

Human Resources Committee

Monday, October 11, 2010 4:15 PM

Historic Old Central High School - Board Room, 2nd Floor, 215 N 1st Ave E,
Duluth, MN 55802

1. Staffing Reports

2. Action Items - Other

A. Approval - Addition of Systems Maintenance
Technician \$21.54 per hour to hourly pay rate
sheet.

B. Approval - Change in pay rate of Special
Education Assistant (RN License Required)
\$20.00 per hour to hourly pay rate sheet.

C. Approval - Co-Curricular Stipends 2010-2011
(Assts - Golf/Tennis)

3. Informational Items

A. Middle School Athletics Stipends (see attached)

4. Future Items

A. *There are no HR Future Items at this time.*

HUMAN RESOURCES ACTION ITEMS FOR 10/19/2010

| <u>CERT APPOINTMENT</u> | <u>POSITION/SITE/CLASS&STEP/REPLACING</u> | <u>EFFECTIVE DATES</u> |
|--------------------------------|--|-------------------------------|
| CRONIN, VICKI | .438 FAM PARTNERSHIP/FAC, .3 PARENT EDUC/DW, IV 9 T HALLGREN | 09/07/2010 |
| EVERETT, DAVID | SPECIAL ED EBD III/HOCHS, IV 2, M LIPPITT | 09/08/2010 |
| FOSTER, JOSEPH | SPECIAL ED LD/CENTRAL, III 2, D JOHNSON | 09/08/2010 06/10/2011 |
| PEDERSEN, KELLY | SPECIAL ED ASD III/MACARTHUR, III+15 3, REALLOC OF FTE | 09/08/2010 |
| PIERCE, JARED | .4 MATH/CENTRAL, III 2, S NYBACK | 09/14/2010 06/10/2011 |
| SCHMINSKI, LORI | .75 TITLE I/ARROWHEAD ACADEMY, III 7 REALLOC OF FTE | 09/06/2010 |
| WANGERIN, CLARISSA | .5 READ 180/ENGLISH/CENTRAL, III 3 REALLOC OF FTE | 09/07/2010 |
| <i>Total:</i> 7 | | |

| <u>CERT LEAVES</u> | <u>POSITION/LOCATION/LEAVE TYPE</u> | <u>EFFECTIVE DATES</u> |
|---------------------------|---|-------------------------------|
| ISENSEE, KAREN | READ 180/MORGAN/SPANISH/WOODLAND, .4 P#4125 W/O PAY | 10/04/2010 06/10/2011 |
| OLEK, MAUREEN | ECSE/MACARTHUR, PARENTAL W/O PAY | 11/01/2010 11/24/2010 |
| WANNER, FRANK | SOCIAL STUDIES/CENTRAL/CURRIC DEV/HOCHS, .2 #4120 W/O PAY | 09/06/2010 06/10/2011 |
| <i>Total:</i> 3 | | |

| <u>CERT LONG TERM SUB</u> | <u>POSITION/LOCATION/CLASS & STEP/REPLACING</u> | <u>EFFECTIVE DATES</u> |
|----------------------------------|--|-------------------------------|
| ERICKSON, SANDRA | .8 ECSE/DW, IV+45 2, M OLEK, TO BE DETERMINED | 09/20/2010 |
| HANEY, ERIN | .5 GR 3/LINCOLN, III+15 2, R MOSELEY | 09/20/2010 01/21/2011 |
| SUNDIN, MELANIE | GR 2/MACARTHUR, III+15 5, J SHYNE, TO BE DETERMINED | 09/06/2010 |
| <i>Total:</i> 3 | | |

| <u>CERT PERM INCREASE</u> | <u>POSITION/LOCATION/CLASS & STEP/REPLACING</u> | <u>EFFECTIVE DATES</u> |
|----------------------------------|--|-------------------------------|
| WANGERIN, CLARISSA | READ 180/ENGLISH/CENTRAL/MORGAN, .5 TO .9 | 10/04/2010 |
| <i>Total:</i> 1 | | |

| <u>CERT RECALL FROM LAYOFF</u> | <u>POSITION/LOCATION/CLASS & STEP/REPLACING</u> | <u>EFFECTIVE DATES</u> |
|---------------------------------------|--|-------------------------------|
| CODA, MICHELLE | SOCIAL STUDIES/CENTRAL, .2 | 09/06/2010 |
| GRITZMACHER, CYNTHIA | BAND/EAST, .2 | 09/06/2010 |
| MILLER, JENNIFER | FRESHMAN SEMINAR/CENTRAL, .1 | 09/06/2010 |
| PELLER, SHONDA | FRESHMAN SEMINAR/CENTRAL/VOC CHILD CARE/STC, .1 | 09/05/2010 |
| PIORO, ROBERT | PHYED/.3 CENTRAL/.2 MORGAN | 09/06/2010 |
| PORTER, DEBRA | FAMILY CONSUMER SCIENCE/WOODLAND/MP, .2 FTE | 09/06/2010 |
| RING, JACALYN | SOCIAL STUDIES/ALC/EAST, .2 | 09/06/2010 |
| SUNDSTROM, JOLANE | ART/WOODLAND HILLS ACADEMY/ALC, .5 | 09/05/2010 |
| <i>Total:</i> 8 | | |

| <u>CERT RESIGNATION</u> | <u>POSITION/LOCATION</u> | <u>EFFECTIVE DATES</u> |
|--------------------------------|---------------------------------|-------------------------------|
| MENEGHINI, CARLA | MATH/DENFELD | 06/11/2010 |
| <i>Total:</i> 1 | | |

| <u>CERT RETIREMENT</u> | <u>POSITION/LOCATION</u> | <u>EFFECTIVE DATES</u> |
|-------------------------------|---------------------------------|-------------------------------|
|-------------------------------|---------------------------------|-------------------------------|

