	ESY/D/HH HOMEBASED & SUB, NOT TO EXCEED 40 HRS	06/14/2010	09/03/2010
HAGEN, DENA	ESY/HOMEBASED, NOT TO EXCEED 30 HRS	06/14/2010	09/03/2010
HALLGREN, TANYA	PRE-KDGN/BARNES HDST, NOT TO EXCEED 56 HRS	06/14/2010	07/31/2010
HAMP, TERRY	PRE-K/BARNES HDST, NOT TO EXCEED 16 HRS	06/15/2010	07/30/2010
HAYES, KRISTINA	EBD/ARROWHEAD ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
HOLTE, INESE	PRE-K/BARNES HDST, NOT TO EXCEED 56 HRS	06/14/2010	07/31/2010
HUGHES, KATHY	BLOOD BORNE PATHOGENS COORD/DW, NOT TO EXCEED 500 HRS	07/01/2010	06/30/2011
HUGHES, KATHY	ESY/MA BILLING, NOT TO EXCEED 50 HRS	06/14/2010	09/03/2010
HUGHES, KATHY	ESY/SCHOOL NURSE ESY & B-3, NOT TO EXCEED 120 HRS	06/14/2010	09/03/2010

**HUMAN RESOURCES ACTION ITEMS FOR 07/20/2010**

HUTTEL, TERRI	CURRICULUM DEVELOPMENT/HOCHS, NOT TO EXCEED 300 HRS	06/14/2010	09/03/2010
HYMAN, ROBI	EBD/CHESTER CREEK ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
JACKSON, TANYA	LD/WOODLAND HILLS ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
JACOBS, KACY	ESY/HOMEBASED, NOT TO EXCEED 75 HRS	06/14/2010	09/03/2010
JANSON, SUSAN	ESY/DCD/SMI-HS CLASSROOMS, NOT TO EXCEED 57 HRS	06/21/2010	07/22/2010
JOHNSON, BARBARA	LD/MERRITT CREEK ACADEMY, NOT TO EXCEED 80 HRS	06/21/2010	07/29/2010
JOHNSON, CHARLENE	ESY/DCD-ELEMENTARY/MS CLASSROOMS, NOT TO EXCEED 57 HRS	06/21/2010	07/22/2010
JONES, GREG	CURRICULUM DEVELOPMENT/HOCHS, NOT TO EXCEED 80 HRS	06/14/2010	09/03/2010
JUNTTI, PATRICIA	ECFE/LINCOLN, NOT TO EXCEED 60 HRS	06/14/2010	09/03/2010
KEROLA, WILLIAM	EBD/CHESTER CREEK ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
LARSON, CARLA	ESY/D/HH CLASSROOM & HOMEBASED, NOT TO EXCEED 84 HRS	06/14/2010	09/03/2010
LINDBERG, TIM	ESY/WORK EXPERIENCE SUPV, NOT TO EXCEED 200 HRS	06/14/2010	09/03/2010
LIPPITT, MARTHA	ESY/FOCUS PLUS/ARCH SUMMER PROGRAM, NOT TO EXCEED 95 HRS	06/14/2010	09/03/2010
LUNDSTEN, ANNE	ESY/PT, NOT TO EXCEED 80 HRS	06/14/2010	09/03/2010
LYLE, CAROL	ABE/ALC, NOT TO EXCEED 104.5 HRS	06/21/2010	08/06/2010
LYONS, CHERYL	NEG & DELINQUENT/WOODLAND HILLS ACADEMY, NOT TO EXCEED 192 HRS	06/21/2010	07/29/2010
MAJESKI, BONNIE	ABE/ALC, NOT TO EXCEED 115 HRS	06/21/2010	08/06/2010
MALM, DIANE	PRE-KDGN/BARNES HDST, NOT TO EXCEED 40 HRS	06/14/2010	07/31/2010
MCDONALD, SUE	PRE-KDGN/EARLY READING FIRST COORD/BARNES HDST, NOT TO EXCEED 328 HRS	06/14/2010	08/31/2010
MOHN, CHERYL	PRE-KDGN/BARNES HDST, NOT TO EXCEED 40 HRS	06/14/2010	07/31/2010
MONSON, TERESA	INDEPENDENT STUDY/SCIENCE/ALC, NOT TO EXCEED 90 HRS	06/22/2010	08/05/2010
MOZOL, DIANE	PARENT EDUCATOR/WASHINGTON ECFE, NOT TO EXCEED 39 HRS	06/14/2010	07/31/2010
NEWGREN, SANDRA	PRE-KDGN/BARNES HDST, NOT TO EXCEED 40 HRS	06/14/2010	07/31/2010
NORGARD, ALLISON	ESY/SPEECH/LANGUAGE, NOT TO EXCEED 75 HRS	06/14/2010	09/03/2010
NORMAN, SUSAN	EBD/WOODLAND HILLS ACADEMY, NOT TO EXCEED 64 HRS	06/21/2010	07/29/2010
OCKWIG-LARSON, SALLY	EBD/MERRITT CREEK ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
OLEARY, AARON	ESY/ASD/ELEMENTARY CLASSROOM, NOT TO EXCEED 35 HRS	06/21/2010	07/22/2010
OLESON, SUSAN	EBD/MERRITT CREEK ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
OLING, KATHERINE	SPECIAL ED/MERRITT CREEK ACADEMY, NOT TO EXCEED 80 HRS	06/21/2010	07/29/2010
OLSON, MOIRA	EBD/CHESTER CREEK ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
OZZELLO, PAULETTE	LD/MERRITT CREEK ACADEMY, NOT TO EXCEED 32 HRS	06/21/2010	06/24/2010
PAQUETTE, BARBARA	EBD/MERRITT CREEK ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
PAWLIKOWSKI-MACDONEL, BET	LD/ARROWHEAD ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
PETERSON, GREGORY	CAREER DEVELOPMENT/ALC, NOT TO EXCEED 23 HRS	06/22/2010	08/05/2010
PHILLIPS, GLORIA	PRE-K/BARNES HEADSTART, NOT TO EXCEED 56 HRS	06/14/2010	07/31/2010
PRECKEL, KEVIN	EBD/ARROWHEAD ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
RATAI, ALLEN	PHYED/WOODLAND HILLS/MERRITT CREEK ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
REES, PAMELA	SUPV EARLY READING FIRST COORD/BARNES HDST, NOT TO EXCEED 120 HRS	06/28/2010	07/31/2010
RODD, RONI	ESY/PT, NOT TO EXCEED 80 HRS	06/14/2010	09/03/2010
ROURKE, CINDY	ESY/HOMEBASED, NOT TO EXCEED 90 HRS	06/14/2010	09/03/2010
SALMELA, SHELBY	ART/WOODLAND HILLS/MERRITT CREEK ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
SARGENT, JOAN	SOCIAL WORKER/DW, NOT TO EXCEED 64 HRS	08/18/2010	08/27/2010
SCHMINSKI, LORI	READING/WOODLAND HILLS ACADEMY, NOT TO EXCEED 120 HRS	06/21/2010	07/29/2010
SCHOMBERG, BRENDA	EBD/CHESTER CREEK ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
SEAMAN, JAN	ESY/ASD-HIGH SCHOOL CLASSROOM, NOT TO EXCEED 84 HRS	06/21/2010	07/22/2010
SEDERBERG, SUSAN	ESY/MA BILLING, NOT TO EXCEED 50 HRS	06/14/2010	09/03/2010
SHELDON, KRISTY	EBD/MERRITT CREEK ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
ST JOHN-STEBE, TERRI	FAMILY PARTNERSHIP FAC/BARNES HDST, NOT TO EXCEED 56 HRS	06/14/2010	07/31/2010

