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BOARD OF EDUCATION
Special Meeting - June 22, 2020 - 4:00 PM
Zoom Teleconference
-

AGENDA

1. CALL TO ORDER/ROLL CALL

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2. Human Resource Services

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A. Resolution Regarding Termination and Non-Renewal of Teaching Contracts

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B. Proposal for the Restructuring Process of the Speech and Language Pathologists

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C. HR Recommendations

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3. ADJOURN

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Join Zoom Meeting <https://wayzataschools.zoom.us/j/94956546294?pwd=a2VRRzNJdUI6NndtSFhaODdGbVZJdz09>

Meeting ID: 949 5654 6294

Password: RT352H73



Board of Education
Special Meeting – June 22, 2020

AGENDA SECTION: Roll Call

ITEM: Roll Call

COMMENTS BY: Bonita Lucky, Board Clerk

	PRESENT	ABSENT
Linda Cohen	_____	_____
Seanne Falconer	_____	_____
Sarah Johansen	_____	_____
Chris McCullough	_____	_____
Cheryl Polzin	_____	_____
Bonita Lucky	_____	_____
Andrea Cuene	_____	_____
Chace Anderson, ex-officio	_____	_____



Board of Education
Special Meeting – June 22, 2020

AGENDA SECTION: Human Resource Recommendations

ITEM: Human Resource Recommendations

COMMENTS BY: Stacie Vos, Executive Director of Human Resource Services

Resolution Regarding Termination and Non-Renewal of Teaching Contracts

The Administration recommends the adoption of the attached resolution for the non-renewal of the teaching contracts of the following probationary teachers:

Name	Building
Holly Parr	Early Learning School

Recommended Action: Adopt the resolution relating to the termination and non-renewal of the teaching contract of the named probationary teachers.

Motion by: _____ **ROLL CALL** **Passed:** _____

Second by: _____ **Failed:** _____

Abstentions: _____ **3** _____



Board of Education
Special Meeting – June 22, 2020

AGENDA SECTION: Human Resource Recommendations

ITEM: Human Resource Recommendations

COMMENTS BY: Stacie Vos, Executive Director of Human Resource Services

Attached is the proposal for the restructuring process of the Speech and Language Pathologists. The Human Resources' Board Committee has reviewed the recommended changes.

Recommended Action: Approve the restructuring process of the Speech and Language Pathologists as recommended.

Motion by: _____

ROLL CALL

Passed: _____

Second by: _____

Failed: _____

Abstentions: _____

Board Proposal for the restructuring process of the Speech and Language Pathologists

Rationale: Prior to 2018, the District frequently allowed SLPs to reduce their FTEs to less than full time positions. This was generally done at the request of the employee. In the past, when it was easier to find SLPs this practice was acceptable. It worked towards creating the type of work environment we wanted to create for our employees as we willingly accommodated their work requests.

We are currently faced with the reality that we cannot find SLPs to fill our open positions. Securing full time positions is challenging and part time positions is nearly impossible. Due to our practice of allowing SLPs to reduce their FTEs we now find ourselves in the position of having part time positions that we are unable to fill.

As the district has continued to grow, staffing with part time positions has complicated staffing in three district buildings: Gleason Lake, Meadow Ridge, and Plymouth Creek. These buildings consistently have caseloads requiring 1.0 assignments and support is patched together each year to meet student needs. Our current efforts are not in the best interests of our students.

Current Staffing: Speech Language Pathologist (SLP) staffing consists of (10) 1.0 positions, (5) 0.8 positions, and (1) 0.9 position. As mentioned above, the 0.8 positions have been granted to staff members over the years upon individual requests.

Additional Funding: An additional 0.5 in SLP staffing has been obtained for the 2020-21 school year.

Desired Outcome: To utilize the new 0.5 staffing in a way that provides for an additional 0.2 to Gleason Lake, 0.2 to Plymouth Creek, and 0.1 to Meadow Ridge. This distribution of allocations will not result in a loss of staff productivity due to travel time. To most efficiently staff our district, Gleason Lake, Meadow Ridge, and Plymouth Creek's three part time assignments should be converted to (3) 1.0 positions.

As funds become available in the 2021-2022 school year, the remaining .08 positions would move to 1.0 positions. Ultimately, it is our goal to have full time staff in full time positions. Any future part time positions would be hired on a one year only contract basis.

Process:

1. Eliminate (2) 0.8 positions and (1) 0.9 speech position and re-post three 1.0 positions for the 2020-2021 school year.
2. The SLP at each school would be given the opportunity to apply for the 1.0 position and remain at their current building.
3. If the SLP makes the decision to remain part-time they would have the option to move into another 0.8 positions. Movement to part-time positions would be based upon seniority.
4. The least senior staff displaced would have the option to apply for 1.0 positions

- or seek part-time employment in another district.
5. Notice would be provided to all district SLP that as enrollment continues to grow, staffing will be increased in a way that consolidates part-time positions into 1.0 assignments.

HUMAN RESOURCES RECOMMENDATIONS - Agenda - June 22, 2020

EMPLOYMENT

Name	Position	Location	Reason	Start Date
Fahlstrom, Mary	Spanish	Central Middle	Enrollment	8/31/2020
Nelson, Donna	Special Education	Oakwood	Resignation	8/31/2020
Ruzicka, Ashley	Special Education	District	New Position	8/31/2020
Smith, Tracy	Spanish	West Middle	Transfer	8/31/2020

CONTRACT MODIFICATION

Name	Position	Location	Modification	Date
Kelly Ripley	Secretary	Education Services Center	Contract Ended	6/12/2020

LEAVE OF ABSENCE

Name	Position	Location	Leave Date



Board of Education
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AGENDA SECTION: Human Resource Recommendations

ITEM: Human Resource Recommendations

COMMENTS BY: Stacie Vos, Executive Director of Human Resource Services

Attached are the recommendations regarding personnel actions including: employment, separations and leaves of absence.

Recommended Action: Approve the Human Resource actions as recommended in the attachment.

Motion by: _____

ROLL CALL

Passed: _____

Second by: _____

Failed: _____

Abstentions: _____



Board of Education
Special Meeting – June 22, 2020

AGENDA SECTION: Adjourn

ITEM: Adjourn

COMMENTS BY: Andrea Cuene, Board Chair

Recommended Action: Call the meeting to a close.

Motion by: _____

ROLL CALL

Passed: _____

Second by: _____

Failed: _____

Abstentions: _____