

**Human Resources Committee**  
Duluth Public Schools, ISD 709  
Agenda  
Monday, July 9, 2018  
UnitedHealth Group Building  
4316 Rice Lake Road  
Suite 108  
Duluth, MN 55811  
4:15 PM

- |  |          |
|--|----------|
| <b>1. Staffing Report Action Items</b>   | <b>2</b> |
| <b>2. Other HR Action Items</b>  |          |
| A. *Placeholder - Approval of Education Minnesota Duluth Clerical Local 692-A, Collective Bargaining Agreement effective dates: 7/1/17-6/30/20 - Resolution # HR-7-18-3566 | 6        |
| B. *Placeholder - Approval of Integration Specialist Collective Bargaining Agreement - Resolution # HR-7-18-3567   |          |
| C. *Placeholder - Approval of Employment of a School Board Member by the District  | 7        |
| D. *Placeholder - Approval of Hourly Wage Rates for Hourly Employees   | 9        |
| <b>3. HR Informational Items</b>   |          |
| A. Summary of Harassment Complaints 2017-2018  |          |
| B. Update on ParaPro Assessment District Test Center   |          |
| <b>4. Other HR Future Items</b>  |          |
| A. Superintendent Review   |          |

**HUMAN RESOURCES ACTION ITEMS FOR: 7/17/2018****CERT APPOINTMENT****POSITION/LOCATION/CLASS&STEP/REPLACING****EFFECTIVE DATES**

BENNETT, MEGAN	GR 1 SPANISH IMMERSION/LOWELL, IV 9, NEW POS	08/28/18	
CAWCUTT, THOMAS	ELEMENTARY PRINCIPAL/HOMECROFT, IV 3, A WORDEN	08/12/18	
DEKRUIF, NIKKI	SPEC ED ECSE/DW, IV 9, J JARDINE	08/28/18	
EMERSON, MICHAEL	ASST PRINCIPAL/ORDEAN EAST, II 1, NEW POS	08/20/18	
HENKELS, TYLER	MIDDLE SCHL SCIENCE/LINCOLN, III 4, A SALMELA	08/28/18	
KNETTEL, COLLEEN	.5 MEDIA SPEC/MACARTHUR, IV 8, T SPEHAR	08/28/18	
MATTONEN, EMILEY	SPEC ED ASD III/LINCOLN PARK, IV+15 9, R BAUER	08/28/18	
MCDOWELL, JENNIFER	.50 ESL/DW, IV 6, TEMP POS	06/11/18	07/31/18
MUELLENBACH, ELI	MIDDLE SCHL LIFE SCIENCE/III 2, P MOSTROM	08/28/18	
NISSEN, ANDREW	BIOLOGY AND PHYSICAL SCIENCE/DENFELD, III 6, J ANDERSON	08/28/18	
OJANEN, WINONAH	GR 3/4 SPLIT OJIBWE IMMERSION/LOWELL, III 2, NEW POS	08/28/18	
ROCK, KYLE	ASST PRINCIPAL/EAST, III 1, NEW POS	08/20/18	
SMITH, ADDIE	SPEC ED SCHL SOCIAL WORKER/DW, IV+30 6, C ZIEGLER	08/21/18	
STOKES, HANNAH	SPEC ED SCHL SOCIAL WORKER/DW, IV+15 6, A BORLING	08/21/18	
TREMBLE, KIAH	.7 SOCIAL STUDIES/DENFELD, IV 2, T TUSKEN	08/28/18	
TUSKEN, THOMAS	ASST PRINCIPAL/DENFELD, III 2, J ERICKSON	08/20/18	
WHITE, HEATHER	MATH INTERVENTIONIST/LINCOLN PARK, III 8, A LETKO	08/28/18	
*Placeholder			
Total: 17			