**HUMAN RESOURCES ACTION ITEMS FOR 07/20/2010**

STAFSTROM-ALLEN, TAMI	EBD/WOODLAND HILLS, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
STEENBAKKER-DAVIS, YVONNE	EBD/CHESTER CREEK ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
SUNDSTROM, JOLANE	ABE/ALC, NOT TO EXCEED 14 HRS	06/21/2010	08/06/2010
TARVERS, MARY	ESY/TOSA DUTIES & CONSULTATION, NOT TO EXCEED 150 HRS	06/14/2010	09/03/2010
THOMAS, ELISABETH	ESY/ASD-EC CLASSROOM, NOT TO EXCEED 65 HRS	06/21/2010	07/22/2010
TRACHSEL, CATHIE	PRE-KDGN/BARNES HDST, NOT TO EXCEED 136 HRS	06/14/2010	07/31/2010
VELNER, TIMOTHY	CURRICULUM DEVELOPMKENT/HOCHS, NOT TO EXCEED 160 HRS	06/14/2010	09/09/2010
WAGNER, DEBORAH	HOMELESS TUTOR/HOCHS, NOT TO EXCEED 180 HRS	06/14/2010	09/03/2010
WAKELEY, YVONNE	PRE-KDGN/BARNES HDST, NOT TO EXCEED 40 HRS	06/14/2010	07/31/2010
WALKER, SARAH	PRE-KDGN/BARNES HDST, NOT TO EXCEED 40 HRS	06/14/2010	07/31/2010
WANGERIN, CLARISSA	ENGLISH/ALC, NOT TO EXCEED 90 HRS	06/22/2010	08/05/2010
WEBSTER, SAMANTHA	FAMILY PARTERNSHIP/FAC/BARNES HDST, NOT TO EXCEED 56 HRS	06/14/2010	07/31/2010
WIKSTROM, MICHELLE	ESY/OT, B-3, NOT TO EXCEED 100 HRS	06/14/2010	09/03/2010
WILKINS, TAMMI	TECHNOLOGY INTERGRATION/HOCHS, NOT TO EXCEED 57 HRS	06/14/2010	06/30/2010
WILKINS, TAMMI	TECHNOLOYG/HOCHS, NOT TO EXCEED 80 HRS	07/01/2010	08/31/2010
WILKINSON, MARY	EBD/CHESTER CREEK ACADEMY, NOT TO EXCEED 80 HRS	06/21/2010	07/29/2010
WIRTH, KAREN	ESY/SCHOOL NURSE SUBSTITUTE, NOT TO EXCEED 20 HRS	06/21/2010	07/22/2010
WISE, REBECCA	ESY/ASD-ELEMENTARY CLASSROOM, NOT TO EXCEED 82 HRS	06/21/2010	07/22/2010
WITTMER, NANCY	LD/CHESTER CREEK ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
ZIFKO, SARA	ESY/SPEECH/LANGUAGE, NOT TO EXCEED 80 HRS	06/14/2010	09/03/2010
ZYCHOWSKI, DOUGLAS	ESY/ASD-MS/HS CLASSROOMS & HOMEBASED, NOT TO EXCEED 100 HRS	06/14/2010	09/03/2010
<i>Total: 117</i>			

**CERT LEAVES**

	<b><u>POSITION/LOCATION/LEAVE TYPE</u></b>	<b><u>EFFECTIVE DATES</u></b>	
BUJOLD, LANCE	SCIENCE/DENFELD, MID-CAREER W/O PAY	07/01/2010	06/30/2013
FALK, MARY	MATH/EAST, MEDICAL .2 W/O PAY	09/06/2010	06/10/2011
SCHARTE, NICOLE	GERMAN/CENTRAL/EAST, PARENTAL W/O PAY	04/15/2010	05/25/2010
SCHLICHTING, RHONDA	EBD/CHESTER CREEK ACADEMY, MID CAREER W/O PAY	09/06/2010	06/07/2013
<i>Total: 4</i>			

**CERT PERM INCREASE**

	<b><u>POSITION/LOCATION/LEAVE TYPE</u></b>	<b><u>EFFECTIVE DATES</u></b>	
LULL, EMILY	GERMAN/WOODLAND/MORGAN, .4 TO .6	09/06/2010	
<i>Total: 1</i>			

**CERT RETIREMENT**

	<b><u>POSITION/LOCATION</u></b>	<b><u>EFFECTIVE DATES</u></b>	
OLSEN, SHARON	SCHOOL SOCIAL WORKER/DW	07/29/2010	
OZZELLO, PAULETTE	LD/MERRITT CREEK ACADEMY, CHANGE IN DATE	06/24/2010	
TEBERG, KRISTIN	PRINCIPAL/LAKEWOOD	06/22/2012	
<i>Total: 3</i>			

**CERTIFIED SUMMER SCHO**

	<b><u>POSITION/LOCATION</u></b>	<b><u>EFFECTIVE DATES</u></b>	
ABALAN, MARK	SOCIAL STUDIES/CENTRAL, NOT TO EXCEED 112.5 HRS	06/18/2010	07/30/2010
AKERVIK, KATHLEEN	CULTURE CAMP/LINCOLN, NOT TO EXCEED 58 HRS	06/14/2010	07/01/2010
ANTONICH, DOUGLAS	EXCEL/WOODLAND, NOT TO EXCEED 100 HRS	06/14/2010	07/15/2010
AUSTIN, ALEXANDRA	MATH/MERRITT CREEK ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010

