

Human Resources Committee - Regular School Board Meeting

Duluth Public Schools, ISD 709

Agenda

Tuesday, July 15, 2014

District Services Center

709 Portia Johnson Dr.

Duluth, MN 55811

6:30 PM

1. **Staffing Report Action Items** **2**
2. **Other Action Items**
 - A. Change in Rates for the Hourly-Substitute Pay Rate Sheet - see attachment 7
 - B. Policy Change to Policy 4015 Prohibiting Harassment, and Violence - (First Reading) - see attachment 9
3. **Informational Items**
 - A. DTRFA Update
 - B. Communications to the School Board
4. **Future Items**
 - A. *There are no HR Future Items at this time.*

HUMAN RESOURCES ACTION ITEMS FOR: 7/15/14

<u>CERT APPOINTMENT</u>	<u>POSITION/SITE/CLASS&STEP/REPLACING</u>	<u>EFFECTIVE DATES</u>
COPAS, JOSEPH	.5 ADAPTIVE PHY-ED/DW, III 2, N MORTLAND	08/27/14
HALLGREN, MICHAEL	SPECIAL ED EBD RESOURCE/DENFELD, III 3, REALLOC OF FTE	08/27/14
ROSE, LUKE	SPECIAL ED ASD III/MACARTHUR, III 2, J HOBAN	08/27/14
TAUS, MORGAN	ASD III SPECIAL ED/STOWE, III 3, REALLOC OF FTE	08/27/14
Total: 4		
<u>CERT COCURRICULAR</u>	<u>POSITION/LOCATION/EFFECTIVE DATE/STIPEND</u>	<u>EFFECTIVE DATES</u>
BORNMANN, BRODRICK	.2 ASST BASEBALL/DENFELD, 13/14, \$506.60	
DAMOUR, GLENN	VOCATIONAL CLUB ADV/SKILLS USA NATIONAL COMP/EAST, 13/14, \$500.00	
EHLERT, PEGGY	ACADEMIC CLUB/VOCATIONAL CLUB ADV/EAST, 13/14, \$2870.00	
FELDBRUGGE, RYAN	.5 ACADEMIC CLUB/HOMEWORK ROOM/ORDEAN, 13/14, \$451.50	
FISHER, ETHAN	ACADEMIC CLUB/EXEC BOARD/DENFELD, 13/14, \$903.00	
HANNU, DEBRA	ACADEMIC CLUB/ART CLUB/ORDEAN EAST, 13/14, \$903.00	
HARRIS, JES WA	ASST TRACK/ORDEAN EAST, 13/14, \$711.00	
KRESS, DOROTHY	.5 AMERICORPS PROMISE FELLOWS STIPEND/DENFELD, 13/14, \$1500.00	
LOFALD, JILL	PLAY (3 ACTS)/DENFELD, 13/14, \$1596.00	
MADOLE, JENNIFER	ACADEMIC CLUB/VOCATIONAL CLUB ADV/EAST, 13/14, \$2870.00	
NELSON, PAMELA	ACADEMIC CLUB/MATH OLYMPIADS/ORDEAN EAST, 13/14, \$903.00	
OLSON, KIMBERLY	ACADEMIC CLUB/VOCATIONAL CLUB ADV/DENFELD, 13/14, \$2870.00	
OLSON, KIMBERLY	VOCATIONAL CLUB/CLINICAL/MEDICAL PROG/DENFELD, 13/14, \$700.00	
PELLER, SHONDA	ACADEMIC CLUB/VOCATIONAL CLUB ADV/DENFELD, 13/14, \$2870.00	
POKRZYWINSKI, JOHN	PLAY(1 ACT)/ORDEAN EAST, 13/14, \$494.00	
RANNILA, MATTHEW	ACADEMIC CLUB/VOCATIONAL CLUB ADV/DENFELD, 13/14, \$2870.00	
SUNDEEN, ERICK	SCHOOL PATROL/MACARTHUR, 13/14, \$747.00	
TRAPP, TAYLOR	PLAY(2 ACTS)/DENFELD, 13/14, \$1064.00	
Total: 18		
<u>CERT EXTENSION</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
ABRAHAMSON, DANA	SPECIAL ED ENGLISH/WOODLAND HILLS ACADEMY, NOT TO EXCEED 104.5 HRS	06/10/14 07/18/14
ADAMS, KAREN	SPECIAL ED ENGLISH/CHESTER CREEK ACADEMY, NOT TO EXCEED 104.5 HRS	06/10/14 07/18/14
AKERVIK, THERESA	MUSIC SPECIALIST/HOCHS, NOT TO EXCEED 40 HRS	06/10/14 06/16/14
