

Human Resources Committee
 Duluth Public Schools, ISD 709
 Agenda
 Monday, February 12, 2018
 District Services Center
 709 Portia Johnson Dr.
 Duluth, MN 55811
 4:15 PM

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| 1. Staffing Report Action Items | 2 |
| 2. Other HR Action Items | |
| A. *Placeholder - Approval of Collective Bargaining Agreement National Conference of Firemen and Oilers, District of Local 32BJ, SDIU (NCFO District) Chapter 956 Contract - effective dates: July 1, 2017 to June 30, 2020 - Resolution #HR-2-18-3522 | 5 |
| B. *Placeholder - Approval of Collective Bargaining Agreement Paraprofessionals Contract - effective dates: July 1, 2017 to June 30, 2020 - Resolution #HR-2-18-3523 | 6 |
| 3. Informational Items | |
| A. Superintendent Review | |
| B. Board Strategic Retreat | |
| 4. Future Items | |
| A. Approval of Hourly Wage Rates for Hourly Employees | |

HUMAN RESOURCES ACTION ITEMS FOR: 02/27/2018

<u>CERT APPOINTMENT</u>	<u>POSITION/SITE/CLASS&STEP/REPLACING</u>	<u>EFFECTIVE DATES</u>
SAXTON, JESSICA	GUIDANCE COUNSELOR/MARSHALL, IV 3, S BERINI	01/22/18
VOLD, SADIE	SPEC ED ASD II/MACARTHUR, III 2, J HURON	01/23/18
WALTERS, JOANNA	INTERIM ELEM PRINC/MYERS-WILKINS, IV I, E MALDONADO, DATE TO BE DETERMINED	01/08/18
*Placeholder		
Total: 3		
<u>CERT COCURRICULAR</u>	<u>POSITION/LOCATION/EFFECTIVE DATE/STIPEND</u>	<u>EFFECTIVE DATES</u>
ANDERSON, SCOTT	TECHNOLOGY COORDINATOR/PIEDMONT, 17/18, \$2,612.00	
BENSON, SANDRA	ELEMENTARY CLUB/YEARBOOK/LAKEWOOD, 17/18, \$597.00	
BLAZEVIC, JILL	.1 ASST GIRLS DIVE COACH/EAST, 17/18, \$285.80, FTE CHANGE	
CORBETT, KATHRIN	MATH CORPS/STOWE, 17/18, \$750.00	
ENSLIN, BRENDA	.5 ASST GIRLS DIVE COACH/EAST, 17/18, \$1,429.00	
FEHRINGER, BRUCE	.1 ACADEMIC CLUB/ROBOTICS/DENFELD, 17/18, \$363.50	
FOX, ROBERT	.5 HEAD NORDIC SKI COACH/DENFELD, 17/18, \$1,218.50	
GARNETT, WILLIAM	ACADEMIC CLUB/ADVISOR/EAST, 17/18, \$978.00	
GERIS, RYAN	.42 ASST HOCKEY COACH/DENFELD, 17/18, \$1,470.00	
GRANT, MARLON	GRADE 8 GIRLS BASKETBALL COACH/LINCOLN, 17/18, \$1,373.00	
HENDRICKS, ANDREA	ALPINE SKI ASST COACH/EAST, 17/18, \$1,832.00	
JOHNSON, JACOB	.42 ASST HOCKEY COACH/DENFELD, 17/18, \$1,470.00	
JOHNSON, SUSAN	.1 ACADEMIC CLUB/ROBOTICS/DENFELD, 17/18, \$363.60	
KAHN, OVE	.5 ASST NORDIC SKI COACH/DENFELD, 17/18, \$1,218.50	
KENNEDY, GRACE	GRADE 9 GIRLS BASKETBALL COACH/EAST, 17/18, \$2,737.00	
KINSEY, NATHAN	.5 HEAD GIRLS TRACK COACH/EAST, 17/18, \$2,217.50, FTE CHANGE	
KNETTEL, CLIFFORD	.25 ASST BOYS SWIM COACH/EAST, 17/18, \$714.50	
KNETTEL, CLIFFORD	.25 HEAD BOYS SWIM COACH/EAST, 17/18, \$1,074.00	
KNETTEL, COLLEEN	TECHNOLOGY COORDINATOR/MACARTHUR, 17/18, \$2,612.00	
LAPLANTE, COURTNEY	.5 ASST DANCE TEAM COACH/EAST, 17/18, \$1,371.00	
LARSON, NICHOLAS	GRADE 7 BOYS BASKETBALL COACH/ORDEAN EAST, 17/18, \$1,373.00	
LINN, CAROLYN	.2 ASST GIRLS DIVE COACH/EAST, 17/18, \$571.60	
MACOR, JOSEPH	ALPINE SKI HEAD COACH/EAST, 17/18, \$3,348.00	
MALBAN, DAVID	.25 ASST BOYS SWIM COACH/EAST, 17/18, \$714.50	
MALBAN, DAVID	.25 HEAD BOYS SWIM COACH/EAST, 17/18, \$1,074.00	
MCCCLIMEK, BETH	ACADEMIC CLUB/ADVISOR/EAST, 17/18, \$978.00	
NELSON, COLLEEN	ASST DEBATE COACH/DENFELD, 17/18, \$1,681.00	
PELLER, SHONDA	.5 HEAD GIRLS TRACK COACH/EAST, 17/18, \$2,217.50	
PLESHA, STEVEN	GRADE 7 BOYS BASKETBALL COACH/LINCOLN, 17/18, \$1,373.00	
PORKKONEN, ALEX	GRADE 8 BOYS BASKETBALL COACH/LINCOLN, 17/18, \$1,373.00	
SCHNEIDER, COLE	GRADE 8 BOYS BASKETBALL COACH/ORDEAN EAST, 17/18, \$1,373.00	
TOWNSEND, HEATHER	.80 ASST DANCE TEAM COACH/DENFELD, 17/18, \$2,193.60	
UPTON, JEROME	.5 SENIOR CLASS ADVISOR/EAST, 17/18, \$574.50	
VERRY, ELON	.1 ASST BOYS DIVE COACH/EAST, 17/18, \$285.80	
WAALKENS, BENJAMIN	.16 ASST HOCKEY COACH/DENFELD, 17/18, \$560.00	
WALZ, GERALD	.1 ACADEMIC CLUB/ROBOTICS/DENFELD, 17/18, \$363.60	
WESTHOLM, DANIELLE	JUNIOR CLASS ADVISOR/EAST, 17/18, \$862.00	
*Placeholder		
Total: 37		
<u>CERT LEAVES</u>	<u>POSITION/LOCATION/LEAVE TYPE</u>	<u>EFFECTIVE DATES</u>
BERGUM, LADONNA	SPANISH/EAST, SUPERINTENDENT APPROVED LWOP	04/23/18 04/27/18
CRANDALL, MARNEY	LEARNING DISABLED/ORDEAN EAST, POLICY #4125 LWOP	05/08/18 05/15/18
*Placeholder		
Total: 2		
<u>CERT LONG TERM SUB</u>	<u>POSITION/LOCATION/CLASS & STEP/REPLACING</u>	<u>EFFECTIVE DATES</u>
BRUNING, MONICA	HEALTH/CHESTER CREEK/MERRITT CREEK, 14 3, E GORSKI, CHANGE IN DATES	10/02/17 12/22/17
BRUNING, MONICA	.5 HEALTH/CHESTER CREEK/MERRITT CREEK, 14 3, E GORSKI	01/03/18 02/16/18
KOLENZ, KRISTINE	GRADE 4/LESTER, III+45 2, N DALLUM, DATE TO BE DETERMINED	11/06/17
PORTNER, STEPHANIE	.8 ECSE/DW, III 2, R MCINTYRE, DATE TO BE DETERMINED	01/29/18
*Placeholder		
Total: 4		