**HUMAN RESOURCES ACTION ITEMS FOR 07/20/2010**

BARTA, ANNMARIE	TITLE I/CHESTER CREEK, NOT TO EXCEED 11 HRS	06/14/2010	06/30/2010
BARTLETTE, SHAWN	SOCIAL STUDIES/CENTRAL, NOT TO EXCEED 112.50 HRS	06/18/2010	07/30/2010
BEETCHER, CHERYL	JUMPSTART/LINCOLN, NOT TO EXCEED 49 HRS	08/09/2010	08/26/2010
BOYHTARI, BONNIE	EXCEL/CONGDON, NOT TO EXCEED 36 HRS	08/16/2010	09/02/2010
BROWN, PAULA	SPECIAL ED/MERRITT CREEK ACADEMY, NOT TO EXCEED 128 HRS	06/28/2010	07/29/2010
BRZEZINSKI, PETER	EXCEL/MORGAN, NOT TO EXCEED 68 HRS	06/21/2010	07/16/2010
CARLSON, DEBRA	ELEM/STOWE, NOT TO EXCEED 68 HRS	06/14/2010	06/30/2010
CHESELSKI, PENNY	STAR/PLATO/CENTRAL, NOT TO EXCEED 62.50 HRS	06/18/2010	07/30/2010
CRANDALL, MARNEY	ENGLISH/CHESTER CREEK ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
CRANDALL, WILLIAM	COORDINATOR/DW, STIPEND \$5000.00	06/14/2010	07/23/2010
EKGREN-LODIN, KAREN	MATH/CENTRAL, NOT TO EXCEED 112.50 HRS	06/18/2010	07/30/2010
ERIE, RONDA	ELEM/MACARTHUR, NOT TO EXCEED 81.50 HRS	06/14/2010	06/30/2010
EVAVOLD, KIMBERLY	EXCEL/LAKEWOOD, NOT TO EXCEED 48 HRS	08/03/2010	08/26/2010
FINLAYSON, DUSTIN	MATH/ALC, NOT TO EXCEED 90 HRS	06/21/2010	08/05/2010
FITZGERALD-ANDERSON, MARY	READING/MATH/NETTLETON, NOT TO EXCEED 60.5 HRS	06/14/2010	06/30/2010
FOSTER, JOSEPH	SOCIAL STUDIES/WOODLAND HILLS ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
FROEHLINGSORF, PETER	MATH/CHESTER CREEK ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
FUNK, DEBRA	MATH/CENTRAL, NOT TO EXCEED 112.5HRS	06/18/2010	07/30/2010
GLOCKLE, NATHAN	PRINCIPAL/CENTRAL, NOT TO EXCEED 119 HRS	06/14/2010	07/09/2010
GRACE, CALEB	ENGLISH/CENTRAL, NOT TO EXCEED 112.50 HRS	06/18/2010	07/30/2010
HARALA, MARY	EXCEL/CONGDON, NOT TO EXCEED 36 HRS	08/16/2010	09/02/2010
HARBSON, ALAN	ENGLISH/CENTRAL, NOT TO EXCEED 112.50 HRS	06/18/2010	07/30/2010
HAUGEN, MARGARET	ELEM/STOWE, NOT TO EXCEED 73 HRS	06/14/2010	06/30/2010
HAUGEN, MARGARET	EXCEL/STOWE, NOT TO EXCEED 54 HRS	08/16/2010	09/03/2010
HOBAN, JOHN	ART/MACARTHUR, NOT TO EXCEED 20 HRS	06/21/2010	06/24/2010
HOLECEK, DEAN	EXCEL/STOWE JUMP START, NOT TO EXCEED 54 HRS	08/16/2010	09/03/2010
HOLM, BRUCE	EXCEL/MORGAN PARK, NOT TO EXCEED 68 HRS	06/21/2010	07/16/2010
HOOKER-MCNULTY, KENNETH	EXCEL/HOMECROFT, NOT TO EXCEED 48 HRS	08/16/2010	09/02/2010
HOPPE, ASHLEY	SOCIAL STUDIES/CENTRAL, NOT TO EXCEED 112.50 HRS	06/18/2010	07/30/2010
JACKSON, RACHEL	MATH/WOODLAND HILLS ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
JOHNSON, KATHRYN	EXCEL/MORGAN, NOT TO EXCEED 68 HRS	06/21/2010	07/16/2010
JOHNSON, MEGAN	ELEM/STOWE, NOT TO EXCEED 24 HRS	06/28/2010	06/30/2010
JOHNSON, SHANE	LEAD TEACHER/NETTLETON, NO TO EXCEED 88 HRS	06/14/2010	06/30/2010
KNOX, KRISTIN	CULTURE CAMP/LINCOLN, NOT TO EXCEED 58 HRS	06/14/2010	07/01/2010
KRAFTHFER, BROOKE	SCIENCE/CENTRAL, NOT TO EXCEED 112.50 HRS	06/18/2010	07/30/2010
LINDSTROM, HEATHER	LEAD TEACHER/MACARTHUR, NOT TO EXCEED 81.50 HRS	06/14/2010	06/30/2010
LIPPITT, MARTHA	CULTURE CAMP/LINCOLN, NOT TO EXCEED 58 HRS	06/14/2010	07/01/2010
LOFSTUEN, KATHLEEN	MATH/MERRITT CREEK ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
MAUS, GREGG	PRINCIPAL/CENTRAL, NOT TO EXCEED 104 HRS	07/12/2010	07/30/2010
MEYER, TAMARA	EXCEL/WOODLAND, NOT TO EXCEED 100 HRS	06/14/2010	07/15/2010
NEWGREN, SANDRA	PRE-K/LINCOLN HDST, NOT TO EXCEED 165 HRS	06/14/2010	07/23/2010
NORD, RYAN	MATH/CENTRAL, NOT TO EXCEED 112.50 HRS	06/18/2010	07/30/2010
NORMAN, NATHAN	EXCEL FACILITATOR/WOODLAND, NOT TO EXCEED 100 HRS	06/14/2010	07/15/2010
OLSON, ANTHONY	SPECIAL ED/WOODLAND HILLS ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
PECHEK, AMANDA	PHYED/HEALTH/ALC, NOT TO EXCEED 112.50 HRS	06/18/2010	07/30/2010
PERTTULA, MARY	PRE-K/NETTLETON HDST, NOT TO EXCEED 165 HRS	06/14/2010	07/23/2010
POKRZYWINSKI, JOHN	THEATRE/NETTLETON, NOT TO EXCEED 60.5 HRS	06/14/2010	06/30/2010
PURSI, MATTHEW	CENTRAL/ENGLISH, NOT TO EXCEED 112.50 HRS	06/18/2010	07/30/2010

**HUMAN RESOURCES ACTION ITEMS FOR 07/20/2010**

PUTTKAMMER, LANA	ELEM/STOWE, NOT TO EXCEED 48 HRS	06/14/2010	06/30/2010
RODBERG, BARBARA	ELEM/STOWE, NOT TO EXCEED 67 HRS	06/14/2010	06/30/2010
RUD, BRIAN	PHYED/CHESTER CREEK ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
RUD, BRIAN	STAR/PLATO/CENTRAL, NOT TO EXCEED 62.50 HRS	06/18/2010	07/30/2010
SACK, CARL	CENTRAL/ENGLISH, NOT TO EXCEED 112.50 HRS	06/18/2010	07/30/2010
SIMS, JULIE	EXCEL/MORGAN, NOT TO EXCEED 68 HRS	06/21/2010	07/16/2010
SMITH, CATHY	EXCEL/MORGAN, NOT TO EXCEED 68 HRS	06/21/2010	07/16/2010
SMITH, HAMILTON	SCIENCE/WOODLAND HILLS ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
SPEHAR, THOMAS	JUMPSTART/LINCOLN, NOT TO EXCEED 49 HRS	08/09/2010	08/26/2010
STAUDUHAR, PENELOPE	MEDIA SPECIALIST/MACARTHUR, NOT TO EXCEED 75 HRS	06/14/2010	06/30/2010
SUNDIN, MELANIE	ELEM/MACARTHUR, NOT TO EXCEED 81.50 HRS	06/14/2010	06/30/2010
TERESI, ROBERT	SCIENCE/WOODLAND HILLS ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
TERESI, WENDY	MATH/WOODLAND HILLS ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
THOMPSON, LYNN	JUMPSTART/LINCOLN, NOT TO EXCEED 49 HRS	08/09/2010	08/26/2010
WARTHESSEN, AMBER	LEAD TEACHER/NETTLETON, NOT TO EXCEED 88 HRS	06/14/2010	06/30/2010
WENDLING, DEBORAH	PHYED/CHESTER CREEK ACADEMY, NOT TO EXCEED 160 HRS	06/21/2010	07/29/2010
WOODFILL, KARLA	TITLE I/MORGAN, NOT TO EXCEED 27 HRS	06/14/2010	06/30/2010
<i>Total:</i>	69		

**CERT TEMP DECREASE**

**POSITION/LOCATION/CONDITION**

**EFFECTIVE DATES**

FISKETTI, JOANNE	GUIDANCE COUNSELOR/CENTRAL, 1.0 TO .8	09/06/2010	06/10/2011
STAUBER, CYNTHIA	INTERVENTION SPECIALIST/DW, 1.0 TO .5	08/30/2010	06/17/2011
SWEENEY, MOIRA	ART/MORGAN, 1.0 TO .8	09/06/2010	06/10/2011
<i>Total:</i>	3		

**CERT TEMP INCREASE**

**POSITION/LOCATION/CONDITION**

**EFFECTIVE DATES**

ANDERSON, KEITH	IT/MEDIA COORD/HOCHS, 1/6 OVERLOAD	07/01/2010	06/30/2011
<i>Total:</i>	1		

**NONCERT APPOINTMENT**

**POSITION/LOCATION/WEEKS/RATE OF PAY/REASON**

**EFFECTIVE DATES**

HORTON, MICHAEL	FIELD SUP TECH/HOCHS/40/42WKS, \$873/WK, REALLOC OF FTE, CHANGE IN WKS	09/08/2009	
<i>Total:</i>	1		

**NONCERT DEMOTION**

**POSITION/LOCATION/WEEKS/RATE OF PAY/REASON**

**EFFECTIVE DATES**

CHESLAK, JAMES	FIREPERSON II/CENTRAL, ENGINEER I/LESTER, \$17.93/HR	07/01/2010	
GERTH, DAVID	CUSTODIAN II/CENTRAL, FIREPERSON I/CONGDON, \$11.38/HR	07/01/2010	
GULBRANSON, DELWIN	FIREPERSON I/LOWELL, FIREPERSON II/DENFELD, \$16.85/HR	07/01/2010	
LEDoux, JASON	SCHOOL CUSTODIAN II/LINCOLN, FIREPERSON II/EAST, \$11.59/HR	07/01/2010	
LUNDBERG, STEVEN	ENGINEER II/MACARTHUR, ENGINEER III/LINCOLN, \$21.15/HR	07/01/2010	
MARK, STEVEN	FIREPERSON II/WOODLAND, ENGINEER 2/NETTLETON, \$17.93/HR	07/01/2010	
NELSON, RONALD	ENGINEER III/EAST, ENGINEER IV/CENTRAL, \$21.96/HR	07/01/2010	
OMAN, DAVID	CUSTODIAN II/CENTRAL, FIREPERSON I/NETTLETON, \$11.59/HR	07/01/2010	
PATENAUDE, MARK	CUSTODIAN II/CENTRAL/STC, FIREPERSON II/WOODLAND, \$11.59/HR	07/01/2010	
RICHARDS, SUSAN	CLERICAL LEVEL D/HOCHS/FINANCE, CLERICAL LEVEL E/HOCHS SAFE SCH \$18.28/HR	08/02/2010	
TRUONG, SI	CUSTODIAN II/EAST, FIREPERSON II/DENFELD, \$11.59/HR	07/01/2010	