**CERT EXTENSION****POSITION/LOCATION/CONDITION****EFFECTIVE DATES**

BALLAVANCE, ADAIR	ESY/ASD FUNCTIONAL/DENFELD, NOT TO EXCEED 53 HRS	08/07/18	08/24/18
BARRATT, KATHLEEN	HEAD START COORD/HOCHS, NOT TO EXCEED 20 HRS	08/20/18	08/24/18
BERSELL, THOMAS	ESY/HOMEBOUND/DW, NOT TO EXCEED 18 HRS	06/11/18	08/24/18
BERVEN, ABBY	ESY/ASD FUNCTIONAL/ELEMENTARY/SECONDARY/DW, NOT TO EXCEED 51 HRS	08/07/18	08/17/18
BOOMER, BREA	PRE-K/MACARTHUR, NOT TO EXCEED 80 HRS	06/11/18	08/24/18
BROSELL, AMANDA	ESY/SPEC ED EVAL/DUE PROCESS/DW, NOT TO EXCEED 120 HRS	06/11/18	08/24/18
BROWN, LISA	ECFE PARENT EDUCATOR/DW, NOT TO EXCEED 20 HRS	06/11/18	08/27/18
CORDLE, MICHELLE	ESY/ECSE SCREENING/DW, NOT TO EXCEED 10 HRS	06/11/18	08/24/18
CRANE, REBECCA	ESY/ECSE/DW, NOT TO EXCEED 190 HRS	06/11/18	08/24/18
DANIELSON, KATIE	HOMELESS LIAISON/HOCHS, NOT TO EXCEED 80 HRS	06/11/18	08/27/18
FRESVIK, THEODORE	ESY/DCD/SECONDARY/DW, NOT TO EXCEED 29 HRS	08/07/18	08/17/18
GUDDACK, JULIE	ESY/EARLY CHILDHOOD/DHH/DW, NOT TO EXCEED 101 HRS	08/07/18	08/17/18
JOHNSON, ELISABETH	PRE-K/PIEDMONT, NOT TO EXCEED 36 HRS	06/11/18	06/13/18
KOLODGE, LISA	ESY/SPEC ED EVAL/DUE PROCESS/DW, NOT TO EXCEED 75 HRS	06/11/18	08/24/18
LARSON, CARLA	ESY/EARLY CHILDHOOD/DHH/DW, NOT TO EXCEED 29 HRS	08/07/18	08/17/18
LINDBERG, TIM	ESY/WORK EXPERIENCE COORD/DW, NOT TO EXCEED 122 HRS	07/23/18	08/24/18
LIPPITT, MARTHA	ESY/COORD/DW, NOT TO EXCEED 190 HRS	06/11/18	08/24/18
MANSON, CHRISTINA	ECSE/DW, NOT TO EXCEED 250 HRS	06/11/18	08/10/18
MANSON, CHRISTINA	ESY/HOMEBOUND/DW, NOT TO EXCEED 15 HRS	06/11/18	08/24/18
MCGOWAN, TODD	ESY/CTSS CERT/FBA TRAINING PLANNING/DW, NOT TO EXCEED 60 HRS	06/11/18	08/24/18
NEWGREN, SANDRA	HEAD START COORD/HOCHS, NOT TO EXCEED 20 HRS	08/20/18	08/24/18
OLSON, DAWN	ESY/PT SUPPORT/DW, NOT TO EXCEED 40.5 HRS	08/07/18	08/17/18
PANASUK-ZIFKO, SARA	ESY/SPEECH/DW, NOT TO EXCEED 80 HRS	06/11/18	08/24/18
PIETTE, KELLY	HEAD START COORD/HOCHS, NOT TO EXCEED 20 HRS	08/20/18	08/24/18
PIETTE, KELLY	PRE-K/HOCHS, NOT TO EXCEED 40 HRS	07/02/18	08/24/18
RAY, JULIE	ESY/ASSERTIVE TECH SUPPORT/NEW TEACHER TRAINING/DW, NOT TO EXCEED 50 HRS	06/11/18	08/24/18
RODD, RONI	ESY/PT SUPPORT/DW, NOT TO EXCEED 27 HRS	08/06/18	08/13/18
ROSS, TERRY	ESY/OT SUPPORT/DW, NOT TO EXCEED 10 HRS	06/11/18	08/24/18
ROURKE, CINDY	ESY/DCD/SMI ELEMENTARY/DCD/MIDDLE SCHOOL/DW, NOT TO EXCEED 51 HRS	08/07/18	08/17/18
SEDERBERG, SUSAN	ESY/PROGRAM NURSE/DW, NOT TO EXCEED 100 HRS	08/07/18	08/17/18
SEPPANEN, VANESSA	ESY/SPEC ED EVAL/DUE PROCESS/DW, NOT TO EXCEED 75 HRS	06/11/18	08/24/18
SHELDON, DARREN	SUPV FEDERAL PROGRAMS/HOCHS, NOT TO EXCEED 120 HRS	07/02/18	08/10/18
SWENSON, DANIELLE	PRE-K/MYERS-WILKINS, NOT TO EXCEED 80 HRS	06/11/18	08/24/18
TWARDOWSKI, STEPHANIE	ESY/TOSA SUPPORT/DW, NOT TO EXCEED 100 HRS	06/11/18	08/24/18
WATKINS-MELBY, LAUREL	PRE-K/MYERS-WILKINS, NOT TO EXCEED 40 HRS	06/11/18	06/15/18
WIKSTROM, MICHELLE	ESY/ECSE OT/DW, NOT TO EXCEED 140 HRS	06/11/18	08/24/18
WORDEN, AMY	ELEM PRINCIPAL, HOMECROFT, NOT TO EXCEED 40 HOURS	06/25/18	06/29/18
*Placeholder			
Total: 37			