ANDERSON, JILL	SPECIAL ED MATH/ARROWHEAD ACADEMY, NO TO EXCEED 104.5 HRS	06/10/14 07/18/14
BAMBENEK, PATRICIA	CURRICULUM DEVELOPMENT/HOCHS, NOT TO EXCEED 400 HRS	06/09/14 08/26/14
BERGMAN, ANDREW	SPECIAL ED MATH/WOODLAND HILLS ACADEMY, NOT TO EXCEED 104.5 HRS	06/10/14 07/18/14
CLAIRMONT, DENISE	PRINCIPAL/WOODLAND HILLS ACADEMY, NOT TO EXCEED 100 HRS	06/10/14 07/18/14
CORDLE, MICHELLE	ESY/PSYCH-EAK TESTING/DW, NOT TO EXCEED 25 HRS	06/07/14 08/29/14
COTNER, JAMES	SPECIAL ED ENGLISH/ALC, NOT TO EXCEED 120 HRS	06/17/14 08/20/14
CRANE, REBECCA	ESY/ECSE TOSA/DW, NOT TO EXCEED 200 HRS	06/09/14 08/29/14
DALBEC, SHARON	SPECIAL ED ENGLISH/MERRITT CREEK ACADEMY, NOT TO EXCEED 56.25 HRS	06/09/14 06/26/14
DURFEE, CHRISTOPHER	SPECIAL ED MATH/WOODLAND HILLS ACADEMY, NOT TO EXCEED 104.5 HRS	06/10/14 07/18/14
EK, ANN	SPECIAL ED ENGLISH/WOODLAND HILLS, NOT TO EXCEED 42.75 HRS	07/07/14 07/18/14
ERICKSON, JULIE	PHYED/HEALTH/ALC, NOT TO EXCEED 45 HRS	06/17/14 08/20/14
FERGUSON, MARGARET	ESY/TOSA DUTIES/DW, NOT TO EXCEED 200 HRS	06/09/14 08/29/14
FRANCKOWIAK, KIMBERLY	SOCIAL STUDIES/ALC, NOT TO EXCEED 90 HRS	06/17/14 08/20/14
GILBERTSON, DEBRA	ESY/DCD/SMI CLASSROOM/DW NOT TO EXCEED 39 HRS	08/04/14 08/15/14
GLOCKLE, NATHAN	PRINCIPAL/MACARTHUR, NOT TO EXCEED 120 HRS	06/16/14 07/24/14
GORANSON, AMY	PARENT EDUC/BARNES, NOT TO EXCEED 15 HRS	06/10/14 08/26/14
GRANMO, SHERYL	SPECIAL ED ELEM/MERRITT CREEK ACADEMY, NOT TO EXCEED 104.5 HRS	06/09/14 07/18/14
GRONSETH, DEANNA	ESY/CHILD FIND, B-2/DW, NOT TO EXCEED 25 HRS	06/09/14 06/30/14
GUDDECK, JULIE	ESY/LD CLASSROOM/DW, NOT TO EXCEED 32 HRS	08/04/14 08/15/14
HALVER, DEBRA	MATH/ALC, NOT TO EXCEED 90 HRS	06/17/14 08/20/14
HANSON, BENJAMIN	MUSIC/ALC, NOT TO EXCEED 45 HRS	06/17/14 08/20/14
HARROLD, CARLA	CURRICULUM DEVELOPMENT/HOCHS, NOT TO EXCEED 400 HRS	06/09/14 08/26/14
HUGHES, KATHY	ESY/SCHOOL NURSE, B-2/DW, NOT TO EXCEED 100 HRS	06/09/14 08/29/14
HULL, CHRISTEN	ASST PRINC/MACARTHUR, NOT TO EXCEED 88 HRS	06/16/14 06/30/14
JOHNSON, CAROL	ENGLISH/SECONDARY/MERRITT CREEK ACADEMY, NOT TO EXCEED 104.5 HRS	06/10/14 07/18/14
JOHNSON, DEBORAH	ESY/ASD ELEM/MS CLASSROOM/DW NOT TO EXCEED 39 HRS	08/04/14 08/15/14
JOHNSON, SHANE	TOSA/MACARTHUR, NOT TO EXCEED 128 HRS	06/09/14 06/30/14
JONES, GREG	STAFF DEV COORD/HOCHS, NOT TO EXCEED 24 HRS	06/09/14 06/30/14
KEROLA, WILLIAM	SPECIAL ED ENGLISH/CHESTER CREEK ACADEMY, NOT TO EXCEED 104.5 HRS	06/10/14 07/18/14
KILBORG, JEANNE	SPECIAL ED MATH/WOODLAND HILLS ACADEMY, NOT TO EXCEED 104.5 HRS	06/10/14 07/18/14
KOLODGE, LISA	ESY/SPEECH LANG PATH/DW, NOT TO EXCEED 35 HRS	06/09/14 08/29/14
KOLQUIST, JULIE	SPECIAL ED ELEM/MERRITT CREEK ACADEMY, NOT TO EXCEED 104.5 HRS	06/09/14 07/18/14

