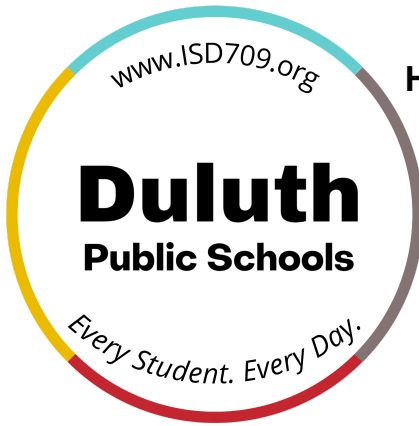




Human Resources Report for July 2026 School Board Meeting Highlighting June 2026 Activities

Department: Human Resources

HR|Business Services Committee: 07.13.2026

Regular Board Meeting: 07.21.2026

Report Prepared By: Steven Johnson

Manager's Minutes:

- HR began work on a new onboarding process that we plan to roll out in August
- We have reached a Tentative Agreement with DDWIAA (Duluth District-Wide Instructional Administrator's Association) for a 25-26 Collective Bargaining Agreement (CBA). Plan to start the next round of negotiations with DDWIAA for a 26-28 CBA.
- Still in discussion with NCBA (Non-Certified Business Administrator's Association) for a 25-27 Collective Bargaining Agreement.

What We're Working On:

- Updating Employee Handbook for the 26/27 school year
- Gearing up for New Hire Orientation on August 12, 2026 for all first-time employees of the District.

Upcoming Changes/Improvements to the Department:

- Working on Non-Certified evaluations and making those electronic in Vector as we did with Certified evaluations in the previous school year.

Staffing Report:

Certified Appointment -2

Certified Leaves-0

Certified Resignations-4

Certified Retirements-2

Non-Certified Appointment-2

Non-Certified Leaves-0

Non-Certified Resignations-8

Non-Certified Retirements-1

Open Positions:

Certified:

Teachers (8)

Special Education (3)
High School (2)
Middle School (1)
District Wide (1)
Duluth Adult Education (1)

Non-Certified:

Administrative (3)

ED of Finance and Operations (1)
Principal of ALP-AEO (1)
Principal Interim Congdon Park (1)

Maintenance (7)

Second Shift Engineer II (1)
Master Electrician (1)
Engineer II (1)
Engineer IV (1)
Custodian I/II/III (2)
Utility 1 (1)

Paraprofessionals (9)

Certified/Pre-Certified Educational Sign Language Interpreter (4)
Instructional Para (1)
Sign Language Facilitator (1)
SpEd Program Para RN (1)
SpEd Student Specific (2)

