Human Resources Committee - Regular School Board Meeting
Duluth Public Schools, ISD 709
Agenda
Tuesday, April 20, 2010
District Services Center
709 Portia Johnson Dr.
Duluth, MN 55811
6:30 PM

1. **Staffing Reports**
   A. Certified / Non-Certified Action Items 2
2. **Action Items - Other**
   A. *There are no Human Resources Action Items (Other) at this time.*
3. **Informational Items**
   A. Diversity/Integration Specialist-Systems 7
4. **Future Items**
   A. *There are no Human Resources Future Items at this time.*

HUMAN RESOURCES ACTION ITEMS FOR 04/20/2010

CERT APPOINTMENT	POSITION/SITE/CLASS&STEP/REPLACING	EFFECTIVE DATES
NEMEC, NICOLE	.5 READ 180/WOODLAND, III 1 H BOWEN-BAILEY,(1.0 3/8-3/9/10)	03/08/2010
MELL, CAROL	TITLE I/STOWE, IV+45 6, TEMPORARY ASSIGNMENT	03/01/2010 06/11/2010
Total: 2		

CERT COCURRICULAR	POSITION/LOCATION/EFFECTIVE DATE/STIPEND	EFFECTIVE DATES
MELDE, LAURA	.33 HEAD GIRLS SOFTBALL/EAST, 09/10 $1276.11	
MOSTROM, PETER	.33 TECHNOLOGY/MORGAN PARK, 09/10 $955.60	
SOLIN, SUSAN	.33 TECHNOLOGY/MORGAN PARK, 09/10 $955.60	
ZWAK, MICHAEL	.33 TECHNOLOGY/MORGAN PARK, 09/10 $955.60	
POPPENBERG, DAWN	.5 ACADEMIC CLUB/RUBBER STAMP/WOODLAND, 09/10 $436.00	
VEILLET, LINDA	.5 ACADEMIC CLUB/RUBBER STAMP/WOODLAND, 09/10 $436.00	
VELANDER, DAWN	.5 TECHNOLOGY COORD/LINCOLN, 09/10 $1066.50	
HOLM, BRUCE	5 INTRAMURALS/MORGAN PARK, 09/10 $3845.00	
ZWAK, MICHAEL	5 INTRAMURALS/MORGAN PARK, 09/10 $3845.00	
EHLERT, PEGGY	ACADEMIC CLUB/BPA/STC, 09/10 $2745.00	
DEVNEY, MICHAEL	ACADEMIC CLUB/DECA/STC, 09/10 $2745.00	
PELLER, SHONDA	ACADEMIC CLUB/HERO/FCCLA/STC, 09/10 $2745.00	
OLSON, KIMBERLY	ACADEMIC CLUB/HOSA/STC, 09/10 $2745.00	
SALMELA, AARON	ACADEMIC CLUB/KNOWLEDGE BOWL/WOODLAND, 09/10 $872.00	
NORMAN, NATHAN	ACADEMIC CLUB/MATH CLUB/WOODLAND, 09/10 $872.00	
PALEN, PETER	ACADEMIC CLUB/NJROTC/STC, 09/10 $2745.00	
RANNILA, MATTHEW	ACADEMIC CLUB/SKILLS USA ADV/STC, 09/10 $2745.00	
ANDERSON, SCOTT	ACADEMIC CLUB/STUDENT GOVERNMENT/WOODLAND, 09/10 $872.00	
ZWAK, MICHAEL	ACTIVITY DIRECTOR/MORGAN PARK, 09/10 $995.00	
WIPSON, PATRICIA	ANNUAL/WOODLAND, 09/10 $859.00	
ANDERSON, BRAD	ASST BASEBALL/EAST, 09/10 $2447.00, CHANGE IN FTE	
KASK, JASON	ASST BOYS TRACK/EAST, 09/10 $2587.00	
DIERYCK, JENA	ASST GIRLS GR 9 BASKETBALL/DENFELD, 09/10 $2269.61, CHANGE IN FTE	
WASHBURN, MARK	ASST GIRLS TRACK/EAST, 09/10 $2587.00	
NEUBARTH, TRICIA	CHEERLEADER ADV/CENTRAL, 10/11 $2973.00	
SCANLON-OLSON, MELISSA	ELEMENTARY CLUB/LESTER, 09/10 $533.00	
WILLIAMS, SHERYL	ELEMENTARY CLUB/LESTER, 09/10 $533.00	
ANDERSON, SCOTT	HEAD BOYS SOCCER/CENTRAL, 10/11 $3418.00	
BACIGALUPO, DOMINIC	HEAD BOYS SOCCER/EAST, 10/11 $3418.00	
HOLMAN, JOEL	HEAD CROSS COUNTRY/CENTRAL, 10/11 $3446.00	
WICKER, DAVID	HEAD CROSS COUNTRY/EAST, 10/11 $3446.00	
MAKI, JEANNINE	HEAD DANCE TEAM/EAST, 10/11 $2021.00	
SCHARTE, NICOLE	HEAD DANCELINE/CENTRAL, 10/11, $2021.00	
VOLD, CHRIS	HEAD FOOTBALL/CENTRAL, 10/11 $4842.00	
HIETALA, JOSEPH	HEAD FOOTBALL/EAST, 10/11 $4842.00	
WEBER, RON	HEAD GIRLS SOCCER/CENTRAL, 10/11 $3418.00	
POLKOWSKI, STEVE	HEAD GIRLS SOCCER/EAST, 10/11 $3418.00	
SANDHOLM, PAUL	HEAD GIRLS TENNIS/CENTRAL, 10/11 $3172.00	
KRUGER, LEE	HEAD GIRLS TENNIS/EAST, 10/11 $3172.00	
SWANSTROM, KIM	HEAD GIRLS VOLLEYBALL/CENTRAL, 10/11 $4117.00	
FLYNN, KEVIN	HEAD GIRLS VOLLEYBALL/EAST, 10/11 $4117.00	