CERT EXTENSION

<u>CERT EXTENSION</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
KOVACOVIC, LAURIE	ESL/ABE, NOT TO EXCEED 40 HRS	06/17/14 06/19/14
LARSON, CARLA	ESY/DCD ELEM/D/HH HOMEBASED, B-2/DW, NOT TO EXCEED 63 HRS	06/09/14 08/29/14
LEIBFRIED, CHARLES	SUPV FED PROG/HOCHS, NOT TO EXCEED 280 HRS	06/23/14 08/08/14
LINDBERG, TIM	ESY/WORK EXP SUPV/DW, NOT TO EXCEED 120 HRS	06/09/14 08/29/14
LIPPITT, MARTHA	ESY/TOSA, ESY ADMIN/DW, NOT TO EXCEED 200 HRS	06/09/14 08/29/14
LUNDSTEN, ANNE	ESY/PT/DW, NOT TO EXCEED 30 HRS	06/09/14 08/29/14
MERTES, EMILY	DATA COACH/MACARTHUR, NOT TO EXCEED 128 HRS	06/09/14 06/30/14
MICKOLAJAK, TODD	SCIENCE/SPECIAL ED/IS/ALC, NOT TO EXCEED 120 HRS	06/09/14 08/20/14
MOZOL, DIANE	PARENT EDUC/BARNES, NOT TO EXCEED 18 HRS	06/10/14 08/26/14
NORMAN, ADRIAN	ASST PRINC/ALC, NOT TO EXCEED 120 HRS	06/17/14 08/20/14
OLEK, MAUREEN	ESY/ECSE B-2/DW, NOT TO EXCEED 88 HRS	06/09/14 08/29/14
OLESON, SUSAN	DUE PROCESS/MERRITT/CHESTER CREEK ACADEMY, NOT TO EXCEED 32 HRS	06/09/14 06/27/14
OLSON, MOIRA	SPECIAL ED ELEMENTARY/CHESTER CREEK ACADEMY, NOT TO EXCEED 104.5 HRS	06/10/14 07/18/14
PANASUK-ZIFKO, SARA	ESY/ECSE, B-2/DW, NOT TO EXCEED 88 HRS	06/09/14 08/29/14
PAQUETTE, BARBARA	SPECIAL ED MATH/MERRITT CREEK ACADEMY, NOT TO EXCEED 104.5 HRS	06/09/14 07/18/14
PAWLIKOWSKI, BETTY	SPECIAL ED ENGLISH/ARROWHEAD ACADEMY, NOT TO EXCEED 104.5 HRS	06/10/14 07/18/14
PECHEK, AMANDA	SPECIAL ED MATH/ARROWHEAD ACADEMY, NOT TO EXCEED 104.5 HRS	06/10/14 07/18/14
PETERSMEYER, ANNETTE	SPECIAL ED ENGLISH/WOODLAND HILLS ACADEMY, NOT TO EXCEED 57 HRS	06/10/14 07/03/14
PLESKO, SHERRI	SPECIAL ED ELEM/MERRITT CREEK ACADEMY, NOT TO EXCEED 104.5 HRS	06/09/14 07/18/14
PRECKEL, KEVIN	SPECIAL ED ENGLISH/ARROWHEAD ACADEMY, NOT TO EXCEED 104.5 HRS	06/10/14 07/18/14
QUINLAN, DEIDRE	SOCIAL WORKER/HOCHS, NOT TO EXCEED 60 HRS	06/17/14 08/20/14
RANFRANZ, SUSAN	ART SPECIALIST/HOCHS, NOT TO EXCEED 23 HRS	06/10/14 06/12/14
RAY, JULIE	ESY/SPEECH LANGUAGE/DW, NOT TO EXCEED 8 HRS	06/09/14 06/30/14
RODD, RONI	ESY/PT/DW, NOT TO EXCEED 60 HRS	06/09/14 08/29/14
ROSE, LUKE	SPECIAL ED ELEM/MERRITT CREEK ACADEMY, NOT TO EXCEED 104.5 HRS	06/09/14 07/18/14
ROURKE, CINDY	ESY/DCD CLASSROOM/HOME/COMMUNITY BASED/DW, NOT TO EXCEED 61 HRS	06/09/14 08/29/14
SALMELA, AARON	CURRICULUM DEVELOPMENT/HOCHS, NOT TO EXCEED 400 HRS	06/09/14 08/29/14
SCHMIDT, SUSAN	CURRICULUM DEVELOPMENT/HOCHS, NOT TO EXCEED 400 HRS	06/09/14 08/29/14
SEAMAN, JAN	ESY/ASD FUNCTIONAL HIGH SCH CLASSROOM/DW, NOT TO EXCEED 52 HRS	08/04/14 08/15/14
SHELDON, KRISTY	SPECIAL ED MATH/MERRITT CREEK ACADEMY, NOT TO EXCEED 104.5 HRS	06/09/14 07/18/14
SMITH, HAMILTON	SPECIAL ED MATH/WOODLAND HILLS ACADEMY, NOT TO EXCEED 104.5 HRS	06/10/14 07/18/14
SODERBERG, CARL	SPECIAL ED ENGLISH/MERRITT CREEK ACADEMY, NOT TO EXCEED 104.5 HRS	06/09/14 07/18/14
SUNDAL, JENNIFER	PRE-KDGN/WASHINGTON CTR, NOT TO EXCEED 235 HRS	06/29/14 08/26/14
SYMENS, JODI	ESY/HOMEBASED/DW, NOT TO EXCEED 13 HRS	06/09/14 08/29/14
TASTSIDES, CATHY JO	SPECIAL ED ENGLISH/CHESTER CREEK ACADEMY, NOT TO EXCEED 104.5 HRS	06/10/14 07/18/14
TRENTOR, DOUGLAS	ESY/PYSCHOLOGIST/DW, NOT TO EXCEED 100 HRS	06/09/14 08/29/14
TWARDOWSKI, STEPHANIE	ESY/ASD ELEMENTARY CLASSROOM/DW, NOT TO EXCEED 39 HRS	08/04/14 08/15/14
VOLD, CHRIS	TOSA/ALC, NOT TO EXCEED 40 HRS	06/17/14 08/20/14
WAGNER, DEBORAH	FAMILIES IN TRANS COORD/HOCHS, NOT TO EXCEED 102 HRS	06/09/14 08/26/14
WIKSTROM, MICHELLE	ESY/OT, B-3/DW, NOT TO EXCEED 160 HRS	06/09/14 08/29/14
WILKINS, TAMMI	TOSA/HOCHS, NOT TO EXCEED 400 HRS	06/09/14 08/26/14
WILKINSON, MARY	SPECIAL ED MATH/CHESTER CREEK ACADEMY, NOT TO EXCEED 104.5 HRS	06/10/14 07/18/14
WILLIAMS, PAULA	COUNSELOR/WOODLAND HILLS ACADEMY, NOT TO EXCEED 40 HRS	06/10/14 07/18/14
WILLIAMS, PAULA	GUIDANCE COUNSELOR/ALC, NOT TO EXCEED 120 HRS	06/17/14 08/20/14
WITTMER, NANCY	SPECIAL ED DA/CHESTER CREEK ACADEMY, NOT TO EXCEED 104.5 HRS	06/10/14 07/18/14
ZWAK, MICHAEL	WORK EXP/ALC, NOT TO EXCEED 45 HRS	06/17/14 08/20/14

Total: 81

CERT LEAVES

<u>CERT LEAVES</u>	<u>POSITION/LOCATION/LEAVE TYPE</u>	<u>EFFECTIVE DATES</u>
CLAY, CORY	BAND/ORDEAN EAST, SUPT APPROVED	01/20/14 07/29/14
HUGHES, MARK	GUIDANCE COUNSELOR/EAST, P#4125, W/O PAY	08/21/14 06/12/15
LIEN, CHERYL	ASST PRINC/EAST, P#4125, W/O PAY	08/18/14 06/19/15

Total: 3

CERT LONG TERM SUB

<u>CERT LONG TERM SUB</u>	<u>POSITION/LOCATION/CLASS & STEP/REPLACING</u>	<u>EFFECTIVE DATES</u>
KRUEGER, SARAH	READ 180/LINCOLN, III 2, K OLIVER, CHANGE IN DATES	03/19/14 05/30/14

Total: 1

CERT PERM INCREASE

<u>CERT PERM INCREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
HANEY, ERIN	GR 1/PIEDMONT, .8 TO 1.0	08/27/14
TAYLOR, WARREN	ESL/DW, .5 TO .9	08/27/14