HUMAN RESOURCES ACTION ITEMS FOR 10/19/2010

| | | |
|----------------|--|------------|
| BURKE, BARBARA | SUPV SPECIAL SERVICES/HOCHS, CHANGE FROM RESIGNATION | 07/31/2009 |
| BURNS, GAIL | SPEECH LANGUAGE PATHOLOGIST/DW, CHANGE IN DATE | 10/08/2010 |
| LARSON, BONNIE | SCHOOL PSYCHOLOGIST/DW | 01/21/2011 |
| Total: | 3 | |

| <u>CERT TEMP DECREASE</u> | <u>POSITION/LOCATION/CONDITION</u> | <u>EFFECTIVE DATES</u> |
|----------------------------------|---|-------------------------------|
| ANDERSON, NANCY | VIOLENCE PREVENTION/HOCHS, 1.0 TO .625 | 09/06/2010 06/10/2011 |
| CLAY, CORY | BAND/WOODLAND, .9 TO .5 | 09/06/2010 06/10/2011 |
| CONBOY, MICHAEL | SOCIAL STUDIES/ALC, 1.0 TO .8 | 09/06/2010 06/10/2011 |
| KAISER, AMY | PHYED SPEC/LINCOLN/CURRIC COACH/DW, 1.0 TO .625 | 09/06/2010 06/10/2011 |
| OLEK, MAUREEN | ECSE/MACARTHUR, 1.0 TO .8 | 09/06/2010 06/10/2011 |
| TAMMINEN, BETH | ABE/ALC, 1.0 TO .5 | 08/09/2010 07/08/2011 |
| TEICHROEW, JULIE | ENGLISH/ALC, 1.0 TO .8 | 09/06/2010 06/10/2011 |
| Total: | 7 | |

| <u>CERT TEMP INCREASE</u> | <u>POSITION/LOCATION/CONDITION</u> | <u>EFFECTIVE DATES</u> |
|----------------------------------|---|-------------------------------|
| BACKUS, GINGER | MENTOR COORD/DW, 1/6 OVERLOAD | 09/07/2010 06/10/2011 |
| CRONIN, VICKI | FAMILY FAC/PARENT EDUCATOR/DW, .7375 TO .7875 | 09/27/2010 09/27/2010 |
| CRONIN, VICKI | FAMILY FAC/PARENT EDUCATOR/DW, .7875 TO .8625 | 09/28/2010 06/10/2011 |
| DEVANEY, DEBORAH | MUSIC/MORGAN, 1/6 OVERLOAD | 09/06/2010 06/10/2011 |
| HEROLD, DEAN | MATH/MORGAN, 1/6 OVERLOAD | 09/17/2010 06/10/2011 |
| HUMPHREYS, LISA | SPECIAL ED/DW/ECSE, .6 TO .8 | 09/27/2010 06/10/2011 |
| LYLE, RICHARD | MATH/WOODLAND, 1/6 OVERLOAD | 09/06/2010 06/10/2011 |
| MCNEIL, DENISE | PARENT EDUCATOR/ROCKRIDGE ECFE, .5 TO .7 | 09/06/2010 06/10/2011 |
| TOSCANO, CONNIE | PRE-K/ROCKRIDGE LEARNING READINESS, .6125 TO .75 | 09/07/2010 06/10/2011 |
| VAN LOH, JANE | PRE-K/STOWE LEARNING READINESS, .55 TO .6375 | 09/07/2010 06/10/2011 |
| WEBER, CYNTHIA | PRE-K/LINCOLN PARK LEARNING READINESS, .6125 TO .75 | 09/07/2010 06/10/2011 |
| WESTHOLM, DANIELLE | ENGLISH/ALC, .9 TO 1.0 | 09/06/2010 06/10/2011 |
| ZWAK, MICHAEL | BUSINESS ED/MORGAN, 1/6 OVERLOAD | 09/06/2010 06/10/2011 |
| Total: | 13 | |