**HUMAN RESOURCES ACTION ITEMS FOR 07/20/2010**

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WAKEFIELD, SUSAN CLERICAL LEVEL B/HOCHS/HR, CLERICAL LEVEL C/HOCHS/SPECIAL SERV, \$16.24HR 08/30/2010  
*Total:* 12

<b><u>NONCERT EXTENSION</u></b>	<b><u>POSITION/LOCATION/LENGTH</u></b>	<b><u>EFFECTIVE DATES</u></b>	
ANSETH, BETTY	SPECIAL ED PROG PARA/MERRITT CREEK ACADEMY, NOT TO EXCEED 120 HRS	06/21/2010	07/29/2010
ARMSTRONG, KAREN	SPECIAL ED PROG PARA/WOODLAND HILLS ACADEMY, NOT TO EXCEED 120 HRS	06/21/2010	07/29/2010
BAUMGARTH, GEORGIA	SPECIAL ED PROG PARA/CHESTER CREEK ACADEMY, NOT TO EXCEED 120 HRS	06/21/2010	07/29/2010
BECK, ELIZABETH	SPECIAL ED PROG PARA/WOODLAND HILLS ACADEMY, NOT TO EXCEED 120 HRS	06/21/2010	07/29/2010
BENSON, LINDA	INSTR PARA/MACARTHUR/DW/HDST, NOT TO EXCEED 115 HRS	06/14/2010	07/23/2010
BERGUM, DIANE	SPECIAL ED PROG PARA/CHESTER CREEK ACADEMY, NOT TO EXCEED 120 HRS	06/21/2010	07/29/2010
BOOKER, LINDA	SPECIAL ED PROG PARA/MERRITT CREEK ACADEMY, NOT TO EXCEED 120 HRS	06/21/2010	07/29/2010
CONLEY, KELLEY	MISA/ALC, NOT TO EXCEED 440 HRS	06/14/2010	09/03/2010
CORA, SUSAN	CLERICAL LEVEL C/MORGAN, NOT TO EXCEED 40 HRS	06/28/2010	07/02/2010
COYLE, SANDRA	CLERICAL LEVEL D/HOCHS/ED EQUITY, NOT TO EXCEED 20 HRS	07/15/2010	08/12/2010
CROW DOG, DEBORAH	INTEGRATION SPECIALIST SYSTEMS/HOCHS NOT TO EXCEED 304 HRS	06/21/2010	08/06/2010
ELLISON, ROBIN	INSTR PARA/MERRITT CREEK ACADEMY, NOT TO EXCEED 95 HRS	06/21/2010	07/29/2010
FALK, KAREN	SPECIAL ED PROG PARA/WOODLAND HILLS ACADEMY, NOT TO EXCEED 120 HRS	06/21/2010	07/29/2010
FOSLE, JANINE	CLERICAL LEVEL C/ALC, NOT TO EXCEED 154 HRS	06/28/2010	08/12/2010
GELINEAU, AARON	INTEGRATION SPECIALIST SYSTEMS/HOCHS, NOT TO EXCEED 304 HRS	06/14/2010	08/06/2010
GIRGA, BRIAN	TECH TUTOR/STC, NOT TO EXCEED 40 HRS	06/01/2010	06/30/2010
HALLFRISCH, MONICA	COMMUNITY LIAISON/STOWE/MORGAN, NOT TO EXCEED 74 HRS	06/14/2010	06/30/2010
HALVORSON, MARY	SUPV PARA/MORGAN, NOT TO EXCEED 95 HRS	06/15/2010	07/16/2010
HORTON, MICHAEL	FIELD SUPPORT TECH/HOCHS/SPECIAL SERVICES, NOT TO EXCEED 80 HRS	06/21/2010	07/02/2010
HUNGER, GAYLE	CLERICAL LEVEL E/BARNES HDST, NOT TO EXCEED 40 HRS	06/28/2010	07/30/2010
JARVIS, DEBRA	ESY/JOB COACH/DW, NOT TO EXCEED 81 HRS	06/22/2010	07/22/2010
KESTI, SHAREN	SPECIAL ED PROG PARA/WOODLAND HILLS ACADEMY, NOT TO EXCEED 120 HRS	06/21/2010	07/29/2010
KLECZKA, THERESA	SPECIAL ED PROG PARA/CHESTER CREEK ACADEMY, NOT TO EXCEED 120 HRS	06/21/2010	07/29/2010
KORSGAARD, KATHARINE	SPECIAL ED PROG PARA/CHESTER CREEK ACADEMY, NOT TO EXCEED 120 HRS	06/21/2010	07/29/2010
LIPINSKI, BRONWYN	CLERICAL LEVEL B/CHESTER CREEK/MERRITT CREEK, NOT TO EXCEED 160 HRS	06/21/2010	07/01/2010
LIVADAROS, KATHERINE	CULTURAL CENTER PARA/DW, NOT TO EXCEED 32 HRS	06/28/2010	07/01/2010
MARKLE, PATRICIA	CLERICAL LEVEL C/BARNES HDST, NOT TO EXCEED 75 HRS	06/28/2010	07/16/2010
MONTGOMERY, DEBRA	COMMUNITY LIAISON/LINCOLN, NOT TO EXCEED 280 HRS	06/14/2010	09/03/2010
MORRIS, FRANCES	SPECIAL ED PROG PARA/MERRITT CREEK ACADEMY, NOT TO EXCEED 120 HRS	06/21/2010	07/29/2010
MUSOLF, LESLIE	SPECIAL ED PROG PARA/MERRITT CREEK ACADEMY, NOT TO EXCEED 120HRS	06/21/2010	07/29/2010
OMAN, MARGARET	SPECIAL ED PROG PARA/MERRITT CREEK ACADEMY, NOT TO EXCEED 120 HRS	06/21/2010	07/29/2010
ONEILL, WENDY	ESY/JOB COACH/DW, NOT TO EXCEED 78 HRS	06/22/2010	07/22/2010
OREILLY, CATHERINE	CLERICAL LEVEL C/HOCHS/TECHNOLOGY, NOT TO EXCEED 40 HRS	06/28/2010	07/02/2010
OTTEN, JOSHUA	LATCHKEY SITE SUPV/CONGDON, 40/HRS/WK	06/14/2010	08/27/2010
PAQUETTE, PATRICIA	CLERICAL LEVEL C/WOODLAND HILLS ACADEMY, NOT TO EXCEED 124 HRS	06/21/2010	07/29/2010
PLANTE, JOAN	SPECIAL ED PROG PARA/CHESTER CREEK ACADEMY, NOT TO EXCEED 120HRS	06/21/2010	07/29/2010
RUDH, BARBARA	INSTR PARA/MORGAN, NOT TO EXCEED 53 HRS	06/14/2010	06/30/2010
SCANLON, NANCY	INSTR PARA/LINCOLN HDST, NOT TO EXCEED 115 HRS	06/14/2010	07/23/2010
STINGL, KATHRYN	SPECIAL ED PROG PARA/MERRITT CREEK ACADEMY, NOT TO EXCEED 120 HRS	06/21/2010	07/29/2010
TREBESCH, DONNA	SPECIAL ED PROG PARA/MERRITT CREEK ACADEMY, NOT TO EXCEED 120 HRS	06/21/2010	07/29/2010
YOUNGBLOM, DEBORAH	CLERICAL LEVEL D/LINCOLN, NOT TO EXCEED 20 HRS	06/21/2010	08/13/2010