Total: 2

CERT RESIGNATION

MINEHEINE, BOBBY
Total: 1

POSITION/LOCATION

SPEECH LANG PATH/DW

EFFECTIVE DATES

07/01/14

CERT RETIREMENT

ARNDT, JAMES
CLAY, CORY
FERGUSON, MARGARET
ZAHORIK, MARGARET
Total: 4

POSITION/LOCATION

PRINCIPAL/DW
BAND/ORDEAN EAST (ON LEAVE)
SPECIAL ED TOSA/HOCHS
DCD-S/DW, CHANGE IN DATES

EFFECTIVE DATES

09/05/14
07/29/14
07/14/14
06/15/14

CERTIFIED SUMMER SCHOOL POSITION/LOCATION/CONDITION

<u>CERTIFIED SUMMER SCHOOL</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>	
BACKUS, GINGER	EXCEL/ORDEAN EAST, NOT TO EXCEED 30 HRS	06/09/14	08/28/14
BARTLETTE, SHAWN	SOCIAL STUDIES/EAST, NOT TO EXCEED 128 HRS	06/16/14	07/25/14
BEAVER, CHERYL	TITLE I/LOWELL, NOT TO EXCEED 50 HRS	06/11/14	06/26/14
BEETCHER, CHERYL	EXCEL/TITLE I/MYERS-WILKINS, NOT TO EXCEED 142 HRS	06/09/14	07/24/14
BERGMAN, HELEN	TITLE I/STOWE, NOT TO EXCEED 91 HRS	06/09/14	06/27/14
BROWN, PAULA	ENGLISH/WOODLAND HILLS ACADEMY, NOT TO EXCEED 104.5 HRS	06/10/14	07/18/14
DAHLQUIST, JANINE	STAR COORD/EAST, NOT TO EXCEED 128 HRS	06/16/14	07/25/14
DRISCOLL, MELANIE	TITLE I/LOWELL, NOT TO EXCEED 30 HRS	06/12/14	06/19/14
ERIE, RONDA	TITLE I/MACARTHUR, NOT TO EXCEED 50 HRS	06/11/14	06/26/14
ERIE, TROY	TITLE I/LOWELL, NOT TO EXCEED 50 HRS	06/11/14	06/26/14
FINLAYSON, DUSTIN	ALGEBRA/EAST, NOT TO EXCEED 128 HRS	06/16/14	07/25/14
GIMPEL, SHERRI	TITLE I/PIEDMONT, NOT TO EXCEED 60 HRS	06/09/14	06/27/14
GLOCKLE, NATHAN	.5 SUMMER SCHOOL COORDINATOR/DW, STIPEND \$2500.00		
GOTTSCHALD, STEPHANIE	TITLE I/LOWELL, NOT TO EXCEED 50 HRS	06/11/14	06/26/14
GRAVES, PETER	GEOMETRY/EAST, NOT TO EXCEED 128 HRS	06/16/14	07/25/14
HAGSTROM, LINDA	ELEMENTARY/CHESTER CREEK ACADEMY, NOT TO EXCEED 104.5 HRS	06/10/14	07/18/14
HALLGREN, TANYA	TITLE I/MACARTHUR, NOT TO EXCEED 50 HRS	06/11/14	06/26/14
HANSON, DONNA	TITLE I/STOWE, NOT TO EXCEED 91 HRS	06/09/14	06/27/14
HAUGEN, MARGARET	TITLE I/STOWE, NOT TO EXCEED 91 HRS	06/09/14	06/27/14
HOLLINDAY, GINA	SOCIAL STUDIES/EAST, NOT TO EXCEED 128 HRS	06/16/14	07/25/14
HUSS, CARLI	EXCEL/TITLE I/MYERS-WILKINS, NOT TO EXCEED 142 HRS	06/09/14	07/24/14
JAJA, LINDSEY	EXCEL/TITLE I/MYERS-WILKINS, NOT TO EXCEED 142 HRS	06/09/14	07/24/14
JOHNS, SHERI	MATH/ALC, NOT TO EXCEED 74 HRS	07/01/14	08/20/14
JOHNSON, DEBORAH	MATH/CHESTER CREEK ACADEMY, NOT TO EXCEED 104.5 HRS	06/10/14	07/18/14
JOHNSON, MEGAN	TITLE I/STOWE, NOT TO EXCEED 91 HRS	06/09/14	06/27/14
JOHNSTON, KACY	ALGEBRA/EAST, NOT TO EXCEED 128 HRS	06/16/14	07/25/14
JOHNSTON, RACHEL	TITLE I/PIEDMONT, NOT TO EXCEED 60 HRS	06/09/14	06/27/14
JUDNICK, FRANK	TITLE I/MACARTHUR, NOT TO EXCEED 50 HRS	06/11/14	06/26/14
KREZOWSKI, TARA	EXCEL/TITLE I/MYERS-WILKINS, NOT TO EXCEED 142 HRS	06/09/14	07/24/14
LABOONE, JENNIFER	TITLE I/MACARTHUR, NOT TO EXCEED 50 HRS	06/11/14	06/26/14
LINDBERG, TIM	ENGLISH/MERRITT CREEK ACADEMY, NOT TO EXCEED 104.5 HRS	06/10/14	07/18/14
LIPPITT, MARTHA	TITLE I/STOWE, NOT TO EXCEED 91 HRS	06/09/14	06/27/14
MACIOCE, MARIA	ENGLISH/EAST, NOT TO EXCEED 44 HRS	06/16/14	06/26/14
MCKEEVER, JOSHUA	TITLE I/PIEDMONT, NOT TO EXCEED 60 HRS	06/09/14	06/27/14
MULLER, MAGGIE	ENGLISH/EAST, NOT TO EXCEED 84 HRS	06/26/14	07/25/14
NORMAN, ADRIAN	.5 SUMMER SCHOOL COORDINATOR/DW, STIPEND \$2500.00		
OLSON, ANTHONY	MATH/WOODLAND HILLS ACADEMY, NOT TO EXCEED 104.5 HRS	06/10/14	07/18/14
OSTERLUND, ALICIA	READING/MACARTHUR, NOT TO EXCEED 116 HRS	06/09/14	08/14/14
OSTERLUND, ALICIA	TITLE I/PIEDMONT, NOT TO EXCEED 60 HRS	06/09/14	06/27/14
PELTO, LINDA	TITLE I/MACARTHUR, NOT TO EXCEED 60 HRS	06/11/14	06/26/14
PERTTULA, MARY	TITLE I/PIEDMONT, NOT TO EXCEED 60 HRS	06/09/14	06/27/14
PETERSON, KIRSTIN	EXCEL/EAST, NOT TO EXCEED 67 HRS	08/04/14	08/15/14
POWLESS, KELLIE	READING/MACARTHUR, NOT TO EXCEED 116 HRS	06/09/14	08/14/14
PROUT, HEATHER	TITLE I/MYERS-WILKINS, NOT TO EXCEED 67 HRS	06/09/14	06/30/14
RADZAK, ANGELA	READING/LINCOLN, NOT TO EXCEED 67 HRS	06/13/14	07/03/14
RESCH, KRISTIN	READING/PIEDMONT, NOT TO EXCEED 20 HRS	07/28/14	07/31/14
ROWLAND, NICOLE	READING/PIEDMONT, NOT TO EXCEED 116 HRS	06/09/14	08/14/14
RUDOLPH, JOHN	EXCEL/ORDEAN EAST, NOT TO EXCEED 98 HRS	08/04/14	08/21/14
SCHMALTZ, MADELEINE	SCIENCE/EAST, NOT TO EXCEED 128 HRS	06/09/14	07/25/14
SCHROEDER, NICOLE	TITLE I/PIEDMONT, NOT TO EXCEED 60 HRS	06/09/14	06/27/14
VAN ARSDALE, MARLEIGH	SCIENCE/EAST, NOT TO EXCEED 128 HRS	06/16/14	07/25/14
VENBERG, CYNTHIA	TITLE I/LOWELL, NOT TO EXCEED 37 HRS	06/09/14	06/20/14
WENTWORTH, BRYAN	ENGLISH/WOODLAND HILLS ACADEMY, NOT TO EXCEED 104.5 HRS	06/10/14	07/18/14
WHEELER, DANIELLE	SCIENCE/EAST, NOT TO EXCEED 128 HRS	06/16/14	07/25/14
WILLER, KIMBERLY	EXCEL FACILITATOR/MYERS-WILKINS, NOT TO EXCEED 60 HRS	06/09/14	07/24/14