| <u>NONCERT APPOINTMENT</u> | <u>POSITION/LOCATION/WEEKS/RATE OF PAY/REASON</u> | <u>EFFECTIVE DATES</u> |
|-----------------------------------|---|-------------------------------|
| BANKS, KELLY | MENTAL HEALTH PRACTITIONER/DW, 32.5/38WKS, \$19.23/HR, T KURTH | 09/13/2010 |
| BATTEES, SUSAN | HELPER/WOODLAND, 15/38WKS \$10.05/HR, L CASSADY | 09/08/2010 |
| DEFRANG, DARCI | BUS HELPER/TRANSPORTATION, 25/3WKS, \$10.78/HR, M RICHEY | 10/04/2010 |
| FOSTER, JOSEPH | SCHOOL BUS HELPER/TRANSPORTATION, 25/38 \$10.78/HR, , RICHEY | 08/26/2010 09/07/2010 |
| GILBERT, JENNIFER | SPEC ED STUDENT SPEC LPN PARA/WOODLAND, 32.5/38WKS,\$16.01/HR REALLOC FTE | 09/13/2010 |
| KOOSMAN, CHRISTINE | BUS HELPER/TRANSPORTATION, 25/38WKS \$10.78/HR, D HILL | 08/25/2010 |
| SMITH, NICHOLAS | COMMUNITY LIAISON/DW, 36/38WKS, \$15.06/HR, D CROW DOG | 09/09/2010 |
| Total: | 7 | |

| <u>NONCERT DEMOTION</u> | <u>POSITION/LOCATION/WEEKS/RATE OF PAY/REASON</u> | <u>EFFECTIVE DATES</u> |
|--------------------------------|---|-------------------------------|
| GOODENBERGER, SUZANNE | INSTR PARA/NETTLETON HDST/SPECIAL ED BW PARA/CENTRAL, \$14.20/HR | 09/07/2010 |
| WALDRIFF, TRACY | INSTR PARA/LINCOLN/ROCKRIDGE/ECFE, SUPV PARA/WOODLAND, \$14.10/HR | 09/27/2010 |

HUMAN RESOURCES ACTION ITEMS FOR 10/19/2010

Total: 2

| <u>NONCERT LAYOFF</u> | <u>POSITION/LOCATION/WEEKS/RATE OF PAY/REASON</u> | <u>EFFECTIVE DATES</u> |
|------------------------------|--|-------------------------------|
| BROADWELL, JODI | INSTR PARA/MERRITT CREEK | 08/12/2010 |
| ELLISON, ROBIN | INSTR PARA/DW | 08/12/2010 |
| FOSTER, JOSEPH | SPECIAL ED BW PARA/DENFELD | 08/12/2010 |
| GANDT, JULIE | SUPV PARA/WOODLAND | 08/12/2010 |
| HAAS, JUSTIN | SPECIAL ED PROG PARA/LINCOLN | 08/12/2010 |
| HARTLEY, ATHENA | SPECIAL ED BW PARA/NETTLETON/ECSE | 08/12/2010 |
| HEMBREE, BRADLEY | SPECIAL ED PROG PARA/WOODLAND | 08/12/2010 |
| HUNEKE, EMILY | INSTR PARA/DW | 08/12/2010 |
| JOHNSON, ADAM | SPECIAL ED BW PARA/MORGAN | 08/12/2010 |
| KNEELAND, STEVE | SPECIAL ED BW PARA/DENFELD | 08/12/2010 |
| KRENNER, CHERYL | SUPV PARA/WOODLAND | 08/12/2010 |
| LIVESAY, LORELEI | INSTR PARA/DW | 08/12/2010 |
| LOFALD, ROGER | SPECIAL ED BW PARA/DENFELD | 08/12/2010 |
| LOWE, RANDY | SPECIAL ED BW PARA/DENFELD | 08/12/2010 |
| MCCRACKEN, CRYSTAL | INSTR PARA/DW | 08/12/2010 |
| MEYER, KIMBERLY | SPECIAL ED PROG PARA/HOCHS/BRIDGE PROG | 08/12/2010 |
| MILLER, MARK | SPECIAL ED PROG PARA/DENFELD | 08/12/2010 |
| MORRIS, MARY | INSTR PARA/DW | 08/12/2010 |
| OLSON, SARAH | INSTR PARA/DW | 08/12/2010 |
| PETERSON, ANGELA | SPECIAL ED BW PARA/GRANT | 08/12/2010 |
| PETERSON, LINDA | SPECIAL ED PROG PARA/LINCOLN | 08/12/2010 |
| RONINGEN, JUDY | INSTR PARA/LAKEWOOD | 08/12/2010 |
| SALMELA, GAYLE | INSTR PARA/DW | 08/12/2010 |
| SNYDER, JENNIFER | INSTR PARA/DW | 08/12/2010 |
| STONE, SUSAN | SPECIAL ED PROG PARA/MACARTHUR/ECSE | 08/12/2010 |
| SWANSON, BARBARA | INSTR PARA/NETTLETON/HDST | 08/12/2010 |
| THOMAS, SETH | SPECIAL ED STUDENT SPECIFIC/DENFELD | 08/12/2010 |
| WILLIAMS, CORAL | SPECIAL ED PROG/DW | 08/12/2010 |
| WORDELMAN, KEELY | SPECIAL ED PROG PARA/MACARTHUR | 08/12/2010 |
| WORDELMAN, KYLE | SPECIAL ED PARA/MACARTHUR | 08/12/2010 |
| ZANT, PATRICK | SPECIAL ED PROG PARA/EAST | 08/12/2010 |
| Total: 31 | | |