HIETALA, JOSEPH	INTRAMURALS/WOODLAND, 09/10 $769.00
MOELLER, NADINE	INTRAMURALS/WOODLAND, 09/10 $769.00
Total: 43	

CERT EXTENSION	POSITION/LOCATION/EFFECTIVE DATE/STIPEND	EFFECTIVE DATES	
ARNDT, JAMES	PRINCIPAL/STC CONSORTIUM REPRESENTATION, 09/10 NOT TO EXCEED 125 HRS	09/10/2009	06/30/2010
Total: 1			

CERT LEAVES	POSITION/LOCATION/LEAVE TYPE	EFFECTIVE DATES	
KYNELL, JUDITH	ECFE/LINCOLN, MEDICAL W/O PAY, CHANGE IN DATES	09/04/2006	06/11/2010
HORVATH, SUSAN	ECSE/MACARTHUR, MIC-CAREER W/O PAY	09/06/2010	09/29/2010
LARSON, AMY	GR 1/CONGDON, .5 JOBSHARE W/O PAY	09/06/2010	06/10/2011
PILATE, ALAINA	GR 1/CONGDON, .5 JOBSHARE W/O PAY	09/06/2010	06/10/2011
COLLINS, ANNE	GR 1/LOWELL, .5 JOBHSARE W/O PAY	09/06/2010	06/10/2011
GIBSON, NANCY	GR 1/LOWELL, .5 JOBSHARE W/O PAY	09/06/2010	06/10/2011
KRIZAJ, ERIN	GR 1/ROCKRIDGE, .5 JOBHSARE W/O PAY	09/06/2010	06/10/2011
DANZ, MARY	GR 1/ROCKRIDGE, .5 JOBSHARE W/O PAY	09/06/2010	06/10/2011
BOYHTARI, BONNIE	GR 3/CONGDON, .5 JOBSHARE W/O PAY	09/06/2010	06/10/2011
SUNDLAND, AMY	GR 3/CONGDON, .5 JOBSHARE W/O PAY	09/06/2010	06/10/2011
LARSEN, DAVID	GR 4/LINCOLN, MILITARY W/O PAY, CHANGE IN DATES	10/01/2007	06/11/2010
PALM, KRISTEN	GR 4/LOWELL, .5 JOBSHARE W/O PAY	09/06/2010	06/10/2011
ZWAK, KRISTY	GR 4/LOWELL, .5 JOBSHARE W/O PAY	09/06/2010	06/10/2011
PRISTASH, LEIGH	READING/LINCOLN, MEDICAL W/O PAY, EXCLUDING 2/25/10, CHANGE IN DATES	01/19/2010	03/12/2010
RICH, JOAN	SCHOOL NURSE/DW, MID-CAREER EXT W/O PAY	09/06/2010	06/10/2011
ZIFKO, SARA	SPECIAL ED/DW, PARENTAL W/O PAY, CHANGE IN DATES	02/04/2010	03/11/2010
JOHNSON, NANCY	SPEECH PATH/DW, .5 JOBSHARE W/O PAY	09/06/2010	06/10/2011
KOLODGE, LISA	SPEECH PATH/DW, .5 JOBSHARE W/O PAY	09/06/2010	06/10/2011
MICKELSON, PAUL	VOC SERVICE OCC/STC, MID-CAREER EXTENSION, W/O PAY	09/06/2010	06/10/2011
Total: 19			