Total: 55

CERT TEMP DECREASE

GORANSON, AMY
Total: 1

POSITION/LOCATION/CONDITION

PARENT EDUCATOR/DW/ECFE, .7 TO .625

EFFECTIVE DATES

08/27/14

NONCERT APPOINTMENT

GULAN, SARAH
MAGNUSON, DANIELLE
MATTHEWS, NANCY
SALUS, MEREDITH
STANTON, AMANDA
YOUNG, JANET
Total: 6

POSITION/LOCATION/WEEKS/RATE OF PAY/REASON

SUPV PARA/LINCOLN, 19/38WKS, \$13.68/HR, C KRENNER
INNOVATION SPECIALIST/DW, 40/48WKS, \$941/HR, NEW POSITION BRD APPR 4/22/14
.46875 SPECIAL ED BW PARA/PIEDMONT, 18.75 HRS/38WKS, \$14.49/HR S GULAN
KEY ZONE SITE SUPV/CONGDON, 40/51WKS, \$14.90/HR, L TRONTVEET
INNOVATION SPECIALIST/DW, 40/48WKS, \$837/WK, NEW POSITION BRD APPR 4/22/14
INNOVATION SPECIALIST/DW, 40/48WKS, \$894/WK, NEW POSITION BRD APPR 4/22/14

EFFECTIVE DATES

08/27/14
07/14/14
08/27/14
06/16/14
07/14/14
07/14/14

NONCERT DEMOTION

KELLER, JODI
MATTHEWS, NANCY
MILLER, SUSANNA
MONTGOMERY, DEBRA
Total: 4

NEW POSITION/LOCATION/OLD POSITION/LOCATION/RATE OF PAY

OFF SUP INTERMEDIATE/PIEDMONT, OFF SUP SENIOR/HOCHS INDIAN ED, \$16.52/HR
INSTR PARA/LESTER/SCH READ, SPECIAL ED BW/PIEDMONT, \$13.06/HR
SPECIAL ED BW PARA/MACARTHUR, INDIAN STUD COORD/DW, \$16.16/HR
SPECIAL ED BW PARA/LINCOLN, COMMUNITY LIAISON/PIEDMONT, \$16.74/HR

EFFECTIVE DATES

08/11/14
08/27/14
08/27/14
08/27/14

NONCERT EXTENSION

ANSTETT, DIANA
BYRD, DUANE
GRAVES, CAROLYN
HALLFRISCH, MONICA
HOLTEN, SHERRY
MCGOWAN, TODD
SMITH, CHARLES
Total: 7

POSITION/LOCATION/CONDITION

INTEGRATION SPECIALIST/DW, NOT TO EXCEED 40 HRS
DIVERSITY COORD/MYERS-WILKINS, NOT TO EXCEED 109.42 HRS
OFF SUP SPEC INTERMEDIATE/DENFELD, NOT TO EXCEED 144 HRS
COMMUNITY LIAISON/STOWE TITLE I, NOT TO EXCEED 91 HRS
OFF SUP INTERMEDIATE/HOMECROFT, NOT TO EXCEED 40 HRS
MENTAL HEALTH PRACT/MACARTHUR, NOT TO EXCEED 128 HRS
INTEGREATION SPECIALIST/DW, NOT TO EXCEED 40 HRS

EFFECTIVE DATES

06/09/14 06/13/14
06/09/14 06/30/14
06/23/14 08/01/14
06/09/14 06/27/14
06/23/14 06/27/14
06/09/14 06/30/14
06/09/14 06/13/14