| <u>NONCERT LEAVES</u> | <u>POSITION/LOCATION/TYPE OF LEAVE</u> | <u>EFFECTIVE DATES</u> |
|------------------------------|---|-------------------------------|
| BERKELMAN, JAMES | SPECIAL ED BW PARA/WOODLAND, 'B' W/O PAY, TO BE DETERMINED | 09/24/2010 |
| DEAN, JEFFREY | SCHOOL CUSTODIAN II/CENTRAL, 'A' MEDICAL W/O PAY, TO BE DETERMINED | 08/31/2010 |
| HURLEY, CAROLYN | SATELLITE MGR II/ROCKRIDGE, 'A' PERSONAL W/O PAY | 09/22/2010 09/24/2010 |
| JOHN, DANIEL | FIREPERSON II/CENTRAL, 'A' ADMIN LEAVE W/O PAY | 09/13/2010 09/16/2010 |
| LIVADAROS, KATHERINE | CULTURAL CENTER PARA/NETTLETON, 'A' PARENTAL W/O PAY, CHANGE IN DATES | 09/09/2010 11/29/2010 |
| MALONEY, MARJORIE | SPECIAL ED PROG PARA/CENTRAL, 'B' W/O PAY, CHANGE IN DATES | 09/07/2010 10/11/2010 |
| MUSOLF, LESLIE | SPECIAL ED PROG PARA/MERRITT CREEK, 'A' PERSONAL W/O PAY | 03/07/2011 03/15/2011 |
| WICK, SUSAN | HELPER/MACARTHUR, 'A' PERSONAL W/O PAY | 08/23/2010 08/27/2010 |

HUMAN RESOURCES ACTION ITEMS FOR 10/19/2010

Total: 8

| <u>NONCERT PERM DECREASE</u> | <u>POSITION/LOCATION/TYPER OF LEAVE</u> | <u>EFFECTIVE DATES</u> |
|------------------------------|--|------------------------|
| HALVORSON, MARY | SUPV PARA/MORGAN PARK, .875 TO .75 | 09/07/2010 |
| KMIECH, TANYA | SPECIAL ED BW PARA/CONGDON, .84375 TO .78125 | 09/14/2010 |
| <i>Total: 2</i> | | |

| <u>NONCERT PERM INCREASE</u> | <u>POSITION/LOCATION/TYPER OF LEAVE</u> | <u>EFFECTIVE DATES</u> |
|------------------------------|---|------------------------|
| BANKS, JANET | HELPER/EAST, .3750 TO .40625 | 09/13/2010 |
| JOHNSON, ELIZABETH | INSTR PARA/DW .4125 TO .7125 | 09/20/2010 |
| MENDOZA, CRUZ | SUPV PARA/EAST, .4 TO .6 | 09/07/2010 |
| PETERSON, TERESA | SPECIAL ED BW PARA/NETTLETON ECSE, .375 TO .53125 | 09/27/2010 |
| SMITH, NICHOLAS | COMMUNITY LIAISON/DW, .9 TO 1.0 | 09/13/2010 |
| TRUMAN, JACQUELINE | HELPER/EAST, .375 TO .40625 | 09/22/2010 |
| WICK-ZEMAN, SHELLY | INSTR PARA TITLE I PARA/STOWE, .8 TO .875 | 09/07/2010 |
| <i>Total: 7</i> | | |

| <u>NONCERT PROMOTION</u> | <u>NEW POSITION/LOCATION</u> | <u>EFFECTIVE DATES</u> |
|--------------------------|---|------------------------|
| BUETTNER, MOLLY | SPECIAL ED PROG PARA/LINCOLN, INSTR PARA/DW/ECFE, \$15.46/HR | 09/15/2010 |
| FRENCH, DANELLE | SPECIAL ED BW PARA/LINCOLN ECSE, INSTR PARA/HDST, \$15.35/HR | 10/11/2010 |
| PETERSON, TERESA | SPECIAL ED PROG PARA/LOWELL ECSE, INSTR PARA/NETTLETON/HDST, \$15.46/HR | 09/07/2010 |
| SKULL, JENNY | SATELLITE MGR II/CONGDON, HELPER/MORGAN PARK, \$13.52 HR | 09/20/2010 |
| WHITE, KAREN | CLERICAL LEVEL E/EAST, CLERICAL LEVEL C/MACARTHUR, \$16.43/HR | 09/27/2010 |
| <i>Total: 5</i> | | |

| <u>NONCERT RECALL</u> | <u>NEW POSITION/LOCATION</u> | <u>EFFECTIVE DATES</u> |
|-----------------------|---|------------------------|
| HEMBREE, BRADLEY | SPECIAL ED BW PARA/CENTRAL, 31.25/38WKS, \$15.35/HR | 09/30/2010 |
| LOFALD, ROGER | SPECIAL ED PROG MALE REQ PARA/CENTRAL, .78125 | 09/22/2010 |
| OLSON, SARAH | SPECIAL ED BW/ECSE/MACARTHUR/HDST | 09/07/2010 |
| RANDA, JON | SCHOOL CUSTODIAN II/CENTRAL, 1.0 | 09/07/2010 |
| SNYDER, JENNIFER | INSTR PARA/NETTLETON HDST, .475 | 09/20/2010 |
| <i>Total: 5</i> | | |