CERT LONG TERM SUB	POSITION/LOCATION/CLASS & STEP/REPLACING	EFFECTIVE DATES	
SPAETH, SUSAN	.4 GERMAN/CENTRAL, IV+30 2 N SCHARTE	03/05/2010	05/14/2010
GRIMM, JASON	SOCIAL STUDIES/CENTRAL, III 1 M MARTIN	02/01/2010	06/11/2010
Total: 2			

CERT RESIGNATION	POSITION/LOCATION	EFFECTIVE DATES
KRYSIAK, JEAN	GR 3/LINCOLN (ON LEAVE)	06/11/2010
Total: 1		

CERT RETIREMENT	POSITION/LOCATION	EFFECTIVE DATES
DURST, BARBARA	ABE/ALC	06/11/2010
BRYANT, COLLEEN	BUSINESS ED/DENFELD	06/11/2010
BLAZEVIC, CHERYL	ECFE/DW	06/15/2010
KYNELL, JUDITH	ECFE/LINCOLN (ON LEAVE)	06/11/2010

HORVATH, SUSAN	ECSE/MACARTHUR	09/30/2010
TOFTEY, GAIL	ENGLISH/TEEN PARENT	06/11/2010
SIFUENTES, ELDA	GR 1/MACARTHUR	06/11/2010
BRAIEDY, CAROLYN	GR 3/GRANT	06/11/2010
PEDERSON, DIANNE	GR 3/GRANT	06/11/2010
BRANDT, JAMES	GUIDANCE COUNSELOR/UNITY	06/18/2010
FISKETTI, JAMES	HISTORY/CENTRAL	06/11/2010
PACKINGHAM, NORA	KDGN/LINCOLN	03/31/2010
BENNETT, PATRICIA	KDGN/STOWE	06/11/2010
ANKARLO, MARK	MUSIC/VOCAL/WOODLAND	08/01/2010
GREMBOWSKI, EUGENE	NATURAL SCIENCE/DENFELD	06/11/2010
MOLD, MARGARET	SCHOOL SOCIAL WORKER/DW	06/18/2010
PHILLIPS, PATRICK	SOCIAL STUDIES/DENFELD	06/11/2010
SWANSON, RICHARD	SOCIAL STUDIES/DENFELD	06/11/2010
GULLICKS, CYNTHIA	SPANISH/EAST	06/11/2010
JAM, KIMBERLY	SPECIAL ED/DENFELD	06/11/2010
OZZELLO, PAULETTE	SPECIAL ED/MERRITT CREEK ADADEMY	07/29/2010
BURNS, GAIL	SPEECH LANGUAGE PATH/DW	11/01/2010
ROBERTS, CAROL	SPEECH LANGUAGE PATH/DW	06/11/2010
LARSON, MARILYN	SUPERVISOR OF EARLY CHILDHOOD PROGRAM/BARNES	06/25/2010
LEPPALA, CHARLES	WORK EXPERIENCE/DW	06/11/2010

Total: 25

CERT TEMP INCREASE	**POSITION/LOCATION/CONDITION**	**EFFECTIVE DATES**	
HARBSON, ALAN	ENGLISH/DENFELD, .7 TO .9	03/17/2010	06/11/2010
LULL, EMILY	GERMAN/.4 WOODLAND/.6 EAST, .4 TO 1.0	03/03/2010	06/11/2010
MEYER, MICHAEL	SOCIAL WORKER/DW, .5 TO 1.0	04/12/2010	06/18/2010