<u>CERT PERM INCREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
WENTWORTH, LISA *Placeholder Total: 1	GUIDANCE COUNSELOR/EAST, .50 TO .90	01/22/18
<u>CERT TEMP DECREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
ANDERSON, JESSICA HANKS, ROBIN *Placeholder Total: 2	GUIDANCE COUNSELOR/NON PUBLIC/EAST, 1.0 TO .70, VOLUNTARY KINDERGARTEN/OJIBWE/LOWELL, 1.0 TO .775, VOLUNTARY	01/22/18 06/18/18 01/22/18 06/08/18
<u>CERT TEMP INCREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
AHERN, JENNIFER HALVER, DEBRA WILLIAMS, JACINDA *Placeholder Total: 3	MATH/AEO, HALF 1/6 OVERLOAD MATH/AEO, HALF 1/6 OVERLOAD SPEECH LANG PATH/DW, HALF 1/6 OVERLOAD	01/22/18 06/08/18 01/22/18 06/08/18 01/22/18 06/08/18
<u>NONCERT APPOINTMENT</u>	<u>POSITION/LOCATION/WEEKS/RATE OF PAY/REASON</u>	<u>EFFECTIVE DATES</u>
BURKLAND, KELLI COOPER, JOLYNN DRAKE, TERRY GAZELKA, CAMILLE HENDRICKSON, RHONDA LEWIS, LISA RICH, KRISTIN Placeholder Total: 7	SCHOOL BUS DRIVER II/TRANSPORTATION, 25/38WKS, \$15.02/HR, V CIURLEO SPEC ED PARA/ECSE/BW/HOMECROFT, 17/38WKS, \$15.38/HR, NEW POS SUPV PARA/MALE REQ/LINCOLN, 32.5/38WKS, \$14.15/HR, K CHISHOLM HEALTH ASST PARA/LPN/ORDEAN EAST, 31.25/38WKS, \$17.41/HR, C SCHWARTZ SPED ED PARA/BW/LOWELL, 31.25/38WKS, \$17.15/HR, TEMP POS SPEC ED PARA/BW/LINCOLN, 32.5/38WKS, \$15.38/HR, K HARTMANN SPEC ED PARA/ECSE/BW/PIEDMONT, 15/38WKS, \$15.38/HR	01/17/18 01/03/18 01/08/18 01/12/18 01/16/18 01/17/18 01/03/18
<u>NONCERT DEMOTION</u>	<u>NEW POSITION/LOCATION/OLD POSITION/LOCATION/RATE OF PAY</u>	<u>EFFECTIVE DATES</u>
BUSHEY, JANE LAVIGNE, NICHOLAS *Placeholder Total: 2	SPEC ED PARA/JOB COACH/DW, SPEC ED PARA/LPN/DENFELD, \$17.32/HR, D LUCKSTEIN SUPV PARA/ORDEAN EAST, SPEC ED PARA/STUD SPEC/MACARTHUR, \$14.51/HR	01/22/18 01/17/18
<u>NONCERT LEAVES</u>	<u>POSITION/LOCATION/TYPE OF LEAVE</u>	<u>EFFECTIVE DATES</u>
AMMESMAKI, MARCUS CRAVEN, TRACEY EDWARDS, MICHELLE HAKALA, JILL HASHIM, HAZLIMURNI VIERGUTZ, JODI ZWAK, ELIZABETH *Placeholder Total: 7	CULTURAL IMMERSION PARA/LOWELL, A" LWOP" HELPER/DENFELD, A" MEDICAL LWOP - DATE TBD" HELPER/HOMECROFT, A" LWOP" HELPER/LESTER PARK, A" MEDICAL LWOP - DATE TBD" HELPER/ORDEAN EAST, A" LWOP" ECSE PARA/LESTER PARK, A" LWOP" SPEC ED PARA/EAST, A" PERSONAL LWOP"	01/18/18 01/30/18 01/23/18 03/19/18 03/23/18 01/29/18 03/29/18 04/16/18 01/10/18 01/16/18 03/09/18 03/15/18
<u>NONCERT LONG TERM SUB</u>	<u>POSITION/LOCATION/WEEKS/RATE OF PAY/REASON</u>	<u>EFFECTIVE DATES</u>
BOWKER, DIANA KORALIA, JENNIFER MCRAE, JONELLE SWANSON, KAREN *Placeholder Total: 4	HELPER/ROCKRIDGE, 15/38WKS, \$11.04/HR HELPER/EAST, 18.75/38WKS, \$11.04/HR HELPER/DENFELD, 18.75/38WKS, \$11.04/HR HELPER/LOWELL, 15/38WKS, \$11.04/HR	01/02/18 06/07/18 01/08/18 06/07/18 01/08/18 06/07/18 12/07/17 06/07/18
<u>NONCERT PERM INCREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
MEECE, ERIKA *Placeholder Total: 1	HELPER/LINCOLN, .4375 TO .75	01/03/18