**CERT LEAVES****POSITION/LOCATION/LEAVE TYPE****EFFECTIVE DATES**

BOYHTARI, BONNIE	GRADE 2/CONGDON PARK, JOB SHARE .5 FTE LWOP	08/28/18	06/07/19
FORSMAN, JESSICA	GUIDANCE COUNSELOR/EAST, PARENTAL LWOP	06/13/18	06/15/18
JACOBS, KACY	ECSE TEACHER/BARNES, PARENTAL LWOP	07/02/18	08/10/18
LEVOIR, JANELLE	GRADE 1/PIEDMONT, PARENTAL LWOP	08/28/18	06/07/19
MARTIN, MICHAEL	SOCIAL STUDIES/EAST, MID-CAREER EXTENSION LWOP	08/28/18	06/07/19

<u>CERT LEAVES</u>	<u>POSITION/LOCATION/LEAVE TYPE</u>	<u>EFFECTIVE DATES</u>	
RADZAK, ANGELA	GRADE 3/MYERS WILKINS, SUPERINTENDENT APPROVED LWOP	08/28/18	06/07/19
WATTERS, ANGELA	EBD TEACHER/STOWE, PARENTAL" LWOP"	05/23/17	06/07/18
*Placeholder			
Total: 7			
<u>CERT PERM INCREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>	
KNETTEL, COLLEEN	.5 MEDIA SPEC/MYERS-WILKINS, .5 TO 1.0	08/28/18	
MCKECHNIE, KAITLYN	ECFE/DW, .4 TO .6	08/28/18	
*Placeholder			
Total: 2			
<u>CERT RESIGNATION</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>	
KNUTSON, MATTHEW	GRADE 3/MACARTHUR	06/08/18	
SPOONER, COLIN	SPEC ED LEARNING DISABLED/EAST	06/08/18	
TASTSIDES, CATHY JO	SPEC ED EBD/CHESTER CREEK	07/20/18	
*Placeholder			
Total: 3			
<u>CERT RETIREMENT</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>	
BERGUM, LADONNA	SPANISH/EAST	06/08/18	
*Placeholder			
Total: 1			
<u>CERTIFIED SUMMER SCHOOL</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>	
BROWN, PAULA	SPEC ED AND/OR ENGLISH GRADES 6-12/ROCKRIDGE, NOT TO EXCEED 105 HRS	06/12/18	07/20/18
CARLSON, NICOLE	BIOLOGY/DENFELD, NOT TO EXCEED 128 HRS	06/11/17	07/27/18
CRAIG, LINDA	EXCEL/MYERS-WILKINS, NOT TO EXCEED 50 HRS	06/11/18	07/25/18
FLORESTANO, MATTHEW	MATH GRADES 9-12/DENFELD, NOT TO EXCEED 128 HRS	06/11/17	07/27/18
FORSMAN, MATTHEW	SPEC ED AND/OR ENGLISH GRADES 6-12/CHESTER CREEK, NOT TO EXCEED 105 HRS	06/12/18	07/20/18
FRISCHMANN, JESSE	EXCEL/MYERS-WILKINS, NOT TO EXCEED 50 HRS	06/11/18	07/25/18
GIMPEL, SHERRI	EXCEL/STOWE, NOT TO EXCEED 42 HRS	06/11/18	07/26/18
GLOCKLE, NATHAN	.5 SUMMER SCHOOL COORDINATOR/DW, STIPEND \$2,500.00	06/12/18	07/27/18
GLOCKLE, NATHAN	.5 SUMMER SCHOOL PRINCIPAL/DENFELD	06/12/18	07/27/18
HAGSTROM, LINDA	GRADES 1-3/CHESTER CREEK, NOT TO EXCEED 105 HRS	06/12/18	07/20/18
HOPPE, ASHLEY	SPEC ED AND/OR MATH/ENGLISH GRADES 6-12/ROCKRIDGE, NOT TO EXCEED 105 HRS	06/12/18	07/20/18