NONCERT LAYOFF

CANFIELD-EVANSON, KRISTIN
CLARK, KATHLEEN
DEKREY, JENNIFER
HUCEK, VINCENT
JOHNSON, VICTORIA
LINDGREN, KYOSTI
LOCHNER, JODI
MCDONALD, DENNIS
MOSELEY, DAVID
RAMSEY, EMILY
SANDEFER, HOLLY
Total: 11

POSITION/LOCATION

.375 INSTR PARA/MYERS-WILKINS
.4375 INSTR PARA/STOWE HDST
.8 INSTR PARA/LINCOLN
.78125 SPECIAL ED BW PARA/DENFELD
.375 SPECIAL ED BW PARA/MYERS-WILKINS
.78125 SPECIAL ED PROG PARA/MALE REQUIRED/DENFELD
.46875 SPECIAL ED BW PARA/PIEDMONT
.78125 SPECIAL ED PROG/DENFELD
.5 SPECIAL ED BW PARA/LINCOLN
.825 PRE-LICENSED INTERPRETER/DW
.4375 SPECIAL ED PROG PARA/PIEDMONT ECSE

EFFECTIVE DATES

06/06/14
06/06/14
06/06/14
06/06/14
06/06/14
06/06/14
06/06/14
06/06/14
06/06/14
06/06/14
06/06/14

NONCERT LEAVES

BANKS, KELLY
BLACKORBY, LESLIE
HANSON, NANCY
LEINO, ANNE
NELSON, JESSICA
SIMONSON, HOLLY
SMITH, STEVEN
VEGA, NANCY
WHITE, KAREN
Total: 9

POSITION/LOCATION/TYPER OF LEAVE

MENTAL HLTH PRACT/MYERS-WILKINS, 'A' PERSONAL, W/O PAY
HELPER/LOWELL, 'A' PERSONAL, W/O PAY
FIELD SUPPORT/HOCHS/TECHNOLOGY, 'B', W/O PAY, CHANGE IN DATES
HEALTH/LPN PARA/DW, PARENTAL, W/O PAY
SCHOOL BUS DRIVER II/TRANSPORTATION, 'A' MEDICAL, W/O PAY, TO BE DETERM
SCHOOL BUS DRIVER II/TRANSPORTATION, 'A' MEDICAL, W/O PAY, TO BE DETERM
SPECIAL ED PROG PARA/HOCHS, 'B', W/O PAY, EXTENSION
OFF SUP INTERMED/HOCHS/SPECIAL SERV, 'A' PARENTAL, W/O PAY, CHG IN DATE
OFF SUP SENIOR/EAST, 'B' PERSONAL EXTENDED, W/O PAY

EFFECTIVE DATES

05/16/14 06/04/14
05/29/14 06/04/14
07/08/13 06/30/14
09/22/14 03/23/15
05/26/14
05/26/14
08/27/14 06/05/15
05/16/14 11/24/14
08/05/14 08/05/15

NONCERT PERM DECREASE

HARTLEY, ATHENA
RONINGEN, JUDY
WANGEN, STEPHEN
Total: 3

POSITION/LOCATION/CONDITION

INSTR PARA/ECFE/DW, .4375 TO .3625
SPECIAL ED PROG PARA/JOB COACH/HOCHS, .8125 TO .6
SPECIAL ED PROG PARA/STOWE, .8125 TO .78125