*Total:* 41

## HUMAN RESOURCES ACTION ITEMS FOR 07/20/2010

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<u>NONCERT LAYOFF</u>	<u>POSITION/LOCATION/LENGTH</u>	<u>EFFECTIVE DATES</u>
DALLAIRD, KRISTINA	CLERICAL LEVEL B/EAST, .5	06/25/2010
JOHNSON, CATHERINE	CLERICAL LEVEL B/BARNES, .45	06/11/2010
KOIVISTO, KEN	SCHOOL CUSTODIAN II/EAST, 1.0	07/01/2010
LARSON, ELIZABETH	CLERICAL LEVEL B/CENTRAL, .5	06/18/2010
LIABRAATEN, ELIZABETH	SCHOOL CUSTODIAN II/CENTRAL 1.0	07/01/2010
RANDA, JON	SCHOOL CUSTODIAN II/NETTLETON, 1.0	07/01/2010
SUNDIN, DOUGLAS	SCHOOL CUSTODIAN II/CENTRAL, 1.0	07/01/2010
SUOJA, WILLIAM	SCHOOL CUSTODIAN II/CENTRAL, 1.0	07/01/2010
SUTHERLAND, LINDA	SCHOOL CUSTODIAN II/MORGAN, 1.0	07/01/2010
WARNER, DAWN	CLERICAL LEVEL C/HOCHS/TEXTBOOKS, 1.0	07/01/2010
WIKBLAD, RUSSELL	SCHOOL CUSTODIAN II/CENTRAL, 1.0	07/01/2010

Total: 11

<u>NONCERT LEAVES</u>	<u>POSITION/LOCATION/TYPER OF LEAVE</u>	<u>EFFECTIVE DATES</u>
CARLSON, SUSAN	HELPER/DENFELD, 'A' PERSONAL W/O PAY	06/02/2010 06/04/2010
HOFFBAUER, JESSE	SPECIAL ED BW PARA/LOWELL, 'A' PERSONAL W/O PAY	06/07/2010 06/11/2000

Total: 2

<u>NONCERT PERM DECREASE</u>	<u>POSITION/LOCATION/TYPER OF LEAVE</u>	<u>EFFECTIVE DATES</u>
CARTER, DARCY	CLERICAL LEVEL D/EAST, 45 TO 44 WKS	08/09/2010
FOSLE, JANINE	CLERICAL LEVEL C/WOODLAND HILLS ACADEMY, 1.0 TO .5	08/23/2010
FOSLE, JANINE	CLERICAL LEVEL C/WOODLAND HILLS ACADEMY, 42 TO 41 WKS	08/23/2010
GOOSSEN, DEBORAH	CLERICAL LEVEL C/ALC, 43 TO 42WKS	08/23/2010
GRAVES, CAROLYN	CLERICAL LEVEL D/CENTRAL, 52 TO 44WKS	08/09/2010
GUSTAFSON, SANDRA	CLERICAL LEVEL C/HOCHS/SPECIAL SERV, 52 TO 46 WKS	08/16/2010
MARKLE, PATRICIA	CLERICAL LEVEL C/BARNES HDST, .5 TO .475	08/16/2010
NELSON, SUSAN	CLERICAL LEVEL B/CHESTER CREEK ACADEMY, 44 TO 40 WKS	08/30/2010
PETERSON, LINDA	SPECIAL ED PROG PARA/LINCOLN, .9625 TO .8125	05/17/2010
SULIIN, BETTY	CLERICAL LEVEL B/BARNES, HST, .5 TO .45 AND 44 TO 38WKS	09/06/2010

Total: 10

<u>NONCERT PERM INCREASE</u>	<u>POSITION/LOCATION/TYPER OF LEAVE</u>	<u>EFFECTIVE DATES</u>
GEPHART, JANE	CLERICAL LEVEL D/CONGDON, 44 TO 45 WKS	08/16/2010
GOOSSEN, DEBORAH	CLERICAL LEVEL C/ALC, .675 TO 1.0	08/23/2010
HUGHES, KRISTEN	CLERICAL LEVEL C/WOODLAND, 43 TO 44WKS	08/09/2010
STRATIOTI, DIANA	CLERICAL LEVEL D/LINCOLN, 44 TO 45WKS	08/16/2010

Total: 4

<u>NONCERT PROMOTION</u>	<u>NEW POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
FOSLE, JACOB	ROUTE COORD TRAINER/TRANSP, AUTO MECHANIC/TRANSP, \$ 21.96/HR	07/06/2010
PFINGSTEN, PATRICIA	SPECIAL ED BW PARA/NETTLETON, INSTR PARA/LESTER, \$15.35/HR	09/07/2010

Total: 2

**HUMAN RESOURCES ACTION ITEMS FOR 07/20/2010**

<u>NONCERT RECALL</u>	<u>NEW POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
LIABRAATEN, ELIZABETH	SCHOOL CUSTODIAN II/CENTRAL, 1.0	03/01/2010
<i>Total: 1</i>		

<u>NONCERT RECLASS</u>	<u>NEW POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
LITTLE, KATERI	CLERICAL LEVEL G/HOCHS/PAYROLL, CLERICAL LEVEL F/HOCHS/PAYROLL,\$20.49/HR	12/22/2008
<i>Total: 1</i>		

<u>NONCERT RESIGNATION</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
LIPINSKI, BRONWYN	CLERICAL LEVEL B/CHESTER/MERRITT CREEK ACADEMY	07/01/2010
<i>Total: 1</i>		

<u>NONCERT RETIREMENT</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
GAIDIS, MARY	CLERICAL LEVEL D/LINCOLN	06/25/2010
HANSON, BRENDA	SCHOOL BUS DRIVER II/TRANSPORTATION	09/07/2010
SERSHA, DANELLE	SPECIAL ED BW PARA/LOWELL	06/30/2010
<i>Total: 3</i>		

<u>NONCERT SUMMER SCHOOL</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
ABRAMSON, TAMI	ESY/ASL INTERPRETER/LINCOLN, NOT TO EXCEED 52.5 HRS	06/22/2010 07/22/2010
ANDERSON, KAREN	ESY/SPECIAL ED PARA/LINCOLN ECSE, NOT TO EXCEED 20 HRS	06/22/2010 07/22/2010
ANDERSON, RAYMOND	SCHOOL BUS DRIVER/TRANSPORTATION	06/15/2010 07/30/2010
BELLAMY, THERESE	SPECIAL ED PROG PARA/LINCOLN, NOT TO EXCEED 52.5 HRS	06/22/2010 07/22/2010
BLANKENSHIP, AUDREY	ESY/SPECIAL ED PROG PARA/LINCOLN, NOT TO EXCEED 39 HRS	06/22/2010 07/22/2010
BUSH, ANTHONY	ESY/SPECIAL PROG/MALE REQ PARA/LINCOLN, NOT TO EXCEED 63 HRS	06/22/2010 07/22/2010
CAMERON, WILLIE	ESY/SPECIAL ED PROG/JOB COACH/MALE REQ PARA/DW, NOT TO EXCEED 60.5 HRS	06/22/2010 07/22/2010
CLYNCH, JESSICA	SCHOOL BUS DRIVER II/TRANSPORTATION	06/15/2010 07/30/2010
COX, PHILLIP	SCHOOL BUS DRIVER/TRANSPORTATION	06/15/2010 07/30/2010
DESAUTEL, PEGGY	HELPER/NETTLETON, 10HR/WK, \$12.49/HR	06/15/2010 08/27/2010
DINNIES, MATTHEW	ESY/SPECIAL ED PROG PARA/LINCOLN, NOT TO EXCEED 67.5 HRS	06/22/2010 07/22/2010
FERRARI, CHERYL	SATELLITE MGR II/STOWE, 17.5HR/WK, \$13.66/HR	06/15/2010 08/27/2010
FORSETH, MARY	SCHOOL BUS DRIVER/TRANSPORTATION	06/15/2010 07/30/2010
FRENCH, DANELLE	INSTR PARA/LINCOLN HDST, NOT TO EXCEED 80.5 HRS	06/14/2010 07/23/2010
FRONCKIEWICZ, CHERYL	ESY/SPECIAL ED PROG PARA/LINCOLN, NOT TO EXCEED 63 HRS	06/22/2010 07/22/2010
GAGNON, KIM	ESY/SPECIAL ED PROG LPN PARA/LINCOLN, NOT TO EXCEED 45 HRS	06/22/2010 07/22/2010
GOODENBERGER, SUZANNE	ESY/SPECIAL ED PROG PARA/LINC ECSE, NOT TO EXCEED 45 HRS	06/22/2010 07/22/2010
GUZZO, JAMES	SCHOOL BUS DRIVER/TRANSPORTATION	06/15/2010 07/30/2010
HANSON, BRENDA	SCHOOL BUS DRIVER/TRANSPORTATION	06/15/2010 07/30/2010
HILL, BARBARA	SCHOOL BUS DRIVER/TRANSPORTATION	06/15/2010 07/30/2010
HILL, DARLENE	SCHOOL BUS HELPER/TRANSPORTATION	06/15/2010 07/30/2010
HINNENKAMP, DENNIS	SCHOOL BUS DRIVER/TRANSPORTATION	06/15/2010 07/30/2010
HUGHES, SCOTT	ESY/SPECIAL ED PROG/MALE REQ PARA/LINCOLN, NOT TO EXCEED 35 HRS	06/22/2010 07/22/2010
HUGHLEY, MARY	SPECIAL ED PROG PARA/MERRITT CREEK ACADEMDY, NOT TO EXCEED 120 HRS	06/21/2010 07/29/2010
JOHNSON, DOROTHY	SCHOOL BUS HELPER/TRANSPORTATION	06/15/2010 07/30/2010

