



Human Resources Report for June 2026 School Board Meeting Highlighting May 2026 Activities

Department: Human

Resources HR|Business Services Committee:

06.08.2026 Regular Board Meeting:

06.16.2026 Report Prepared By:

Steven Johnson

Manager’s Minutes:

- Working on a tentative agreement for a 2025-2026 contract with DDWIAA and then will continue to work with this group for a 2-year contract for 2026-2027 and 2027-2028.
- Continuing negotiations with the NCBA group for 2025-2026 and 2026-2027 contract years.
- Continued work with placing teachers and following the collective bargaining agreement on bumping.

What We’re Working On:

- Benefits Department is working on entering and distributing the Health Care Savings Plans for our upcoming retirees.
- Assisting staff with end of the school year questions around retirement and what benefits look like for summer months.
- Benefits Department is conducting an audit of our Life Insurance census.

Upcoming Changes/Improvements to the Department:

- Working on process improvement for internal Human Resources processes for onboarding, offboarding.
- Presenting interview techniques and do’s and don’ts for the June work meeting.

Staffing Report:

- | | |
|------------------------------|--------------------------------|
| • Certified Appointments - 1 | Non-Certified Appointments - 4 |
| • Certified Leaves - 0 | Non-Certified Leaves - 0 |
| • Certified Resignations - 2 | Non-Certified Resignations - 8 |
| • Certified Retirement - 1 | Non-Certified Retirements - 2 |

Open Positions:

Certified:

- Teachers (23)
 - Special Education (8)
 - High School (5)
 - Middle School (4)
 - Elementary School (1)
 - Duluth Adult Education (1)
 - Summer School (2)

Non-Certified:

- Administrative (2)
 - Director of Special Services (1)
 - American Indian Coordinator (1)
- Maintenance (6)
 - Second Shift Engineer I (1)
 - Master Electrician (1)
 - Engineer IV (1)

Custodian I/II/III (2)

Custodian I/II/III Float (1)

Paraprofessionals (12)

Certified/Pre-Certified Educational Sign Language Interpreter (4)

Instructional Para (1)

Sign Language Facilitator (1)

SpEd Building Wide Para (3)

SpEd Program Para LTS (1)

SpEd Student Specific (2)