EFFECTIVE DATES

08/27/14
08/27/14
08/27/14

NONCERT PERM INCREASE

BAASCH, STEPHANIE
ISAACSON, KIM
KRENNER, CHERYL

POSITION/LOCATION/CONDITION

INSTR PARA/PIEDMONT ECFE, .45 TO .475
INSTR PARA/LESTER ECFE, .475 TO .6375
SUPV PARA/EAST, .475 TO .6

EFFECTIVE DATES

08/27/14
08/27/14
08/27/14

<u>NONCERT PERM INCREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
MCCRACKEN, CRYSTAL	SPECIAL ED PROG PARA/DENFELD, .4375 TO .8125	08/27/14
MORRIS, MARY	INSTR PARA/PIEDMONT ECFE, .4375 TO .45	08/27/14
Total: 5		
<u>NONCERT PROMOTION</u>	<u>NEW POSITION/LOCATION/OLD POSITION LOCATION/RATE OF PAY</u>	<u>EFFECTIVE DATES</u>
KRENNER, CHERYL	SPECIAL ED STUD SPEC PARA/LINCOLN, SUPV PARA/EAST, \$15.84/HR	08/27/14
MORRIS, MARY	SPECIAL ED PROG PARA/PIEDMONT ECSE/INSTR PARA/PIEDMONT ECFE, \$15.73	08/27/14
Total: 2		
<u>NONCERT RECALL</u>	<u>NEW POSITION/LOCATION/FTE</u>	<u>EFFECTIVE DATES</u>
MCDONALD, DENNIS	.84375 SPECIAL ED BW/MALE REQUIRED/EAST	08/27/14
RAMSEY, EMILY	.825 PRE-LICENSED ASL INTERPERTER/DW, 33 HRS/38WKS, \$19.71/HR REALL OF FTE	08/27/14
SANDEFER, HOLLY	.45 INSTR PARA/PIEDMONT ECFE	08/27/14
Total: 3		
<u>NONCERT RESIGNATION</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
FOSTER, JOSEPH	SPECIAL ED BW PARA/EAST	06/06/14
HENDERSON, ALLEGRA	INTEGRATION SPECIALIST SYSTEM/LINCOLN	06/20/14
JOHNSON, ADAM	SPECIAL ED BW PARA/DENFELD, (ON LEAVE)	06/06/14
Total: 3		
<u>NONCERT RETIREMENT</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
ANNALA, JUDY	SPECIAL ED BW PARA/MACARTHUR	06/09/14
NELSON, RONALD	ENGINEER 4/EAST	06/20/14
Total: 2		
<u>NONCERT SUMMER SCHOOL</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
ANDERSON, KAREN	INSTR PARA/TITLE I/PIEDMONT, NOT TO EXCEED 32 HRS	06/09/14 06/26/14
BARBER, PATTI	SATELLITE MGR II/MACARTHUR, 40HRS/WK, \$14.22/HR	06/09/14 08/22/14
BEDARD, THERESE	INSTR PARA/TITLE I/PIEDMONT, NOT TO EXCEED 46 HRS	06/09/14 06/26/14
CAMPBELL, JAMES	INSTR PARA/TITLE I/PIEDMONT, NOT TO EXCEED 46 HRS	06/09/14 06/26/14
DESAUTEL, PEGGY	SATELLITE MGR II/MYERS-WILKINS, 12.5 HR/WK, \$13.00/HR	06/09/14 07/25/14
DURENE, LISA	ASL INTERPRETER/MYERS-WILKINS, NOT TO EXCEED 105 HRS	06/16/14 07/24/14
DURENE, LISA	ESY/ASL INTERPRETER/MACARTHUR, NOT TO EXCEED 10 HRS	08/04/14 08/15/16
DURENE, LISA	INSTR PARA/TITLE I/PIEDMONT, NOT TO EXCEED 15.5 HRS	06/09/14 06/13/14
ERICKSON, LIANNE	SATELLITE MGR II/BOYS/GIRLS CLUB, 15 HR/WK, \$14.15/HR	06/09/14 08/22/14
GEISSLER, SUSAN	SATELLITE MGR II/DENFELD, 30 HRS/WK, \$14.00/HR	06/09/14 08/22/14
ISAACSON, KIM	INSTR PARA/TITLE I/PIEDMONT, NOT TO EXCEED 46 HRS	06/09/14 06/26/14
KARON, MARIA	SATELLITE MGR II/LOWELL, 30 HRS/WK, \$14.15/HR	06/09/14 08/22/14
KELLER, JODI	OFF SUP SENIOR/EAST, NOT TO EXCEED 140 HRS	06/09/14 07/24/14
KESTI, SHAREN	INSTR PARA/TITLE I/LOWELL, NOT TO EXCEED 50 HRS	06/11/14 06/26/14
KVAM, TYLER	ESY/SPECIAL ED PARA/MACARTHUR, NOT TO EXCEED 24 HRS	08/04/14 08/15/14
MACDONALD, LAURIE	ASL INTERPETER/EAST, NOT TO EXCEED 56 HRS	06/13/14 07/24/14
MCKEEVER, JUDITH	SPECIAL ED BW PARA/CHESTER CREEK, NOT TO EXCEED 80 HRS	06/16/14 07/17/14
NORMAN, JOANN	SATELLITE MGR II/PIEDMONT, 30 HRS/WK, \$14.22/HR	06/09/14 08/22/14
PETERSON, CONNIE	INSTR PARA/TITLE I/PIEDMONT, NOT TO EXCEED 46 HRS	06/09/14 06/26/14
PUFF, JODI	SATELLITE MGR II/LESTER, 30 HRS/WK, \$14.22/HR	06/09/14 08/22/14
RAISANEN, MOLINA	HELPER/MYERS-WILKINS, 12.5HRS/WK, \$10.30/HR	06/09/14 07/03/14
RONINGEN, JUDY	INSTR PARA/TITLE I/PIEDMONT, NOT TO EXCEED 46 HRS	06/09/14 06/26/14
SUNDEEN, SALLY	INSTR PARA/TITLE I/LOWELL, NOT TO EXCEED 50 HRS	06/11/14 06/26/14
VALENTINE, SALLY ANN	SATELLITE MGR II/LINCOLN, 30 HRS/WK, \$13.33/HR	06/09/14 07/03/14
VAN ALLEN, GEORGIA	SATELLITE MGR II/MYERS-WILKINS 30HR/WK, \$13.33/HR	06/09/14 08/22/14
WABROWETZ, JENNIFER	ESY/ASD/MACARTHUR, NOT TO EXCEED 24 HRS	08/04/14 08/15/14
WAKEFIELD, WENDY	SATELLITE MGR II/STOWE, 30 HRS/WK, \$14.15/HR	06/09/14 08/22/14
ZOLTEK, LORI	HELPER/MACARTHUR, 12.5 HR/WK, \$11.40/HR	06/09/14 07/03/14
Total: 28		
<u>NONCERT TEMP INCREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
BYRD, DUANE	DIVERSITY COORD/MYERS-WILKINS, .875 TO 1.0	04/25/14 06/06/14
Total: 1		

HOURLY/SUBSTITUTE PAY RATE SHEET

Effective 8/1/2014

RATE

<u>COMMUNITY EDUCATION</u>		
Lifeguard		\$ 9.00
Locker Room Attendant	Minimum Wage Increase	\$ 8.00
Swim Instructor		\$ 11.00
School-Aged Care/Pre-K Worker		\$ 8.00
Special Needs Helper	Minimum Wage Increase	\$ 8.00
Youth Development Programs		
-Cross Age Student Helper	Minimum Wage Increase	\$ 8.00
-Youth Service Facilitator		\$ 12.50
-Playground Leader	Minimum Wage Increase	\$ 8.00
-Gym Supervisor	Minimum Wage Increase	\$ 8.00
-Activity Leader	Minimum Wage Increase	\$ 8.00
-Summer Youth Placement Coordinator		\$ 8.50
Site Supervisor Substitute		\$ 10.00
Pool Director	Minimum Wage Increase	\$ 8.00
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
Satellite Mgr Trainer		\$ 15.63
Retired Food Service Employees are paid \$1.00/hr. in addition to above rates.		