Total: 3

NONCERT APPOINTMENT	**POSITION/LOCATION/WEEKS/RATE OF PAY/REASON**	**EFFECTIVE DATES**	
NEUBARTH, TRICIA	CLERICAL LEVEL E/CENTRAL, 40/44WKS $17.66, TEMPORARY ASSIGNMENT	03/15/2010	06/25/2010
GELINEAU, AARON	DIVERSITY/INTEGRATION SPECIALIST SYSTEM/DW 40/41WKS $32,000	05/03/2010	
CROW DOG, DEBORAH	DIVERSITY/INTEGRATION SPECIALIST SYSTEM/DW,40/41WKS$40,400,S WITHERSPOO	05/03/2010	
WICK, SUSAN	HEAD COOK/LINCOLN, 33.75/38WKS $13.72/HR, TEMPORARY ASSIGNMENT	02/02/2010	06/10/2010
JOHNSON, KATHIE	PRODUCTION MANAGER/LINCOLN, 37.5/38WKS $15.83/HR, TEMPORARY ASSIGNMENT	02/02/2010	06/10/2010

Total: 5

NONCERT LEAVES	**POSITION/LOCATION/TYPE OF LEAVE**	**EFFECTIVE DATES**	
BRAUN, WENDY	CLERICAL LEVEL E/HOCHS STAFF DEV, 'A' PERSONAL W/O PAY	04/07/2010	04/09/2010
BRAXTON-BROWN, MELISSA	HELPER/EAST, 'A' PARENTAL W/O PAY, CHANGE IN DATES	09/29/2009	03/15/2010
STANIUS, LINDA	HELPER/EAST, 'A' PERSONAL W/O PAY, & 4/12/10-4/14/10	03/29/2010	04/02/2010
MURRAY, CANDACE	HELPER/HOMECROFT, 'A' PERSONAL W/O PAY	04/02/2010	04/13/2010
SCANLON, NANCY	INSTR PARA/LINCOLN HDST, 'A' PERSONAL W/O PAY	03/10/2010	03/15/2010
HURLEY, CAROLYN	SATELLITE MGR II/ALC, 'A' PERSONAL W/O PAY	04/21/2010	06/10/2010
MACMILLAN, WENDY	SCHOOL BUS DRIVER II/TRANSPORTATION, 'A' MEDICAL W/O PAY	02/14/2010	03/31/2010
MOEN, KAREN	SPECIAL ED BW PARA/MACARTHR, 'A' PERSONAL W/O PAY	03/15/2010	03/19/2010

HUMAN RESOURCES ACTION ITEMS FOR 04/20/2010

MAKOWSKI, KAREN	SPECIAL ED PROG PARA/EAST, 'A' MEDICAL W/O PAY, CHANGE IN DATES	03/04/2010	04/12/2010
Total: 9			

NONCERT LONG TERM SUB	POSITION/LOCATION/WEEKS/RATE OF PAY/REASON	EFFECTIVE DATES	
KOLLATH, GARY	SPECIAL ED BW PARA/WOODLAND, 20/38WKS $14.00/HR, REALLOC OF FTE	03/01/2010	06/10/2010
Total: 1			

NONCERT PERM DECREASE	POSITION/LOCATION/WEEKS/RATE OF PAY/REASON	EFFECTIVE DATES
AUTIO, LIZABETH	HELPER/LESTER, .46875 TO .375	09/08/2009
Total: 1		

NONCERT PERM INCREASE	POSITION/LOCATION/WEEKS/RATE OF PAY/REASON	EFFECTIVE DATES
BRAUN, WENDY	CLERICAL LEVEL E/HOCHS/STAFF DEVELOPMENT, 44 TO 46WKS	03/25/2010
Total: 1		

NONCERT PROMOTION	NEW POSITION/LOCATION	EFFECTIVE DATES
GERTH, DAVID	FIREPERSON 1/CONGDON, SCHOOL CUSTODIAN II/CENTRAL, $16.24/HR	03/01/2010
TRUONG, SI	FIREPERSON II/DENFELD, FIREPERSON I/CONGDON, $17.49/HR	03/01/2010
Total: 2		

NONCERT RECALL	NEW POSITION/LOCATION	EFFECTIVE DATES
SUOJA, WILLIAM	SCHOOL CUSTODIAN II/CENTRAL	03/22/2010
Total: 1		

NONCERT RECLASS	NEW POSITION/LOCATION	EFFECTIVE DATES
MUKLEBUST, JULIE	CLERICAL LEVEL F/HOCHS/MN YOUTH, CLERICAL LEVEL D/HOCHS/MN YOUTH $16.0	01/19/2010
JOHN, PAULINE	CLERICAL LEVEL G/HOCHS/FINANCE, CLERICAL LEVEL F/HOCHS/FINANCE $18.90/HR	01/27/2010
Total: 2		