| <u>NONCERT RESIGNATION</u> | <u>POSITION/LOCATION</u> | <u>EFFECTIVE DATES</u> |
|----------------------------|---|------------------------|
| DEFRANG, DARCIÉ | HELPER/MACARTHUR | 10/01/2010 |
| FOSLE, JANINE | CLERICAL LEVEL C/WOODLAND HILLS ACADEMY | 10/12/2010 |
| GOODENBERGER, SUZANNE | INSTR PARA/NETTLETON HDST | 10/08/2010 |
| HALES, KYRA | FOOD SERVICE HELPER/CENTRAL | 09/08/2010 |
| MERTESDORF, TRISHA | SPECIAL ED PARA/LINCOLN | 08/10/2010 |
| <i>Total: 5</i> | | |

| <u>NONCERT RETIREMENT</u> | <u>POSITION/LOCATION</u> | <u>EFFECTIVE DATES</u> |
|---------------------------|------------------------------|------------------------|
| KILSDONK, ROBERT | STOREROOM TRUCK DRIVER/HOCHS | 10/12/2010 |

HUMAN RESOURCES ACTION ITEMS FOR 10/19/2010

POPPENBERG, SANDRA

CLERICAL LEVEL D/ALC

10/29/2010

Total: 2

| <u>NONCERT TEMP INCREASE</u> | <u>POSITION/LOCATION/CONDITION</u> | <u>EFFECTIVE DATES</u> | |
|------------------------------|--|------------------------|------------|
| BLAIS, JASON | SPECIAL ED BW PARA/EAST, .78125 TO .90625 | 09/09/2010 | 06/10/2011 |
| BLAIS, JASON | SPECIAL ED BW PARA/EAST, .78125 TO .90625, CHANGE IN DATES | 09/09/2010 | 10/01/2010 |
| BUSHEY, JANE | SPECIAL ED LPN PARA/EAST, .78125 TO .90625 | 09/09/2010 | 06/09/2011 |
| GAVITT, MARY | SUPV PARA/WOODLAND, .8125 TO .9375 | 09/16/2010 | 06/10/2011 |
| MARKLE, PATRICIA | CLERICAL LEVEL C/BARNES, .475 TO .6 | 08/25/2010 | 09/30/2010 |
| SCARCELLA, PEGGY | SUPV PARA/WOODLAND, .625 TO .75 | 09/16/2010 | 06/10/2011 |
| <i>Total:</i> | 6 | | |

HOURLY/SUBSTITUTE PAY RATE SHEET

Effective 10/19/2010

| | | <u>RATE</u> |
|--------------------------------------|--------------|-------------|
| <u>COMMUNITY EDUCATION</u> | | |
| Lifeguard | | \$ 9.00 |
| Locker Room Attendant | Minimum Wage | \$ 7.25 |
| Swim Instructor | | \$ 11.00 |
| Latch Key/Nursery School Worker | | \$ 8.00 |
| Special Needs Helper | Minimum Wage | \$ 7.25 |
| Youth Development Programs | | |
| -Cross Age Student Helper | Minimum Wage | \$ 7.25 |
| -Youth Service Facilitator | | \$ 12.50 |
| -Playground Leader | | \$ 7.50 |
| -Gym Supervisor | Minimum Wage | \$ 7.25 |
| -Activity Leader | | \$ 7.50 |
| -Summer Youth Placement Coordinator | | \$ 8.50 |
| Latch Key Site Supervisor Substitute | | \$ 10.00 |
| Pool Director | | \$ 7.50 |
| Temporary Building Coordinator | | \$ 12.00 |
| Puppeteer | | \$ 9.00 |
| American Indian Facilitator | | \$ 9.25 |

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| <u>FOOD SERVICE</u> | | |
| Food Service Substitute/Non -Unit Helper | | \$ 8.50 |
| Cook and Head Cook Substitute | | \$ 9.50 |
| Production Manager Substitute | | \$ 10.50 |
| Satellite Manager Substitute | | \$ 9.50 |
| Retired Food Service Employees are paid \$1.00/hr. in addition to above rates. | | |

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|--|---|---------|
| <u>MAINTENANCE AND CONSTRUCTION</u> | | |
| Summer Hourly Substitute | | \$ 7.50 |
| Snow Shovelers, Temporary | | \$ 7.50 |
| Summer AV Repair | | \$ 7.00 |
| Lead Person for Laborers | | \$ 8.15 |
| Summer Retired Trades People | * | |
| Welder and Other Skilled Trades | * | |

| | | |
|-----------------------------------|---|----------|
| <u>BUILDING OPERATIONS</u> | | |
| Hourly Regular Substitute | | \$ 8.50 |
| Substitute for Licensed People | | \$ 8.15 |
| Summer Hourly | | \$ 7.75 |
| Summer Hourly Lawn Crew | | \$ 7.75 |
| Retired Custodian | * | |
| Retired Fireperson I | | \$ 11.85 |
| Retired Fireperson II | * | |
| Retired Engineer | | |
| (Eng. 1*/Eng. 2*/Eng. 3*/Eng. 4*) | | |

| | | |
|---|--|------------------|
| <u>TRANSPORTATION</u> | | |
| Substitute for Bus Driver (regular route) | | Step A of MA CBA |
| Field Trip | | \$ 10.00 |
| Bus Helper | | \$ 9.00 |

| | | |
|--------------------------|--------------|---------|
| <u>PRINT SHOP</u> | | |
| Summer Hourly | Minimum Wage | \$ 7.25 |
| Skilled Tradesperson | * | |