**HUMAN RESOURCES ACTION ITEMS FOR 07/20/2010**

JOHNSON, KATHIE	SATELLITE MGR II/LINCOLN, 17.5HR/WK, \$13.73/HR	06/15/2010	08/27/2010
KARON, MARIA	HELPER/NETTLETON, 10HR/WK, \$12.37/HR	06/15/2010	07/30/2010
KILLIAN, JOSEPH	SCHOOL BUS DRIVER/TRANSPORTATION	06/15/2010	07/30/2010
KORZENOWSKI, ANNETTE	ESY/SPECIAL ED PROG PARA/LINCOLN, NOT TO EXCEED 45 HRS	06/22/2010	07/22/2010
KOSKI, DONNA	HELPER/LINCOLN, 10HR/WK, \$12.55/HR	06/15/2010	07/30/2010
KREAGER, ANN	SPECIAL ED PROG PARA/MERRITT CREEK ACADEMY, NOT TO EXCEED 120 HRS	06/21/2010	07/29/2010
LARSON, MARTIN	SCHOOL BUS DRIVER II/TRANSPORTATION	06/15/2010	07/30/2010
LAUMEYER, ELAINE	SPECIAL ED PROG PARA/WOODLAND HILLS ACADEMY, NOT TO EXCEED 120 HRS	06/21/2010	07/29/2010
LEE, ROBERT	SCHOOL BUS DRIVER/TRANSPORTATION	06/15/2010	07/30/2010
LEINO, ANNE	ESY/SPECIAL ED PROG PARA/LINCOLN ECSE, NOT TO EXCEED 20 HRS	06/22/2010	07/22/2010
LOWE, RANDY	ESY/SPECIAL ED PROG PARA/LINCOLN, NOT TO EXCEED 43 HRS	06/22/2010	07/22/2010
LUND, SHERRIE	ESY/SPECIAL ED PROG PARA/LINCOLN, NOT TO EXCEED 32.5 HRS	06/22/2010	07/22/2010
LUNDBERG, BONNIE	ESY/SPECIAL ED PROG PARA/LINCOLN, NOT TO EXCEED 58.5 HRS	06/22/2010	07/22/2010
LUNDGREN, KATHLEEN	SCHOOL BUS HELPER/TRANSPORTATION	06/15/2010	07/30/2010
MACMILLAN, WENDY	SCHOOL BUS DRIVER/TRANSPORTATION	06/15/2010	07/30/2010
MCKEEVER, JUDITH	SPECIAL ED PROGRAM PARA/CHESTER CREEK, NOT TO EXCEED 120 HRS	06/21/2010	07/29/2010
MCKOWSKI, DEBRA	SATELLITE MGR II/NETTLETON, 17.5HR/WK, \$13.73/HR	06/15/2010	08/27/2010
MURRAY, COLLEEN	SCHOOL BUS DRIVER/TRANSPORTATION	06/15/2010	07/30/2010
NACEY, DEIDRA	SCHOOL BUS DRIVER/TRANSPORTATION	06/15/2010	07/30/2010
NELSON, DAYLE	SCHOOL BUS HELPER/TRANSPORTATION	06/15/2010	07/30/2010
NELSON, SUSAN	CLERICAL LEVEL B/WOODLAND HILLS ACADEMY, NOT TO EXCEED 72 HRS	07/14/2010	07/29/2010
NORMAN, JOANN	SATELLITE MGR II/MACARTHUR, 17.5HR/WK, \$13.73/HR	06/15/2010	08/27/2010
OLESIAK, GENEVIEVE	SCHOOL BUS HELPER/TRANSPORTATION	06/15/2010	07/30/2010
PEDERSEN, ROBIN	ESY/CLERICAL/LINCOLN, NOT TO EXCEED 85 HRS	06/21/2010	07/22/2010
PETERSON, JANE	SPECIAL ED PROG PARA/MERRITT CREEK ACADEMY, NOT TO EXCEED 120 HRS	06/21/2010	07/29/2010
PUFF, JODI	SATELLITE MGR II/MORGAN, 17.5HR/WK, \$13.66/HR	06/15/2010	08/27/2010
RANKIN, DIANA	ESY/SPECIAL ED PROG PARA/LINCOLN, NOT TO EXCEED 67.5 HRS	06/22/2010	07/22/2010
REDEPENNING, ALLISON	INSTR PARA/WASHINGTON/ECFE, NOT TO EXCEED 18 HRS	06/14/2010	07/30/2010
RICHEY, MICHEALA	SCHOOL BUS HELPER/TRANSPORTATION	06/15/2010	07/30/2010
ROSETH, RICHARD	ESY/SPECIAL ED PROG PARA/LINCOLN, NOT TO EXCEED 39 HRS	06/22/2010	07/22/2010
ROSS, TERRY	ESY/OT PARA/DW, NOT TO EXCEED 10HRS	06/22/2010	07/22/2010
SALMELA, GAYLE	INSTR PARA/NETTLETON HDST, NOT TO EXCEED 80.5 HRS	06/14/2010	07/23/2010
SMITH, CINDY	HELPER/MORGAN, 10HR/WK, \$12.37/HR	06/15/2010	07/30/2010
STACKLAND, THOMAS	ESY/SPECIAL ED PROG PARA/MALE REQ/LINCOLN, NOT TO EXCEED 83 HRS	06/22/2010	07/22/2010
STEPHENSON, DEBRA	HELPER/NETTLETON, 10HR/WK, \$11.01/HR	06/15/2010	07/30/2010
TARNOWSKI, NORLIZA	CULTURAL CENTER PARA/DW, NOT TO EXCEED 32 HRS	06/21/2010	06/24/2010
TAYLOR, PAULINE	HELPER/STOWE, 10HR/WK, \$11.01/HR	06/15/2010	07/30/2010
UPTON, BETTE	ESY/SPECIAL ED PARA/LINCOLN, NOT TO EXCEED 58.5 HRS	06/22/2010	07/22/2010
VALENTINE, SALLY ANN	HELPER/LINCOLN, 10HR/WK, \$12.55/HR	06/15/2010	08/27/2010
VAN ALLEN, GEORGIA	HELPER/MACARTHUR, 10HR/WK, \$12.49/HR	06/15/2010	08/27/2010
WABROWETZ, JENNIFER	ESY/SPECIAL ED PROG PARA/LINCOLN, NOT TO EXCEED 45 HRS	06/22/2010	07/22/2010
WEYERS, KERRY	ESY/SPECIAL ED PROG PARA/LINCOLN, NOT TO EXCEED 52.5 HRS	06/22/2010	07/22/2010
WICK, SUSAN	HELPER/MACARTHUR, 10 HR/WK, \$12.37/HR	06/15/2010	07/30/2010
WITZMAN, KAYE	SPECIAL ED PROG PARA/WOODLAND HILLS, NOT TO EXCEED 120 HRS	06/21/2010	07/29/2010

Total: 69

**NON-CERT SUSPENSION**

**POSITION/LOCATION**

**EFFECTIVE DATES**



## EMPLOYMENT AGREEMENT

The School Board of Independent School District No. 709, Duluth, Minnesota "**School District**" enters into this Contract with **William Gronseth**, herein referred to as "**Employee**".