NONCERT RESIGNATION	POSITION/LOCATION	EFFECTIVE DATES
BREKKEN, MANDY	INSTR PARA/DW/STOWE	04/01/2010
MAYVILLE, RICHARD	SCHOOL CUSTODIAN II/CENTRAL	03/12/2010
LEVANEN, SHERRI	SPECIAL ED PARA/LESTER(ON LEAVE)	08/17/2009
Total: 3		

NONCERT RETIREMEMT	POSITION/LOCATION	EFFECTIVE DATES
ANDERSON, RAYMOND	SCHOOL BUS DRIVER II/TRANSPORTATION	07/31/2010
MURRAY, EDWARD	SCHOOL CUSTODIAN II/LINCOLN/PIEDMONT	06/11/2010
THORSEN, DORIS	SPECIAL ED PROG PARA/DW	06/11/2010
Total: 3		

HUMAN RESOURCES ACTION ITEMS FOR 04/20/2010

NONCERT TEMP INCREASE	POSITION/LOCATION/CONDITION	EFFECTIVE DATES	
HAGEN, AMANDA	CLERICAL LEVEL C/ALC, .4 TO .4125	03/16/2010	06/25/2010
JOHNSON, KATHIE	HEAD COOK/LINCOLN, .84735 TO .9375	02/02/2010	06/10/2010
WICK, SUSAN	HELPER/LINCOLN, .375 TO .84375, RESCIND	02/02/2010	06/10/2010
NORMAN, JOANN	SATELLITE MGR I/WOODLAND, .9375 TO .96875	03/29/2010	06/10/2010
WATT, CORDELL	SATELLITE MGR II/HOCHS/ALC,.40625 TO .4375	03/29/2010	06/10/2010

Total: 5

TITLE: Diversity/Integration Specialist-Systems

Title of Immediate Supervisor:	**Department:**	**FLSA Status:**
Office of Education Equity OEE	Office of Education Equity OEE	Exempt
Accountable For (Job Titles):		**Pay Grade Assignment:** Non-Bargaining; Linked to Non-Certified Business Administrators Association

General Summary or Purpose Of Job:

Promotes the District 709 vision and strategic plan through integrating relevant multi-cultural learning experiences in the classroom. Advocates for the successful achievement and development of protected students throughout the District. Provides training for the staff, the community, and the students, including cultural curriculum, peer mediation, and specific integration experiences that benefit instruction and learning. Work with the students, staff and parents to provide a smooth transition and educational support as eligible students transition from elementary to middle school and middle to high school.

DUTY NO.	**ESSENTIAL DUTIES:** (These duties are a representative sample; position assignments may vary.)	FREQUENCY
1.	Determines and assesses issues that need to be addressed regarding school climate concerns, staff training, student concerns and parent involvement.	
2.	Connects with all students of color. Provides diversity and cultural resources, such as tutors, mentors and helpers to protected-class students who are underperforming in school.	
3.	Coordinates parent workshops throughout the District for communities of color. Provides information and procedures for parents. Meets and communicates with parents at community centers.	
4.	Generates lists of students who are in need of academic assistance or need conflict management. Maintains a database of students, which tracks resources, grades, absences and community intervention. Maintains student progress and peer mediation records.	
5.	Assists with the implementation of an integration management plan, provided by the administration, which includes three phases, with fourteen tasks per phase.	
6.	Assists students in overcoming barriers to continued progress. May refer students to community resources.	

7. Communicates with parents and guardians by telephone and in conferences regarding outreach, support services, referrals, and other related services

8. Provide mediation facilitation if cultural conflicts occur

9. Provide district-wide opportunities for multi-cultural assemblies and education opportunities.

10. Assist parents in relationships with other school personnel to ensure an effective working relationship between school and home.

    - Set up meeting for parents to come to School to discuss grades, test scores, etc. Focus on how to diffuse the situation if a parent is upset while at the same time supporting staff and educational goals of the organization.
    - Work to build the comfort level of parents in communicating with administration and staff.

11. Make home visits and have meetings with parents to discuss achievement, attendance, behavior and attitudes of students, and to develop ways to improve students' performance at school.
    - Troubleshoot how to accomplish this when there are not parents or families in the student's life.
      (If the parents are not interested in being involved, seek out a staff member that may want to be involved, or meet with the student.)