HUSS, CARLI	EXCEL/MYERS-WILKINS, NOT TO EXCEED 50 HRS	06/11/18	07/25/18
JOHNSON, DEBORAH	SPEC ED/EBD GRADES 1-12/MERRITT CREEK, NOT TO EXCEED 105 HRS	06/12/18	07/20/18
JOHNSON, EMILY	EXCEL/LESTER, NOT TO EXCEED 42 HRS	06/11/18	07/26/18
JUNGMAN, BRIAN	ENGLISH GRADES 9-12/DENFELD, NOT TO EXCEED 128 HRS	06/11/17	07/27/18
KAMPA, MATTHEW	MATH GRADES 9-12/DENFELD, NOT TO EXCEED 128 HRS	06/11/17	07/27/18
LEWIS, ED	MATH GRADES 9-12/DENFELD, NOT TO EXCEED 128 HRS	06/11/17	07/27/18
LINDBERG, TIM	SPEC ED AND/OR MATH GRADES 6-12/CHESTER CREEK, NOT TO EXCEED 105 HRS	06/12/18	07/20/18
LIPPITT, MARTHA	SPEC ED GRADES K-12/MERRITT CREEK, NOT TO EXCEED 105 HRS	06/12/18	07/20/18
LYLE, HEIDI	SPEC ED AND/OR MATH GRADES 6-12/CHESTER CREEK, NOT TO EXCEED 105 HRS	06/12/18	07/20/18
METZER, ADAM	EXCEL/PIEDMONT, NOT TO EXCEED 42 HRS	06/11/18	07/26/18
MICHEAU, TERRI	EXCEL/HOMECROFT, NOT TO EXCEED 42 HRS	06/11/18	07/26/18
MILLER, CYNTHIA	EXCEL/CONGDON, NOT TO EXCEED 42 HRS	06/11/18	07/26/18
MOREAU-SHAW, PATRICIA	EXCEL/LESTER, NOT TO EXCEED 42 HRS	06/11/18	07/26/18
MULLER, MAGGIE	ENGLISH GRADES 9-12/DENFELD, NOT TO EXCEED 128 HRS	06/11/17	07/27/18
MUNTHE, NICOLE	EXCEL/HOMECROFT, NOT TO EXCEED 42 HRS	06/11/18	07/26/18
NIEMANN, KARI	SOCIAL STUDIES/DENFELD, NOT TO EXCEED 128 HRS	06/11/17	07/27/18
NORMAN, ADRIAN	.5 SUMMER SCHOOL COORDINATOR/DW, STIPEND \$2,500.00	06/11/18	08/27/18
NORMAN, ADRIAN	.5 SUMMER SCHOOL PRINCIPAL/DENFELD	06/11/18	08/27/18
PERTTULA, MARY	EXCEL/PIEDMONT, NOT TO EXCEED 42 HRS	06/11/18	07/26/18
PETERSON, NICOLE	EXCEL/LESTER, NOT TO EXCEED 42 HRS	06/11/18	07/26/18
PLASTER, AMANDA	EXCEL/STOWE, NOT TO EXCEED 42 HRS	06/11/18	07/26/18
RIKER-COLEMAN, KRISTIN	PHYSICAL SCIENCE/DENFELD, NOT TO EXCEED 128 HRS	06/11/17	07/27/18
RIPLEY, HELENA	SPEC ED AND/OR MATH/ENGLISH GRADES 6-12/ARROWHEAD, NOT TO EXCEED 105 HRS	06/12/18	07/20/18
SCHICK, CASSANDRA	EXCEL/PIEDMONT, NOT TO EXCEED 42 HRS	06/11/18	07/26/18
SORBO, GWEN	EXCEL/LESTER, NOT TO EXCEED 42 HRS	06/11/18	07/26/18
TOKARCZYK, KAREN	EXCEL/MYERS-WILKINS, NOT TO EXCEED 50 HRS	06/11/18	07/25/18
VALLIE, SARA	EXCEL/CONGDON, NOT TO EXCEED 42 HRS	06/11/18	07/26/18
WISOCKI, ADAM	SOCIAL STUDIES/DENFELD, NOT TO EXCEED 128 HRS	06/11/17	07/27/18
*Placeholder			
Total: 39			