<u>NONCERT PROMOTION</u>	<u>NEW POSITION/LOCATION/OLD POSITION/LOCATION/RATE OF PAY</u>	<u>EFFECTIVE DATES</u>
HOFFMAN, JENNIFER	SPEC ED PARA/STUD SPEC/EAST, SUPV PARA/EAST, \$15.38/HR	01/03/18
QUILTY, JILL	1ST HDST PARA/HOMECROFT, SUPV PARA/STUD SPEC/ORDEAN EAST, \$16.69/HR	01/08/18
*Placeholder		
Total: 2		
<u>NONCERT RESIGNATION</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
DOCKENDORF, EMILY	SPEC ED PARA/ECSE/BARNES	02/01/18
FELDBRUGGE, RYAN	SUPV PARA/ORDEAN EAST	02/15/18
*Placeholder		
Total: 2		
<u>NONCERT RETIREMENT</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
WILLIAMS, CASSANDRA	SIGN LANGUAGE INTERPRETER/MEYERS-WILKINS	06/08/18
*Placeholder		
Total: 1		
<u>NONCERT TEMP DECREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
GUY, TONY	HELPER/LINCOLN, .46875 TO .4375	01/03/18 06/07/18
*Placeholder		
Total: 1		

RESOLUTION

National Conference of Firemen and Oilers District of Local 32BJ, SEIU (NCFO District) CHAPTER 956

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 National Conference of Firemen and Oilers District of Local 32BJ, SEIU (NCFO District) CHAPTER 956, a summary of which has been distributed to all School Board members, be approved and adopted for the period of July 1, 2017 to June 30, 2020, inclusive, and that the Chairperson and Clerk of the School Board be hereby authorized to execute said Agreement on behalf of the School District.

****Placeholder***

RESOLUTION

Paraprofessional Employees

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 Paraprofessional Employees, a summary of which has been distributed to all School Board members, be approved and adopted for the period of July 1, 2017 to June 30, 2020, inclusive, and that the Chairperson and Clerk of the School Board be hereby authorized to execute said Agreement on behalf of the School District.

*Placeholder

**Resolution #HR-2-18-3523
February 27, 2018**