

Human Resources Committee
Duluth Public Schools, ISD 709
Agenda
Monday, May 12, 2014
UnitedHealth Group Building
4316 Rice Lake Road
Suite 108
Duluth, MN 55811
4:15 PM

1. **Staffing Report Action Items** 2
2. **Other Action Items**
 - A. *Placeholder - Resolution #HR-5-14-3177 - Termination of Certified Hourly Staff
 - B. *Placeholder - Resolution #HR-5-14-3178 - Termination of Tenured Certified Staff
 - C. *Placeholder - Resolution #HR-5-14-3181 - Termination of Non-Tenured Certified Staff
3. **Informational Items** 4
 - A. Policy 9045 - Negotiating Committee Review
 - B. **PULLED:** Discussion of ParaProfessional Staff Development.
4. **Future Items**
 - A. *There are no HR Future Items at this time.*

HUMAN RESOURCES ACTION ITEMS FOR: 5/20/14

<u>CERT APPOINTMENT</u>	<u>POSITION/SITE/CLASS&STEP/REPLACING</u>	<u>EFFECTIVE DATES</u>
CROSBY, LISA Total: 1	SPANISH/.6 EAST/.4 ORDEAN EAST, III 5, K KROLL	04/14/14 06/06/14

<u>CERT COCURRICULAR</u>	<u>POSITION/LOCATION/EFFECTIVE DATE/STIPEND</u>	<u>EFFECTIVE DATES</u>
CHRUSCIELSKI, MATTHEW	.25 ASST BASEBALL/EAST, 13/14, \$633.24	
COGGER, BENJAMIN	ASST TRACK/DENFELD, 13/14, \$2679.00	
DUDLEY, VICTORIA	.5 ASST DANCE TEAM/EAST, 13/14, \$656.00	
FOUGNER, CALAN	ACADEMIC CLUB/INTRAMURAL WEIGHTS/DENFELD, 13/14, \$903.00, CHG IN FTE	
HOLTEN, SHERRY	ELEM CLUB/YEARBOOK/HOMECROFT, 14/15, \$551.00	
JOHNSON, MEGAN	.5 READING CORPS STIPEND, 13/14, \$750.00 2ND HALF	
JONES, GREG	.7 KNOWLEDGE BOWL ADV/EAST, 13/14, \$1290.80, CHANGE IN FTE	
MEDLIN, VIVIAN	ELEM CLUB/YEARBOOK/LAKEWOOD, 14/15, \$551.00	
MICHEAU, TERRI	.5 READING CORPS STIPEND/HOMECROFT, 13/14, \$750.00	
NORMAN, NATHAN	ASST TRACK/ORDEAN EAST, 13/14, \$711.00	
PACKINGHAM, TRACY	ELEMENTARY CLUB/YEARBOOK ADV/LESTER, 13/14, \$551.00	
PETERSON, KIRSTIN	.3 KNOWLEDGE BOWL ADV/EAST, 13/14, \$553.20, CHANGE IN FTE	
WAGNER, JESSICA	ASST SPEECH/EAST, 13/14, \$1179.00, CHANGE IN FTE	
ZWAK, WILLIAM	ASST SWIM/ORDEAN EAST, 13/14, \$711.00	
ZWAK, WILLIAM	ASST TRACK/ORDEAN EAST, 13/14, \$711.00	
Total: 15		

<u>CERT LEAVES</u>	<u>POSITION/LOCATION/LEAVE TYPE</u>	<u>EFFECTIVE DATES</u>
BOYHTARI, BONNIE	GR 3/CONGDON, JOB SHARE, .5 W/O PAY	08/27/14 06/05/15
BROWN, DELAINE	MUSIC-BAND/EAST, MEDICAL, W/O PAY	04/24/14 06/06/14
CHURCHILL, MARY	CURR TECH/HOCHS/TECHNOLOGY, MID-CAREER EXT, W/O PAY	08/27/14 06/05/15
KNOX, KRISTIN	GR 1/PIEDMONT, MID-CAREER EXT, W/O PAY	08/27/14 06/05/15
KROLL STRUKEL, KIMBERLY	SPANISH/EAST/ORDEAN, PARENTAL, W/O PAY	05/30/14 06/06/14
LARSON, AMY	GR 3/LOWELL, JOB SHARE, .5 W/O PAY	08/27/14 06/05/15
OLIVER, KATIE	READ 180/DATA COACH/LINCOLN, PARENTAL, W/O PAY	05/02/14 05/30/14
PRECKEL, KEVIN	EBD/ARROWHEAD ACADEMY, MID-CAREER, W/O PAY	08/27/14 06/02/17
SUNDLAND, AMY	GR 3/CONGDON, JOB SHARE, .5 W/O PAY	08/27/14 06/05/15
TIMMERSMAN, JODI	SOCIAL STUDIES/LINCOLN, SUPT APPROVED LOA	03/20/14 03/24/14
VANASSE, DIANA	AUTISTIC/DW, MEDICAL, W/O PAY, CHANGE IN DATES	11/25/09 11/25/14
ZWAK, KRISTY	GR 1/LOWELL, JOB SHARE, .5 W/O PAY	08/27/14 06/05/15
*PLACEHOLDER		
Total: 12		

<u>CERT LONG TERM SUB</u>	<u>POSITION/LOCATION/CLASS & STEP/REPLACING</u>	<u>EFFECTIVE DATES</u>
ROSE, LUKE Total: 1	EBD/MERRCRK, III 1, S SCHMIDT	03/31/14 06/06/14

<u>CERT RESIGNATION</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
LANE, MARJORIE	MATH/DENFELD (ON LEAVE)	06/06/14
SCHLICHTING, RHONDA	EBD/DW/CHESTER CREEK ACADEMY, (ON LEAVE)	06/06/14
*PLACEHOLDER		
Total: 2		

<u>CERT RETIREMENT</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
CHESLAK, CAROL	ECSE/DW	06/30/14
FISHER, MARJORIE	GR 3/CONGDON	06/06/14
GOLDBERG, PATRICE	GRAD STANDARDS/DENFELD	06/06/14
JOHNSON, JULIANNE	SCHOOL NURSE/DW	06/06/14
KRESS, DOROTHY	READ 180/DATA COACH/DENFELD	06/06/14
MESEDAHL, SHERYL	KDGN/LOWELL	06/06/14
MIZUKO, GERALDINE	GR 2/HOMECROFT	06/06/14
SCHMIDT, SUSAN	EBD/MERRITT CREEK ACADEMY, CHANGE IN DATE	04/03/14
SEVERSON, LAURIE	EARTH SCIENCE/ORDEAN	06/06/14
VANASSE, DIANA	AUSTISTIC/DW (ON LEAVE) PRESUMED RETIREMENT	11/25/14
WILKINSON, MARY	EBD/CHESTER CREEK ACADEMY	07/17/14
ZAHORIK, MARGARET	DCD-S/DW	06/16/14
Total: 12		

<u>NONCERT APPOINTMENT</u>	<u>POSITION/LOCATION/WEEKS/RATE OF PAY/REASON</u>	<u>EFFECTIVE DATES</u>
KRAKER, ERIN Total: 1	HEALTH/LPN PARA/LESTER, 18.75/10 WKS, \$16.41/HR, TEMPOS	04/02/14 06/06/14

<u>NONCERT EXTENSION</u>	<u>POSITION/LOCATION/LENGTH</u>	<u>EFFECTIVE DATES</u>
ELMORE, NANCY	OFF SUP INTERMEDIATE/MACARTHUR, NOT TO EXCEED 48 HRS	06/23/14 06/30/14
HAYES, SADE	MENTAL HLTH PRACT/MACARTHUR, NOT TO EXCEED 208 HRS, 12/14-1/1/14, 1/20, 2/18	06/09/14 06/30/14
VANG, PAO Total: 3	COMMUNITY LIAISON/MACARTHUR, NOT TO EXCEED 128 HRS	06/09/14 06/30/14

<u>NONCERT LEAVES</u>	<u>POSITION/LOCATION/TYPER OF LEAVE</u>	<u>EFFECTIVE DATES</u>
ADAMS, KATHLEEN	SPEC ED PROG PARA/MYERS-WILKINS, 'A' PERSONAL, W/O PAY, 4/14&4/15/14	04/22/14 05/14/14
BLANKENSHIP, AUDREY	SPEC ED BW PARA/ORDEAN EAST, 'A', MEDICAL W/O PAY, 3/26/14-3/28/14	03/18/14 03/21/14
BYRD, DUANE	DIVERSITY COORD/MYERS-WILKINS, 'A' MEDICAL, W/O PAY	03/21/14 04/18/14
CARTER, DARCY	OFF SUP INTERMEDIATE/EAST, PARENTAL, W/O PAY	04/07/14 05/05/14
CHIALASTRI, THERESE	HELPER/MYERS-WILKINS, 'A' PERSONAL, W/O PAY, CHANGE IN DATES	03/10/14 03/31/14
IMMERFALL, DALE	SPEC ED PROG PARA/DENFELD, 'A' MEDICAL, W/O PAY	03/19/14 04/01/14
LEWANDOWSKI, LEEANN	INSTR PARA/PIEDMONT, 'B' PERSONAL, W/O PAY	04/18/14 06/06/14
LUOTO, KIMBERLY	SCHOOL CUSTODIAN II/LOWELL, 'A' PERSONAL, W/O PAY	04/21/14 04/23/14
LYLE, GLORIA	HELPER/MACARTHUR, 'A' PERSONAL, W/O PAY	05/27/14 05/30/14
MALONEY, MARJORIE	SPEC ED BW PARA/MYERS-WILKINS, 'A' PERSONAL, W/O PAY, CHG IN DATES	03/17/14 04/25/14
MURRAY, MICHAEL	SCHOOL CUSTODIAN II/EAST, 'A' PERSONAL, W/O PAY	03/05/14 03/10/14
SCHULLER, ANNE	HELPER/DENFELD, 'A' PERSONAL, W/ PAY	03/24/14 03/26/14
SOGER, ANNA	HELPER/LINCOLN, 'A' PERSONAL, W/O PAY, CHANGE IN DATE	03/17/14 04/15/14
VEGA, NANCY	OFF SUP INTERMEDIATE/HOCHS SPECIAL SERV, 'A' PERSONAL, W/O PAY	04/23/14 04/29/14
VEGA, NANCY Total: 15	OFF SUP INTERMEDIATE/HOCHS/SPECIAL SERV, 'A' PARENTAL, W/O PAY	05/27/14 11/24/14

<u>NONCERT PERM INCREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
BARBER, PATTI	SATELLITE MGR I/MACARTHUR, .875 TO .9375	03/31/14
GEISSLER, SUSAN	SATELLITE MGR I/LOWELL, .84375 TO .90625	03/31/14
KARON, MARIA	SATELLITE MGR I/PIDEMONT, .875 TO .9375	03/31/14
MCKOWSKI, KELLIE	SATELLITE MGR I/LINCOLN, .9375 TO 1.0	03/31/14
TARAN, ROBERTA	SATELLITE MGR I/MYERS-WILKINS, .875 TO .9375	03/31/14
WAKEFIELD, SUSAN	OFF SUP SENIOR/ALC, 45 TO 52 WKS	04/14/14
WAKEFIELD, WENDY Total: 7	SATELLITE MGR II/STOWE, .8125 TO .875	03/31/14

<u>NONCERT PROMOTION</u>	<u>NEW POSITION/LOCATION/OLD POSITION/RATE OF PAY</u>	<u>EFFECTIVE DATES</u>
GERTH, DAVID Total: 1	ENGINEER II/CONGDON/FIREPERSON I/HOMECROFT, \$21.64/HR	04/24/14

<u>NONCERT RESIGNATION</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
SOGER, ANNA Total: 1	HELPER/LINCOLN, PRESUMED RESIGNATION	04/15/14

<u>NONCERT RETIREMENT</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
KLECZKA, THERESA	SPECIAL ED PROG PARA/CHESTER CREEK ACADEMY	06/06/14
LAPLANTE, DAVID	HELPER/PIEDMONT	06/06/14
LEFAIVE, DIANE	HELPER/STOWE	06/06/14
MORRIS, FRANCES	SPECIAL ED BW PARA/DENFELD	06/06/14
VAN HALE, KAREN Total: 5	SPECIAL ED BW PARA/LESTER	06/06/14

<u>NONCERT TEMP INCREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
CANFIELD-EVANSON, KRISTIN Total: 1	INSTR PARA/MYERS-WILKINS, .375 TO .5	03/17/14 06/06/14

Current - 9045 - Negotiating Committee

The Negotiating Committee shall obtain the necessary certification of representation and be in charge of wage negotiations and "meet and confer" meetings with employee groups. All members of the School Board shall be members of the Negotiating Committee.

Adopted: 06-09-1970 ISD 709

Revised: 06-08-1976

06-20-1995

03-15-2011 ISD 709

Proposed changes to 9045 - Negotiating Committee as of the April 22, 2014, School Board Meeting.

The Negotiating Committee shall consist of two board members, and other non-board members as deemed necessary, appointed by the full School Board; obtain the necessary certification or representation and will be in charge of wage negotiations and "meet and confer" meetings with employee groups. ~~All members of the School Board shall be members of the Negotiating Committee.~~ Negotiating parameters shall be approved by the full School Board and periodic reports of progress and recommendations shall be made to the full School Board.

Adopted: 06-09-1970

Revised: 06-08-1976

06-20-1995

03-15-2011

04-22-2014

Proposed changes to 9045 - Negotiating Committee for the May 20, 2014, School Board Meeting.

The Negotiating Committee shall consist of up to two board members, and other non-board members as deemed necessary, appointed by the full School Board; obtain the necessary certification or representation and will be in charge of wage negotiations and "meet and confer" meetings with employee groups. ~~All members of the School Board shall be members of the Negotiating Committee.~~ Negotiating parameters shall be determined by the full School Board and periodic reports of progress and recommendations shall be made to the full School Board.

Adopted: 06-09-1970

Revised: 06-08-1976

06-20-1995

03-15-2011

04-22-2014

- Other policy examples from other districts
- Delete stipend for negotiating