<u>MAINTENANCE AND CONSTRUCTION</u>		
Summer Hourly Substitute	Minimum Wage Increase	\$ 8.00
Snow Shovelers, Temporary	Minimum Wage Increase	\$ 8.00
Summer AV Repair	Minimum Wage Increase	\$ 8.00
Lead Person for Laborers		\$ 8.15
Summer Retired Trades People	Effective 8/1/14	Step A of MA CBA
Welder and Other Skilled Trades	Effective 8/1/14	Step A of MA CBA

<u>BUILDING OPERATIONS</u>		
Hourly Regular Substitute		\$ 8.50
Substitute for Licensed People		\$ 8.15
Summer Hourly	Minimum Wage Increase	\$ 8.00
Summer Hourly Lawn Crew	Minimum Wage Increase	\$ 8.00
Retired Custodian		*
Retired Custodian II		*
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 Increase	\$ 8.00
Skilled Tradesperson	Effective 8/1/14	Step A of MA CBA

<u>PURCHASING (STOREROOM)</u>		
Hourly Regular Substitute	Minimum Wage Increase	\$ 8.00
Hourly Student	Minimum Wage Increase	\$ 8.00
Stock Clerk (Retired Employee)	Effective 8/1/14	Step A of MA CBA

*(Step B Current Maintenance Unit Bargaining Agreement)

HOURLY/SUBSTITUTE PAY RATE SHEET
Effective 8/1/2014

<u>CLERICAL</u>		
Regular Substitute	\$	9.00
Retired/Layoff Employees	\$	13.50
<u>EDUCATIONAL ASSISTANT</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) (Transliterater 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)	\$	20.00
Indian Oriented Assistant	\$	8.50
Cultural Assistant (no language skills)	\$	9.00
Cultural Assistant (with language skills)	\$	9.50
Community Assistant	\$	8.50
Experience Center Manager	\$	8.50
Career Center Assistant	Minimum Wage Increase	\$ 8.00
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
Mental Health practitioner Sub	\$	12.00
<u>MISCELLANEOUS</u>		
HRA Headstart Resource Aide	Minimum Wage Increase	\$ 8.00
Desegregation Assistant	Minimum Wage Increase	\$ 8.00
Cafeteria/Playground Monitor	\$	8.50
Crossing Guard	\$	8.00
Work Study	Minimum Wage Increase	\$ 8.00
Accounting Intern	\$	8.00
GED Examiner	\$	20.00
Parental Involvement Coordinator	Minimum Wage Increase	\$ 8.00
Indian Adult Basic Education Assistant	\$	8.75
Assistant Examiner	\$	8.00
Systems Maintenance Technician	\$	21.54
Technology Student Intern(ISD#709 Student)	Minimum Wage Increase	\$ 8.00
Technology Student Intern (after 17 months)	Minimum Wage Increase	\$ 8.00
Technology Intern (2 yrs college or above)	\$	11.00
Help Desk Technician	\$	12.82
Deli Operator	\$	14.00
Headstart Nutritionist	\$	25.00
<u>SUBSTITUTE TEACHERS</u>		
All Certified Substitutes	Effective 8/27/14	\$ 100.00
Certified Retired Substitutes Only	Effective 8/27/14	\$ 105.00
Teacher Hourly Rate of Pay 7-1-14	\$	21.03

updated 7-8-14

#4015 – Prohibiting Harassment, ~~and Violence, and Bullying~~

General Statement of Policy

Independent School District 709 (ISD 709) is committed to creating and maintaining a learning and working environment where all individuals are treated with respect and dignity. Every individual has the right to learn/work in an environment free of harassment, ~~and~~ violence ~~and~~ ~~bullying~~.

In this school district, harassment, ~~and~~ violence ~~and~~ ~~bullying~~, whether verbal, physical, or cyber which creates a hostile climate, is unacceptable and will not be tolerated. Harassment, ~~and~~ violence ~~and~~ ~~bullying~~ are unlawful, hurt all people, and have no legitimate educational purpose. Any employee or student who engages in such conduct shall be disciplined as provided by law, District policies, and applicable labor agreements.

Therefore, it is the policy of ISD 709 to maintain a work and learning environment that is free of harassment, ~~and~~ violence ~~and~~ ~~bullying~~ based on sex, sexual orientation, race/ethnicity, religion or religious practices, disability, and other forms of harassment as defined in this policy.

Harassment based on sex, sexual orientation, race/ethnicity, and religious beliefs or practices are also forms of discrimination which violate either Section 703 of Title VII of the Civil Rights Act of 1965, as amended, 42 U.S.C. Section 2000e, et seq. and or the Minnesota Human Rights Act, Minnesota Statute Sections 363.01 – 363.20, and may represent a criminal law violation.

Violence based on sex, sexual orientation, race/ethnicity, religion or disability is a physical act of aggression, intimidation, and/or degradation directed toward a person or group of persons because of their sex, sexual orientation, race/ethnicity, religion or religious practices, or disability.

~~Bullying based on the threat of intentionally hurting another person physically or psychologically or participating in or conspiring with others to engage in acts that injure, degrade, or disgrace other individuals, including, but not limited to the use of technology is prohibited and violates, Minn. Statute Sections 121A.0695.~~

It shall be a violation of this policy for any student or school personnel of ISD 709 to harass a pupil or other school personnel through conduct or communication of a sexual nature or regarding sexual orientation, race/ethnicity, religion, or religious practices, disability, and other forms of harassment as defined by this Policy and Regulation 4015R. (For purposes of this policy, school personnel include: School Board members, administrators, teachers, school employees, agents, volunteers, contractors, or other persons subject to the supervision and control of ISD 709.)

It shall be a violation of this policy for any student or school personnel of ISD 709 to inflict, threaten to inflict, or attempt to inflict violence relating to sex, sexual orientation, race/ethnicity, religion or religious practices, disability, or other forms of violence as defined by this policy upon any pupil or school personnel.

ISD 709 will act with reasonable diligence to take action to investigate, respond, remediate and discipline all complaints, either formal or informal, oral or written of improper actions or statements which may constitute sexual, sexual orientation, ethnic/racial, religious, disability, or other harassment, ~~and~~ violence ~~and~~ ~~bullying~~ as defined in this policy and Regulation 4015R.

Furthermore, ISD 709 intends to provide support for students identified as the victims of these acts in compliance with Minn. Statute Sections 121A.0695.

For more detailed information on this policy, including definitions for terms used in this policy and the reporting procedures for this policy, please see Regulation 4015R.

Adopted: 05/11/82 ISD 709

Revised: 06/10/86

12/10/91

10/19/93

06/20/95

02/15/00

09/17/02

05/21/13

08/19/14