*(Step B Current Maintenance Unit Bargaining Agreement)

HOURLY/SUBSTITUTE PAY RATE SHEET

Effective 10/19/2010

RATE

| <u>PURCHASING (STOREROOM)</u> | | | |
|--------------------------------------|--------------|----|------|
| Hourly Regular Substitute | | \$ | 7.60 |
| Hourly Student | Minimum Wage | \$ | 7.25 |
| Stock Clerk (Retired Employee) | | * | |

| <u>CLERICAL</u> | | | |
|------------------------|--|----|------|
| Regular Substitute | | \$ | 9.00 |
| Retired Employee | | \$ | 9.50 |

| <u>PARAPROFESSIONALS</u> | | | |
|--|---------------------------|-----------|--------------|
| Instructional Assistant(Tutor) | | \$ | 8.75 |
| Media Assistant | | \$ | 8.75 |
| Supervisory Assistant | | \$ | 9.00 |
| Special Education Assistant | | \$ | 9.00 |
| Health Assistant | | \$ | 10.00 |
| Hearing Impaired Assistant (Signer) (Transliterators Non-Licensed) | | \$ | 13.00 |
| Licensed Interpreter for the Deaf | | \$ | 20.00 |
| Special Education Assistant (LPN License Required) | | \$ | 14.00 |
| Special Education Assistant (RN License Required) | Effective 10/19/10 | \$ | 20.00 |
| Indian Oriented Assistant | | \$ | 8.50 |
| Cultural Assistant (no language skills) | | \$ | 9.00 |
| Community Assistant | | \$ | 8.50 |
| Experience Center Manager | | \$ | 8.50 |
| Career Center Assistant Probationary Rate | Minimum Wage | \$ | 7.25 |
| Career Center Assistant | Minimum Wage | \$ | 7.25 |
| Career Center Coordinator | | \$ | 12.50 |
| Occupational Therapy Assistant | | \$ | 9.50 |
| Technical Tutor | | | |
| -Graphic Artist | | \$ | 9.00 |
| -Cultural Assistant (with language skills) | | \$ | 9.50 |
| -RDT | | \$ | 9.00 |
| -Asian Oriented | | \$ | 9.00 |
| -Evaluation/Testing | | \$ | 9.00 |
| Child Care Assistant | | \$ | 9.00 |
| Community Liaison | | \$ | 9.00 |
| Physical Therapist Assistant | | \$ | 13.95 |

| <u>MISCELLANEOUS</u> | | | |
|---|---------------------------|-----------|--------------|
| HRA Headstart Resource Aide | Minimum Wage | \$ | 7.25 |
| Desegregation Assistant | | \$ | 7.50 |
| Cafeteria/Playground Monitor | | \$ | 8.50 |
| Crossing Guard | | \$ | 8.00 |
| Work Study | Minimum Wage | \$ | 7.25 |
| Accounting Intern | | \$ | 8.00 |
| GED Examiner | | \$ | 20.00 |
| Parental Involvement Coordinator | Minimum Wage | \$ | 7.25 |
| Indian Adult Basic Education Assistant | | \$ | 8.75 |
| Assistant Examiner | | \$ | 8.00 |
| Systems Maintenance Technician | Effective 11/29/10 | \$ | 21.54 |
| Technology Student Intern(ISD#709 Student) | | \$ | 7.00 |
| Technology Student Intern (after 17 months) | | \$ | 7.30 |
| Technology Intern (college or above) | | \$ | 8.00 |
| Help Desk Technician | | \$ | 12.82 |

| <u>SUBSTITUTE TEACHERS</u> | | | |
|------------------------------------|--|----|--------|
| All Certified Substitutes | | \$ | 95.00 |
| Certified Retired Substitutes Only | | \$ | 100.00 |
| Teacher Hourly Rate of Pay 7-1-10 | | \$ | 20.46 |