12. Coordinate efforts with other staff including Counselor, Social Workers, etc. Make opportunities to meet with social workers, guidance counselors, etc. to discuss their viewpoints so there is a flow of communication and a shared understanding of each other

13. Report and make recommendations for action to staff and families.
    - Keep teachers and staff aware if there are problems outside of school that may be impacting the student in the classroom.
    - Use different committees/meetings to accomplish this (i.e. attendance committee, SST, CST, one-on-one meetings with administrators and/or counselors).

14. Develop and disseminates appropriate written information for parents such as ongoing parent groups, maintaining an effective network.

    - Write articles for the school district newsletter. Distribute copies to parents.
    - Establish opportunities for parents to come into the school (i.e. activities, culturally specific classes, etc.).
    - Work with Parent Involvement Coordinator regarding ways to involve parents at school.

15. Increase students' and staffs' knowledge and understanding of the framework of poverty.

16.	Develop student leadership, skill building and produce ongoing collaborations in our community.	
17.	Work with organizing agencies to provide training and educational opportunities for students and staff.	
18.	Increase collaboration between all three high schools.	
19.	Increase multicultural experiences and events on a regular basis within the school day.	
20.	Assist in the design, evaluation and dissemination of pre- and post-tests, focus groups, attitudinal and climate surveys.	

Minimum Qualifications: (necessary qualifications to gain entry into the job not preferred or desirable qualifications)

Requires a minimum of a baccalaureate degree in social science, human services or a closely-related field and at least one year of experience working with at-risk youth from diverse populations in a school or community agency setting; or an equivalent combination of education, training and/or experience necessary to successfully perform the essential functions of the work.

Certification or Licensing Requirements (prior to job entry):

None required upon entry.

Knowledge Requirements:

Requires knowledge of:

- Community resources available for parents, students and teachers, such as CAIR, Lutheran Social Services, and Talent Search.
- Various cultural backgrounds, communities of color, promoting diversity, and eliminating racism, and using such techniques as advocacy and staff development.
- Administrative intervention techniques.
- Desegregation policies and terminology.
- Curriculum development, especially the Urban Learner Framework.

DULUTH PUBLIC SCHOOLS

TITLE: Diversity/Integration Specialist-Systems

Skill Requirements:

Skilled in:

- Diversity and collaborative training.
- Coordinating events and meetings, and preparing presenters.
- Excellent communication skills, especially with communities of color, staff, parents, and administrators.
- Dealing with tension in heightened situations, such as racial behavior incidents.
- Some computer skills, such as word processing for completing student reports, performing data entry, and accessing student information from computer systems.
- Tutoring and peer mediation.
- Student advocacy skills regarding areas of harassment, racial issues or violence.
- Demonstrated ability in understanding the developmental stages of youth.
- Demonstrated ability in establishing and maintaining effective relationships with youth and the District staff.
- Ability to motivate youth to meet their educational goals.
- Organizational skills to monitor student progress, keep records and produce reports.
- Ability to relate to youth from various backgrounds.

Physical Requirements: Indicate according to the requirements of the essential duties/responsibilities

Employee is required to:	**Never**	**1-33% Occasionally**	**34-66% Frequently**	**66-100% Continuously**
Stand		√		
Walk				√
Sit		√		
Use hands dexterously (use fingers to handle, feel)		√		
Reach with hands and arms		√		
Climb or balance	√			
Stoop/kneel/crouch or crawl		√		
Talk and hear				√
Taste and smell	√			
Lift & Carry: Up to 10 lbs.		√		
Up to 25 lbs.	√			
Up to 50 lbs.	√			
Up to 100 lbs.	√			
More than 100 lbs.	√			

General Environmental Conditions:

Work is performed under normal office or classroom conditions and there are minimal environmental risks or disagreeable conditions associated with the work. There is exposure to outdoor weather conditions when traveling between school sites.

The typical noise level is considered to be moderate.

General Physical Conditions:

Work can be generally characterized as:

Sedentary Work: Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects, including the human body.

TITLE: Diversity/Integration Specialist-Systems

Vision Requirements: Check box if relevant	Yes	No
No special vision requirements	√	
Close Vision (20 in. of less)		
Distance Vision (20 ft. of more)		
Color Vision		
Depth Perception		
Peripheral Vision		

Job Classification History: