

Human Resources Committee - Regular School Board Meeting

Duluth Public Schools, ISD 709

Agenda

Tuesday, December 21, 2010

District Services Center

709 Portia Johnson Dr.

Duluth, MN 55811

6:30 PM

1. **Staffing Reports** 2
2. **Action Items - Other** 5
 - A. **Placeholder - Approval of the Duluth Principals' Collective Bargaining Agreement*
 - B. **Placeholder - Resolution #HR-12-10-2841 - Termination of Certified Probationary (Non-Tenured) Staff*
 - C. **Placeholder - Resolution #HR-12-10-2842 - Termination of Certified Tenured Staff*
3. **Informational Items**
 - A. *There are no Informational Items at this time.*
4. **Future Items**
 - A. *There are no HR Future Items at this time.*

HUMAN RESOURCES ACTION ITEMS FOR 12/21/10

<u>CERT APPOINTMENT</u>	<u>POSITION/LOCATION/CLASS/STEP/REPLACING</u>	<u>EFFECTIVE DATES</u>
GERARD, JENNIFER HANSON, SHARON Total: 2	.400 SPEECH LANGUAGE PATH/DW, IV 4, G. BURNS (CHANGE IN FTE/START DATE) .200 DAPE/DW/.200 PHYED/HEALTH/ALC, III 8, H. BOWEN	10/12/10 10/29/10 10/18/10 06/10/11
<u>CERT COCURRICULAR</u>	<u>POSITION/LOCATION/EFFECTIVE DATE/STIPEND</u>	<u>EFFECTIVE DATES</u>
AEBI, CAROLYN BABST, ROSE BAKER, CHAD BERGSON, PAUL BOURDEAU, SHARON GILBERT, GARY HALVER, DEBRA HANSON, ERIK JAZDZEWSKI, TIMOTHY JOHNSON, AARON JOHNSON, KELSEY KALLEVIG, BRYAN KRENZEN, MIKAELA LAMMI, JACOB LARSON, ELIZABETH LEMKE, TOBIAS LINN, CAROLYN MCKINNON, JAMES NORMAN, ADRIAN PAVLOVICH, JASON RADLOFF, ANTHONY SCHARTE, NICOLE SUNDEEN, SALLY VEDDER, KYLE WEBER, THERESA WEST, CARLY Total: 26	HEAD CHEERLEADING ADV/EAST, 10/11 \$ \$2973.00 .500 ASST GIRLS HOCKEY/CENTRAL 10/11 \$1577.00 .500 ASST FOOTBALL/EAST, 10/11 \$1171.50 (CHANGE IN FTE) ASST VOLLEYBALL/EAST, 10/11 \$2592.00 ASST GIRLS VOLLEYBALL/CENTRAL, 10/11 \$2592.00 ASST FOOTBALL/CENTRAL, 10/11 \$3154.00 .500 ASST CHEERLEADING/CENTRAL, 10/11 \$966.50 HEAD JV FOOTBALL/CENTRAL, 10/11 \$3154.00 ASST GR 9 FOOTBALL/CENTRAL, 10/11 \$2343.00 .500 ASST FOOTBALL/EAST, 10/11 \$1577.00 ASST 9TH GR GIRLS VOLLEYBALL/CENTRAL, 10/11 \$2050.00 ASST FOOTBALL/EAST, 10/11 \$3154.00, (CHANGE IN FTE .33 TO 1.0) ASST 9TH GR VOLLEYBALL/EAST, 10/11 \$2050.00 ASST BOYS SOCCER/CENTRAL, 10/11 \$2245.00 PLAY(3ACTS)/CENTRAL, 10/11 \$1557.00 9TH GR ASST FOOTBALL/CENTRAL, 10/11 \$2343.00 .300 ASST GIRLS SWIM/EAST, 10/11 \$772.80 .500 9TH GR ASST FOOTBALL/EAST, 10/11 \$1171.50 (CHANGE IN FTE) .545 ASST GIRLS TENNIS/CENTRAL, 10/11 \$1200.00 (CHANGE IN FTE) .250 ASST BOYS SOCCER/EAST, 10/11 \$561.25 ASST FOOTBALL/CENTRAL, 10/11 \$3154.00 .800 HEAD DANCELINE/CENTRAL, 10/11 \$1616.80 (CHANGE IN FTE) .250 HEAD GIRLS SWIM/EAST, 10/11 \$968.00 .500 ASST FOOTBALL/EAST, 10/11 \$1577.00 .500 ASST SOCCER/CENTRAL, 10/11 \$1122.50 .500 ASST GIRLS SOCCER/CENTRAL, 10/11 \$1122.50	
<u>CERT LEAVES</u>	<u>POSITION/LOCATION/LEAVE TYPE</u>	<u>EFFECTIVE DATES</u>
SUNDSTROM, JOLANE VUKSON, LINDA WOOD, ALISON WOOD, ALISON Total: 3	ART/WOODLAND HILLS/ALC, P#4125 W/O PAY MEDIA GENERALIST/EAST, P#4125 W/O PAY (CHANGE IN DATES) SCIENCE/CENTRAL, PARENTAL W/O PAY, 01/03/11-01/06/11, 01/10/11-01/20/11 SCIENCE/CENTRAL, PARENTAL W/O PAY, 11/08/10-11/23/10, 11/29/10-12/02/10	01/25/11 02/18/11 12/15/10 12/22/10 12/06/10 12/17/10 10/15/10 10/21/10
<u>CERT LONG TERM SUB</u>	<u>POSITION/LOCATION/CLASS/STEP/REPLACING</u>	<u>EFFECTIVE DATES</u>
SUNDIN, MELANIE SWEDBERG, JUDITH Total: 2	GR 2/MACARTHUR, III+15 5, J. SHYNE (CHANGE IN DATES) .6125 FAMILY PARTNERSHIP/FAC/MACARTHUR/HDST, III+15 2, ST. JOHN-STEBE	09/06/10 10/20/10 11/01/10 12/10/10
<u>CERT PERM INCREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
PIERCE, JARED Total: 1	.400 MATH CENTRAL/.200 MORGAN PARK (.400 TO .600)	11/15/10
<u>CERT RECALL FROM LAYOFF</u>	<u>POSITION/LOCATION/CLASS/STEP/REPLACING</u>	<u>EFFECTIVE DATES</u>
MATTSON, TIFFANY Total: 1	.500 GUIDANCE COUNSELOR/MORGAN PARK	11/15/10
<u>CERT RESIGNATION</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
NORD, RYAN Total: 1	MATH/EAST	11/19/10
<u>CERT RETIREMENT</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
ANTONICH, MARY DIXON, KEITH HOLTE, INESE LYONS, CHERYL Total: 4	MATH/EAST SUPERINTENDENT/DW PRE-K/MACARTHUR HEADSTART TITLE I/WOODLAND HILLS	01/21/11 06/30/11 02/01/11 01/21/11
<u>CERT TEMP DECREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
SAICE, PEGGY Total: 1	MEDIA SPECIALIST/MACARTHUR/STOWE, 1.00 TO .700	11/01/10 06/10/11

<u>CERT TEMP INCREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
KOLODGE, LISA	SPEECH LANGUAGE PATH/DW, .500 TO 1.00	09/07/10 06/10/11
NELSON ALBEE, JENNIFER	SOCIAL WORKER/DW, .400 TO .600	11/29/10 06/10/11
RING, JACALYN	SOCIAL STUDIES/ALC/EAST, 1/6 OVERLOAD	09/09/10 01/21/11
Total: 3		
<u>NONCERT APPOINTMENT</u>	<u>POSITION/LOCATION/WEEKS/RATE OF PAY/REPLACING</u>	<u>EFFECTIVE DATES</u>
CIURLEO, VERONICA	SCHOOL BUS DRIVER II/TRANSPORTATION, 25/38WKS, \$13.83/HR, M. BOURASSA	11/30/10
FRASER, TERRI	SCHOOL BUS DRIVER II/TRANSPORTATION, 25/38WKS, \$13.83/HR, REALLOC FTE	11/30/10
LITZINGER, LYNN	CLERICAL LEVEL D/LOWELL, 40/45WKS, \$14.79/HR, B. VANDELL	12/06/10
MALONEY, MARJORIE	SUPV ASST/EAST, 24/38WKS \$15.52/HR, C. MENDOZA	11/10/10
MASSIE, BEVERLY	SPECIAL ED PROG/JOB COACH/DW/EAST, 20/38WKS \$14.14, M. HAUGEN	11/08/10
PAQUETTE, PATRICIA	CLERICAL LEVEL C/WOODLAND HILLS, 25/41WKS, \$14.05/HR, J. FOSLE	11/02/10
TUURA, JILL	SPECIAL ED PROG PARA/LINCOLN 31.25/38WKS \$15.46/HR, K. ROBINSON	11/10/10
Total: 7		
<u>NONCERT EXTENSION</u>	<u>POSITION/LOCATION/LENGTH</u>	<u>EFFECTIVE DATES</u>
SALMELA, GAYLE	INSTR PARA/NETTLETON HDST, NOT TO EXCEED 80.5 HRS (CHANGE FROM SUM SCHOOL)	06/14/10 07/23/10
Total: 1		
<u>NONCERT LEAVES</u>	<u>POSITION/LOCATION/TYPE OF LEAVE</u>	<u>EFFECTIVE DATES</u>
LARSON, DAWN	PHYSICAL THERAPIST PARA/MACARTHUR, "A" PERSONAL W/O PAY	03/02/11 03/04/11
TAYLOR, PAULINE	HELPER/LOWELL, "A" PERSONAL W/O PAY	02/28/11 03/04/11
Total: 2		
<u>NONCERT PERM DECREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
CLYNCH, JESSICA	SCHOOL BUS DRIVER II/TRANSPORTATION, 1.00 TO .875	11/01/10
DONALDSON, PATRICIA	SCHOOL BUS DRIVER II/TRANSPORTATION, 1.00 TO .75	11/01/10
FREEMAN, CAROL	SPECIAL ED PROG PARA/MERRITT CREEK ACADEMY, .78125 TO .750	11/15/10
LARSON, MARTIN	SCHOOL BUS DRIVER II/TRANSPORTATION, 1.00 TO .875	11/01/10
LUNDGREN, KATHLEEN	BUS HELPER/TRANSPORTATION, 1.00 TO .875	11/01/10
MISIEWICZ, RICHARD	SCHOOL BUS DRIVER II/TRANSPORTATION, 1.00 TO .875	11/01/10
NELSON, DAYLE	BUS HELPER/TRANSPORTATION, 1.00 TO .875	11/01/10
PIKE, JOHN	SCHOOL BUS DRIVER II/TRANSPORTATION, 1.00 TO .875	11/01/10
Total: 8		
<u>NONCERT PERM INCREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
DEFRANG, DARCIE	BUS HELPER/TRANSP, .625 TO .875	11/01/10
KOOSMAN, CHRISTINE	BUS HELPER/TRANSP, .635 TO .875	11/01/10
MARKLE, PATRICIA	CLERICAL LEVEL C/BARNES HDST, .475 TO .500	12/06/10
MAYVILLE, RICHARD	SCHOOL BUS DRIVER II/TRANSPORTATION, .625 TO .750	11/01/10
PETERSON, LINDA	SPECIAL ED PROG PARA/LINCOLN, .375 TO .78125	11/15/10
Total: 5		
<u>NONCERT PROMOTION</u>	<u>NEW POSITION/LOCATION/RATE OF PAY</u>	<u>EFFECTIVE DATES</u>
OMAN, DAVID	STOREROOM TRUCK DRIVER/HOCHS, SCHOOL CUSTODIAN II/CENTRAL, \$16.58/HR	11/15/10
STOVER, ALICE	SPECIAL ED BW PARA/LINCOLN, INSTR PARA/DW/HDST, \$15.46/HR	11/22/10
Total: 2		
<u>NONCERT RECALL</u>	<u>POSITION/LOCATION/RATE OF PAY/REPLACING</u>	<u>EFFECTIVE DATES</u>
BAASCH, STEPHANIE	SPECIAL ED BW PARA/LINCOLN, 31.25/38WKS \$15.35/HR C. PETERSON	11/15/10
HARTLEY, ATHENA	.4375 INSTR PARA/DW/HDST	11/22/10
KNEELAND, STEVE	SPECIAL ED BW PARA/MALE REQ/MORGAN PARK 33.75/38WKS \$14.14/HR M. MAKI	11/08/10
KOIVISTO, KEN	1.00 SCHOOL CUSTODIAN II/CENTRAL	11/15/10
KRENNER, CHERYL	SPECIAL ED BW PARA/LINCOLN ECSE, 15/38WKS \$14.14/HR D. FRENCH	11/15/10
MCCRACKEN, CRYSTAL	.4375 INSTR PARA/DW/LINCOLN/HDST	11/22/10
PETERSON, ANGELA	.375 SPECIAL ED PROG PARA/LOWELL/ECSE	11/23/10
RONINGEN, JUDY	.4375 INSTR PARA/DW/NETTLETON HDST	11/22/10
Total: 8		
<u>NONCERT RECLASS</u>	<u>NEW POSITION/LOCATION/RATE OF PAY</u>	<u>EFFECTIVE DATES</u>
COYLE, SANDRA	CLERICAL LEVEL E/HOCHS, CLERICAL LEVEL D/HOCHS/ED EQUITY, \$18.28/HR	10/20/10
Total: 1		
<u>NONCERT RESIGNATION</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
BOURASSA, MICHAEL	SCHOOL BUS DRIVER II/TRANSPORTATION	11/12/10
PAPPAS, PETER	HEALTH/LPN PARA/NETTLETON	11/09/10
Total: 2		
<u>NON-CERT SUSPENSION</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
JOHN, DANIEL	FIREPERSON II/CENTRAL, W/O PAY	10/21/10 TO BE DETER
MILLER, LORRIE	HELPER/MORGAN PARK, SUSPENSION W/O PAY	11/17/10 11/23/10
Total: 2		

NON-CERT TERM

BECKOM, TYRELL
Total: 1

POSITION/LOCATION

HELPER/CENTRAL

EFFECTIVE DATES

10/29/10

NONCERT TEMP INCREASE

BRZEZINSKI, PETER
CARLSON, SUSAN
FLATT, CAROL
FLIPPIN, JUNEVELA
HALL, JEFFREY
HALVORSON, MARY
HUGHLEY, MARY
KOSKI, DONNA
MARKLE, PATRICIA
MARKLE, PATRICIA
MCKOWSKI, DEBRA
NORMAN, JOANN
PAQUETTE, PATRICIA
PUFF, JODI
RIDGEWELL, LINDA
VAN ALLEN, GEORGIA
WAKEFIELD, WENDY
Total: 16

POSITION/LOCATION/CONDITION

SUPV PARA/MORGAN PARK, .750 TO .875
HELPER/STOWE, .375 TO .40625
HELPER/LINCOLN, .375 TO .40625
HELPER/MACARTHUR, .375 TO .40625
SPECIAL ED BW PARA/LINCOLN, .78125 TO .84375
SUPV PARA/MORGAN, .750 TO .875
SPECIAL ED PROG PARA/LINCOLN, .78125 TO .84375
HELPER/LINCOLN, .375 TO .40625
CLERICAL LEVEL C/BARNES HDST, .475 TO 1.00
CLERICAL LEVEL C/BARNES HDST, .500 TO .625
SATELLITE MGR I/EAST, .8125 TO .84375
PRODUCTION MGR/CENTRAL, .9375 TO 1.00
CLERICAL LEVEL C/WOODLAND HILLS, .625 TO .875
SATELLITE MGR II/HOMECROFT, .53125 TO .59375
HELPER/STOWE .375 TO .40625
HELPER/MACARTHUR, .4375 TO .46875
SATELLITE MGR II/STOWE, .5625 TO .78125

EFFECTIVE DATES

11/15/10 06/10/11
11/15/10 06/09/10
09/27/10 06/09/11
11/15/10 06/09/11
11/16/10 06/10/11
11/15/10 06/10/11
11/16/10 06/10/11
09/27/10 06/09/11
12/01/10 12/10/10
12/13/10 06/24/11
11/15/10 06/09/11
11/15/10 06/09/11
11/01/10 12/22/10
11/15/10 06/09/11
11/15/10 06/09/11
11/15/10 06/09/11
11/15/10 06/09/11

R E S O L U T I O N

RE: Termination of Certified Probationary (Non-Tenured) Staff

WHEREAS, during the first three years of consecutive employment all teachers in the public schools in cities of the first class are deemed to be in a probational period of employment during which period the School Board may renew, or not renew, any teachers' annual contract as the School Board shall see fit; and that the District will lack a sufficient number of pupils to support all non tenured teachers currently employed by the District.

NOW, THEREFORE, BE IT RESOLVED by the School Board on Independent School District No. 709, St. Louis County, Minnesota, as follows:

1. The employment contracts of the following probationary teachers shall not be renewed and their employment shall terminate at the end of the school day on January 21, 2011, unless another date is indicated below, in which case the employment of the particular teacher shall terminate on that date.

*PLACEHOLDER

2. **BE IT FURTHER RESOLVED** the Clerk of the School Board shall notify such teachers in writing before February 1, 2011, of the termination of their employment.

R E S O L U T I O N

RE: Termination of Certified Tenured Staff

WHEREAS, enrollment in the School District is declining;

WHEREAS, during the 2010-2011 school year, the District will lack a sufficient number of pupils to support all tenured teachers currently employed by the District;

WHEREAS, the School Board has found it necessary to discontinue certain positions;

NOW, THEREFORE, BE IT RESOLVED by the School Board of Independent School District No. 709, St. Louis County, Minnesota, as follows:

1. The Board proposes that the employment of the following tenured teachers terminate effective at the end of the school day on January 21, 2011, unless another date is indicated below, due to discontinuance of position or lack of pupils.

*PLACEHOLDER

2. The Clerk of the School Board shall notify all such teachers in writing of the proposed layoff, the grounds for the proposed layoff, and the right to request a hearing within ten (10) calendar days after receiving said notice. The Clerk shall also notify all such teachers that if they fail to request a hearing within ten (10) days, they will be deemed to have acquiesced in the Boards action.