Updated 10/5/10

HOURLY/SUBSTITUTE PAY RATE SHEET

Effective 10/19/2010

| | | <u>RATE</u> |
|--------------------------------------|--------------|-------------|
| <u>COMMUNITY EDUCATION</u> | | |
| Lifeguard | | \$ 9.00 |
| Locker Room Attendant | Minimum Wage | \$ 7.25 |
| Swim Instructor | | \$ 11.00 |
| Latch Key/Nursery School Worker | | \$ 8.00 |
| Special Needs Helper | Minimum Wage | \$ 7.25 |
| Youth Development Programs | | |
| -Cross Age Student Helper | Minimum Wage | \$ 7.25 |
| -Youth Service Facilitator | | \$ 12.50 |
| -Playground Leader | | \$ 7.50 |
| -Gym Supervisor | Minimum Wage | \$ 7.25 |
| -Activity Leader | | \$ 7.50 |
| -Summer Youth Placement Coordinator | | \$ 8.50 |
| Latch Key Site Supervisor Substitute | | \$ 10.00 |
| Pool Director | | \$ 7.50 |
| Temporary Building Coordinator | | \$ 12.00 |
| Puppeteer | | \$ 9.00 |
| American Indian Facilitator | | \$ 9.25 |

| | | |
|--|--|----------|
| <u>FOOD SERVICE</u> | | |
| Food Service Substitute/Non -Unit Helper | | \$ 8.50 |
| Cook and Head Cook Substitute | | \$ 9.50 |
| Production Manager Substitute | | \$ 10.50 |
| Satellite Manager Substitute | | \$ 9.50 |
| Retired Food Service Employees are paid \$1.00/hr. in addition to above rates. | | |

| | | |
|--|---|---------|
| <u>MAINTENANCE AND CONSTRUCTION</u> | | |
| Summer Hourly Substitute | | \$ 7.50 |
| Snow Shovelers, Temporary | | \$ 7.50 |
| Summer AV Repair | | \$ 7.00 |
| Lead Person for Laborers | | \$ 8.15 |
| Summer Retired Trades People | * | |
| Welder and Other Skilled Trades | * | |

| | | |
|-----------------------------------|---|----------|
| <u>BUILDING OPERATIONS</u> | | |
| Hourly Regular Substitute | | \$ 8.50 |
| Substitute for Licensed People | | \$ 8.15 |
| Summer Hourly | | \$ 7.75 |
| Summer Hourly Lawn Crew | | \$ 7.75 |
| Retired Custodian | * | |
| Retired Fireperson I | | \$ 11.85 |
| Retired Fireperson II | * | |
| Retired Engineer | | |
| (Eng. 1*/Eng. 2*/Eng. 3*/Eng. 4*) | | |

| | | |
|---|--|------------------|
| <u>TRANSPORTATION</u> | | |
| Substitute for Bus Driver (regular route) | | Step A of MA CBA |
| Field Trip | | \$ 10.00 |
| Bus Helper | | \$ 9.00 |

| | | |
|--------------------------|--------------|---------|
| <u>PRINT SHOP</u> | | |
| Summer Hourly | Minimum Wage | \$ 7.25 |
| Skilled Tradesperson | * | |

*(Step B Current Maintenance Unit Bargaining Agreement)

HOURLY/SUBSTITUTE PAY RATE SHEET

Effective 10/19/2010

RATE

| <u>PURCHASING (STOREROOM)</u> | | | |
|--------------------------------------|--------------|----|------|
| Hourly Regular Substitute | | \$ | 7.60 |
| Hourly Student | Minimum Wage | \$ | 7.25 |
| Stock Clerk (Retired Employee) | | * | |

| <u>CLERICAL</u> | | | |
|------------------------|--|----|------|
| Regular Substitute | | \$ | 9.00 |
| Retired Employee | | \$ | 9.50 |

| <u>PARAPROFESSIONALS</u> | | | |
|--|---------------------------|-----------|--------------|
| Instructional Assistant(Tutor) | | \$ | 8.75 |
| Media Assistant | | \$ | 8.75 |
| Supervisory Assistant | | \$ | 9.00 |
| Special Education Assistant | | \$ | 9.00 |
| Health Assistant | | \$ | 10.00 |
| Hearing Impaired Assistant (Signer) (Transliterators Non-Licensed) | | \$ | 13.00 |
| Licensed Interpreter for the Deaf | | \$ | 20.00 |
| Special Education Assistant (LPN License Required) | | \$ | 14.00 |
| Special Education Assistant (RN License Required) | Effective 10/19/10 | \$ | 20.00 |
| Indian Oriented Assistant | | \$ | 8.50 |
| Cultural Assistant (no language skills) | | \$ | 9.00 |
| Community Assistant | | \$ | 8.50 |
| Experience Center Manager | | \$ | 8.50 |
| Career Center Assistant Probationary Rate | Minimum Wage | \$ | 7.25 |
| Career Center Assistant | Minimum Wage | \$ | 7.25 |
| Career Center Coordinator | | \$ | 12.50 |
| Occupational Therapy Assistant | | \$ | 9.50 |
| Technical Tutor | | | |
| -Graphic Artist | | \$ | 9.00 |
| -Cultural Assistant (with language skills) | | \$ | 9.50 |
| -RDT | | \$ | 9.00 |
| -Asian Oriented | | \$ | 9.00 |
| -Evaluation/Testing | | \$ | 9.00 |
| Child Care Assistant | | \$ | 9.00 |
| Community Liaison | | \$ | 9.00 |
| Physical Therapist Assistant | | \$ | 13.95 |