In consideration of the mutual promises and agreements set forth below, Employee and the School District agree as follows:

- I. **Employment:** The School District hereby employs, engages and hires Employee as **Interim Assistant Superintendent of Schools** for ISD 709. Employee hereby accepts and agrees to such hiring, engagement and employment subject to the general supervision and pursuant to the orders, advice and direction of the Superintendent and School District. The Employee shall furnish throughout the life of this contract a valid and appropriate Superintendent license.
  
- II. **Duties:** Employee agrees that he will at all times faithfully, industriously, and to the best of his ability, experience and talents, perform all of the duties that may be required of and from him pursuant to the express and implicit terms of this Contract and to the reasonable satisfaction of the School District. Such duties shall be rendered at the School District and at such other places as the School District shall in good faith require or as the interest, needs, business or opportunity of the School District shall require.
  
- III. **Duration, Subsequent Contract, Expiration, Termination During the Term, Mutual Consent & Contingency:**
  - A. **Duration.** This Contract is for a term of one (1) year commencing July 1, 2010, and ending June 30, 2011. It shall remain in full force and effect unless modified by mutual consent of the School Board and the Employee or unless terminated as provided herein.
  
  - B. **Expiration.** This Contract shall expire at the end of the term specified in III, A hereof. At the conclusion of its term, neither party shall have any further claim against the other, and the School District's employment of the Employee shall cease, unless a subsequent Contract is entered.
  
  - C. **Termination During the Term With Cause.** The Employee's employment may be terminated during the term of this Contract for cause as defined in Minnesota Statute §122A.40, Subds. 9 or 13. Except for purposes of describing grounds for discharge, the provisions of Minnesota Statute §122A.40 shall not be applicable. If the School Board proposes to terminate the Employee during the Contract term for cause, it shall notify the Employee in writing of the proposed grounds for termination. The Employee shall be entitled to a hearing before an arbitrator, provided the Employee makes such a request in writing within fifteen (15) calendar days after receipt of the written notice of the proposed termination. In such event, the parties shall jointly petition the Bureau of Mediation Services "**BMS**" for a list of five (5) arbitrators. The arbitrator shall be selected by the parties through the normal striking process as provided by BMS rules. The arbitrator shall conduct a hearing under normal arbitration procedure rules and issue a written decision. The decision of the arbitrator shall be final and binding upon the parties, subject to normal judicial review of arbitration decisions as provided by law. The arbitrator may suspend the Employee with pay pending final determination. If the Employee fails to request a hearing as provided herein within the fifteen (15) calendar day period, it shall be deemed acquiescence by the Employee to the School Board's proposed action and the proposed action shall become final on such date as determined by the School Board, and the Employee shall have no further claim or recourse.

- D. Mutual Consent. The parties may terminate this Contract at any time by mutual consent.
- E. Termination During the Term Without Cause. During the term of this Contract or any extensions thereof, this Contract may be terminated by the School District without cause upon thirty (30) days notice, payment of the remaining term of the contract, and the continuation of the Employee's benefits during such period. The employee would be eligible to return to their former Principal assignment as worded in the Principal MOU.

#### **IV. Duty Year and Leaves:**

- A. Basic Work Year. The Employee's duty year shall be for the entire twelve (12) month Contract year as provided herein, and the Employee shall perform services on those legal holidays on which the School District is authorized to conduct school if the School Board so determines. The Employee shall be on duty during any emergency, natural or unnatural, unless otherwise excused in accordance with School Board administrative policy.
- B. Vacation. The Employee shall earn twenty-five (25) working days of annual paid vacation each Contract year. Unused vacation must be taken within the Contract year. Upon retirement, resignation or termination of employment, the Employee shall be entitled to payment for any unused vacation days accrued and earned pursuant to the provisions of this paragraph to be contributed to the employee's Health Care Savings Plan or an equivalent plan. The daily rate of pay will be based on 260 days per year.

Vacation time is to be coordinated with the Superintendent of Schools in order to maintain a protocol for leadership within the School District.

- C. Holidays. The Employee shall be entitled to ten (10) paid holidays each Contract year as designated by the School District.

New Year's Day, January 1  
 President's Day, the third Monday in February  
 Memorial Day, the last Monday in May  
 Independence Day, July 4  
 Labor Day, the first Monday in September  
 Convention Day in October  
 Thanksgiving Day, the fourth Thursday in November  
 The day after Thanksgiving  
 Christmas Eve Day, December 24  
 Christmas Day, December 25

- D. Sick & Personal Leave.

1. Sick Leave. The Employee shall earn paid sick leave at the rate of four (4) hours for each pay period (13 days per year). The value of unused sick leave that accumulates in excess of thirty (30) days shall be contributed annually to the employee's Health Care Savings Plan or an equivalent plan after the end of each fiscal year. The daily rate of pay will be based on 260 days per year. Upon retirement, resignation or termination of employment, any remaining amount will be contributed to the employee's Health Care Savings Plan or an equivalent plan.

- E. Emergency Leave. The Employee may be granted paid emergency leave during the Contract year at the discretion of the School Board.
- F. Bereavement Leave. Employee shall be granted paid bereavement leave not to exceed five (5) days to attend a funeral of a family member. An additional three (3) days may be granted due to a death in the family if necessary for travel in connection with legal or business matters involving the funeral or estate. Days utilized will not be deducted from sick leave.

Definition of "**family**" under "Bereavement Leave" shall constitute members of the immediate family of Employee or spouse and shall include father, mother, brother, sister, husband, wife, child, grandparent, grandchild, mother-in-law, father-in-law, brother-in-law, sister-in-law, aunt, uncle, niece and nephew. This shall also apply to foster relationships of the above listed categories.

- G. Disability. If the Employee is unable to perform regular duties because of personal illness or disability and has exhausted all accumulated sick leave, the School District shall provide additional paid sick leave at a salary equal to one-hundred percent (100%) of the Employee's regular salary until the expiration of the waiting period for long term disability insurance.
- H. Medical Leave. If the Employee is unable to perform regular duties because of personal illness or disability and has exhausted all sick leave credit available or has become eligible for long term disability compensation and has not been suspended or placed on leave of absence shall, upon request, be granted a medical leave of absence, without pay, up to one (1) year in duration. The School Board may, in its discretion, extend such a leave upon written request. A written statement shall accompany a request for medical leave of absence or extension thereof pursuant to this section from a physician outlining the condition of health and estimated time at which the Employee is expected to be able to resume normal responsibilities. The Employee, when on medical leave of absence, is eligible to continue to participate in group insurance programs as permitted under the insurance policy provisions, but the Employee shall pay to the School District the entire premium for such programs as the Employee wishes to retain commencing with the beginning of the leave.
- I. Jury Duty.
1. When Employee is selected for jury duty, the Superintendent will be notified and that Employee will make a personal request of the court for release from such duty. If that request is denied, the Superintendent will be notified.
  2. The Employee will receive his/her regular contractual salary while on jury duty, with jury pay, less expenses incurred in travel outside the School District, surrendered to the School District.
- J. School-Related Injuries. An Employee who is injured in the course of carrying out duties and responsibilities, as an employee of the Board shall be granted leave without loss of pay for a period not to exceed five (5) days. If such an injury is the result of assault, leave without loss of pay shall be granted for a period not to exceed ten (10) days. Leave granted due to injury as a result of assault shall not be deducted from the Employee's accumulated sick leave.

**V. Insurance:**

- A. Health & Hospitalization. The School District shall provide the Employee and Employee's dependents with health and hospitalization coverage, under the best School District's group plan, at the expense of the School District.
- B. Dental. The School District shall provide the Employee with dental coverage under the best School District's group plan at the expense of the School District.
- C. Life Insurance. The School District shall provide, at the expense of the School District, term life insurance for the Employee under the School District's group life insurance plan in the amount of \$100,000, payable to the Employee's named beneficiary.
- D. Long Term Disability Insurance. The School District shall provide, at the expense of the School District, long term disability insurance coverage for the Employee under the School District's group plan.
- E. Liability Insurance. The School District shall provide, at the expense of the School District, liability insurance naming the Employee as an insured, along with the School District, in an amount not less than that, which is required by law for the School District.
- F. Claims Against the School District. The eligibility of the Employee or the Employee's dependents or beneficiary for insurance benefits shall be governed by the terms of the insurance policies purchased by the School District pursuant to this section. It is understood that the School District's only obligation is to purchase the insurance policies described herein, and no claim shall be made against the School District as a result of denial by an insurer of insurance benefits if the School District has purchased the policies and paid the premiums described herein.

**VI. Other Benefits:**

- A. Tax-Sheltered Annuities. The Employee will be eligible to participate in a tax-sheltered annuity plan through payroll deduction established pursuant to Section 403(b) of the Internal Revenue Code of 1986, Minnesota Statutes, Section 123B.02, Subd. 15, and School District policy, and as otherwise provided by law.
- B. Cellular Phone. The School District shall provide the Employee with a monthly allowance of \$30.00 for use of the Employee's cellular phone. Alternatively, at the Employee's option, the Employee may be provided with a School District paid cellular phone if the Employee reimburses the School District \$10.00 for personal use.
- C. Conferences and Meetings. The School District shall pay all legally valid expenses and fees for the Employee's attendance at professional conferences and meetings with other educational agencies when attendance thereof is required, directed, or permitted by the Superintendent. The Employee shall periodically report to the Superintendent relative to all meetings and conferences attended. The Employee shall file itemized expense statements to be processed and approved as provided by law.

**VII. Compensation:**

- A. Salary. The School District shall pay Employee, and Employee shall accept from the School District in full payment for Employee’s services, an annual salary as determined according to the Annual Salary Schedule set forth below. Employee’s salary shall be paid in twenty-six (26) equal installments during the Contract year. The Contract year is defined as commencing on July 1 of any year and terminating on the next June 30.

<b>Pay Schedule</b>
2010-2011
\$117,312.00

**VIII. Other Provisions:**

A. Outside Activities. While the Employee shall devote full time and due diligence to the affairs and the activities of the School District, the Employee may serve as a consultant to other school districts or educational agencies, lecture, engage in writing and speaking activities, and engage in other activities if such activities do not impede the Employee’s ability to perform the duties of the Interim Assistant Superintendent of Schools. The Employee shall not engage in other employment, consultant service or other activity for which a salary, fee, or honorarium is paid without the prior approval of the Superintendent.

B. Indemnification and Provision of Counsel. In the event that an action is brought or a claim is made against the Employee arising out of or in connection with the Employee’s employment, and the Employee is acting within the scope of employment or official duties, the School District shall defend and indemnify to the extent permitted by law. Indemnification, as provided in this section, shall not apply in the case of malfeasance in office or willful or wanton neglect of duty, and the obligation of the School District herein shall be subject to the limitations as provided in Minnesota Statutes, Chapter 466.

C. Dues. The Employee is encouraged to belong to and participate in appropriate professional and educational organizations when such membership will serve the best interests of the School District. Accordingly, the School District will pay such membership dues as are required, directed, or permitted by School Board policy. The Employee shall present appropriate statements for approval as provided by law.

D. Severance. Upon retirement, voluntary resignation or termination w/o cause, the Employee shall receive severance credit for 2.5 days times the number of full or partial years of continuous service to the District in the position of Assistant Superintendent (not to exceed six months pay). Partial years will be rounded up to the closest quarter year. The daily rate of pay will be the current annual base salary in the year of retirement/resignation divided by two-hundred sixty (260). This amount is in addition to any amount paid from remaining unused sick leave or unused vacation pay. Any amount payable shall be contributed to the Employee’s Health Care Savings Plan.

**IX. Severability:** If any provision of this Contract is held to be invalid by operation of law, the remainder of the Contract shall not be affected thereby and shall remain in full force and effect.

This Contract shall be effective only upon signatures of the Employee and of the officers of the School Board after authorization for such signatures by the officers is given by the School Board in appropriate action in its minutes.

**IN WITNESS WHEREOF**, I have subscribed my signature this \_\_\_\_ day of July 2010.

\_\_\_\_\_  
William Gronseth

**IN WITNESS WHEREOF**, I have subscribed my signature this 20th day of July 2010.

\_\_\_\_\_  
Chair

\_\_\_\_\_  
Clerk

R E S O L U T I O N

***RE: Termination of Certified Probationary (Non-Tenured) Staff –Change in Dates***

**WHEREAS**, during the first three years of consecutive employment all teachers in the public schools in cities of the first class are deemed to be in a probational period of employment during which period the School Board may renew, or not renew, any teachers' annual contract as the School Board shall see fit; and that the District will lack a sufficient number of pupils to support all non tenured teachers currently employed by the District.

**NOW, THEREFORE, BE IT RESOLVED** by the School Board on Independent School District No. 709, St. Louis County, Minnesota, as follows:

1. The employment contracts of the following probationary teachers shall not be renewed and their employment shall terminate at the end of the school day on June 11, 2010, unless another date is indicated below, in which case the employment of the particular teacher shall terminate on that date.

Cronin, Vicki (08/27/10)  
Schminski, Lori (07/29/10)  
Wangerin, Clarissa (08/05/10)

2. **BE IT FURTHER RESOLVED** the Clerk of the School Board shall notify such teachers in writing before July 1, 2010, of the termination of their employment.

## RESOLUTION

### **RE: Termination of Certified Hourly Staff – Change in Dates**

**BE IT RESOLVED** by the School Board of Independent School District No. 709, St. Louis County, Minnesota, that the employment of the following hourly teachers shall terminate effective at the end of the school day on June 11, 2010, unless another date is indicated below, in which case the employment of the individual shall terminate on that date.

**BE IT FURTHER RESOLVED** that the Clerk of the School Board shall notify such teachers in writing before July 1, 2010, of the termination of their employment.

Dalager, Sherry (08/06/10)  
Docauer, Randall (08/06/10)  
Frank, Angie (08/06/10)  
Hill, Elaine (08/06/10)  
Rud, Jay (08/06/10)

**R E S O L U T I O N*****RE: Termination of Certified Tenured Staff***

**WHEREAS**, enrollment in the School District is declining;

**WHEREAS**, during the 2010-2011 school year, the District will lack a sufficient number of pupils to support all tenured teachers currently employed by the District;

**WHEREAS**, the School Board has found it necessary to discontinue certain positions;

**NOW, THEREFORE, BE IT RESOLVED** by the School Board of Independent School District No. 709, St. Louis County, Minnesota, as follows:

1. The Board proposes that the employment of the following tenured teachers terminate effective at the end of the school day on June 11, 2010, unless another date is indicated below, due to discontinuance of position or lack of pupils.

Bradley, Elaine .400FTE – (Change In FTE)

2. The Clerk of the School Board shall notify all such teachers in writing of the proposed layoff, the grounds for the proposed layoff, and the right to request a hearing within ten (10) calendar days after receiving said notice. The Clerk shall also notify all such teachers that if they fail to request a hearing within ten (10) days, they will be deemed to have acquiesced in the Boards action.

**Resolution #HR-7-10-2790  
July 20, 2010**

## **RESOLUTION**

### **Duluth Federation of Teachers Local 692, A.F.T.**

**RESOLVED**, By the School Board of Independent School District #709, St. Louis County, Minnesota, that the Collective Bargaining Agreement between Independent School District #709 and the Duluth Federation of Teachers Local 692, A.F.T., a summary of which is in the hands of all School Board members, be approved and adopted for the period July 1, 2011 to June 30, 2013, inclusive, and that the Chairperson and Clerk of the School Board be hereby authorized to execute said Agreement on behalf of the School District.