| <u>MISCELLANEOUS</u> | | | |
|---|---------------------------|-----------|--------------|
| HRA Headstart Resource Aide | Minimum Wage | \$ | 7.25 |
| Desegregation Assistant | | \$ | 7.50 |
| Cafeteria/Playground Monitor | | \$ | 8.50 |
| Crossing Guard | | \$ | 8.00 |
| Work Study | Minimum Wage | \$ | 7.25 |
| Accounting Intern | | \$ | 8.00 |
| GED Examiner | | \$ | 20.00 |
| Parental Involvement Coordinator | Minimum Wage | \$ | 7.25 |
| Indian Adult Basic Education Assistant | | \$ | 8.75 |
| Assistant Examiner | | \$ | 8.00 |
| Systems Maintenance Technician | Effective 11/29/10 | \$ | 21.54 |
| Technology Student Intern(ISD#709 Student) | | \$ | 7.00 |
| Technology Student Intern (after 17 months) | | \$ | 7.30 |
| Technology Intern (college or above) | | \$ | 8.00 |
| Help Desk Technician | | \$ | 12.82 |

| <u>SUBSTITUTE TEACHERS</u> | | | |
|------------------------------------|--|----|--------|
| All Certified Substitutes | | \$ | 95.00 |
| Certified Retired Substitutes Only | | \$ | 100.00 |
| Teacher Hourly Rate of Pay 7-1-10 | | \$ | 20.46 |

Updated 10/5/10

Approval – Co-Curricular Stipends for the 2010-11 school year: Assistant positions at the High Schools for Assistant Golf and Assistant Tennis.

| | |
|------------------------|------------|
| Golf/Denfled - | \$1,500.00 |
| Tennis Girls/Denfled - | \$2,200.00 |
| Tennis Boys/Denfled - | \$2,200.00 |

| | |
|---------------------|------------|
| Golf/East - | \$1,500.00 |
| Tennis Girls/East - | \$2,200.00 |
| Tennis Boys/East - | \$2,200.00 |

Current Addendum

Middle Level Sports Stipends

Per School

| | |
|---------------------------------|---------------------|
| Middle Level Activity Director | \$ 1,005.00 |
| Head Girls Volleyball | \$ 801.00 |
| Asst Girls Volleyball | \$ 499.00 |
| Head Boys Basketball - Grade 8 | \$ 1,433.00 |
| Head Boys Basketball - Grade 7 | \$ 648.00 |
| Head Girls Basketball - Grade 8 | \$ 1,433.00 |
| Head Girls Basketball - Grade 7 | \$ 648.00 |
| Head Boys Swimming | \$ 1,063.00 |
| Head Girls Swimming | \$ 1,063.00 |
| Asst Boys Swimming | \$ 723.00 |
| Asst Girls Swimming | \$ 723.00 |
| Head Boys Track | \$ 1,433.00 |
| Head Girls Track | \$ 1,433.00 |
| Asst Boys Track | \$ 939.00 |
| Asst Girls Track | \$ 939.00 |
| Total | \$ 14,783.00 |

Proposed MOU

Middle Level Stipends

Per School

| | |
|---------------------------------|---------------------|
| Middle Level Activity Director | \$ 1,005.00 |
| Head Girls Volleyball - Grade 8 | \$ 1,000.00 |
| Head Girls Volleyball - Grade 7 | \$ 1,000.00 |
| Head Boys Basketball - Grade 8 | \$ 1,000.00 |
| Head Boys Basketball - Grade 7 | \$ 1,000.00 |
| Head Girls Basketball - Grade 8 | \$ 1,000.00 |
| Head Girls Basketball - Grade 7 | \$ 1,000.00 |
| Head Boys/Girls Swimming | \$ 1,000.00 |
| Asst Boys/Girls Swimming | \$ 700.00 |
| Asst Boys/Girls Swimming | \$ 700.00 |
| Head Boys/Girls Track | \$ 1,000.00 |
| Head Boys/Girls Track | \$ 1,000.00 |
| Asst Boys/Girls Track | \$ 700.00 |
| Asst Boys/Girls Track | \$ 700.00 |
| Stipend totals | \$ 12,805.00 |
| Middle Level Site Manager | \$ 1,330.00 |
| Workers Budget | \$ 640.00 |
| Total | \$ 14,775.00 |
| Budget Remaining | \$ 8.00 |

DR AFT

Manages Coaches, Schedule, Transportation, Refs

12 games site managers responsible for home matches
12 games (7th & 8th grade double headers)

10 games site managers responsible for home games
10 games (7th & 8th grade double headers)

10 games
10 games

4 meets both Morgan & Woodland site managers responsible for all meets
4 meets
4 meets

4 meets both Morgan & Woodland site managers responsible for all meets
4 meets
4 meets
4 meets
4 meets

coordinates games & meets - hires workers as needed
\$450 VB \$375 BB \$300 SW \$300 TR
\$70/event \$70/event \$70/event

\$20 per game or meet
VB BB SW TR
6*\$20 10*\$20 8*\$20 8*\$20 reserve

\$ 120.00 \$ 200.00 \$ 160.00 \$ 160.00 \$ 160.00 \$ - \$ 640.00