<u>CERT TEMP INCREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>	
JACOB, RACHEL	ESCE/DW, 1/6 OVERLOAD, B ROSENZWEIG	06/11/18	06/29/18
SERRANO RIVERA, ALBERTO	ESL/DW, .9 TO 1.0	08/28/18	06/07/19
*Placeholder			
Total: 2			

<u>NONCERT APPOINTMENT</u>	<u>POSITION/LOCATION/WEEKS/RATE OF PAY/REASON</u>	<u>EFFECTIVE DATES</u>	
WAINO, KEVIN	SCHOOL CUSTODIAN II/LOWELL, 40/52WKS, \$12.33/HR, E MURRAY	05/29/18	
*Placeholder			
Total: 1			

<u>NONCERT EXTENSION</u>	<u>POSITION/LOCATION/LENGTH</u>	<u>EFFECTIVE DATES</u>	
ANSETH, BETTY	SPEC ED PARA/PROGRAM/MERRITT CREEK, NOT TO EXCEED 80 HRS	06/13/18	07/19/18
BARNETT, RITA	SPEC ED PARA/PROGRAM/MERRITT CREEK, NOT TO EXCEED 80 HRS	06/13/18	07/19/18
BECK, ELIZABETH	SPEC ED PARA/PROGRAM/ROCKRIDGE, NOT TO EXCEED 80 HRS	06/13/18	07/19/18
BLEVINS, SHARIE	OFFICE SUPP SPEC SR/ECFE/BARNES, NOT TO EXCEED 60 HRS	06/25/18	08/10/18
DELACRUZ, JAMIE	PARA/INDIAN YOUTH ADVOCATE/DW, NOT TO EXCEED 90 HRS	06/11/18	06/29/18
ELLISON, ROBIN	SPEC ED PARA/STUD SPEC/MERRITT CREEK, NOT TO EXCEED 80HRS	06/13/18	07/19/18
FOUTS, PAMELA	SPEC ED PARA/PROGRAM/MERRITT CREEK, NOT TO EXCEED 80 HRS	06/13/18	07/19/18
HELQUIST, MELODIE	SPEC ED PARA/PROGRAM/MERRITT CREEK, NOT TO EXCEED 80 HRS	06/13/18	07/19/18
HORTON, AMANDA	PARA/INDIAN YOUTH ADVOCATE/DW, NOT TO EXCEED 90 HRS	06/11/18	06/29/18
JARVELA, LISA	OFFICE SUPP SPEC/ROCKRIDGE, NOT TO EXCEED 60 HRS	07/02/18	07/20/18
KESTI, SHAREN	SPED ED PARA/PROGRAM/CHESTER CREEK, NOT TO EXCEED 80 HRS	06/13/18	07/19/18
KORSGAARD, KATHARINE	SPEC ED PARA/PROGRAM/CHESTER CREEK, NOT TO EXCEED 80 HRS	06/13/18	07/19/18
MCGREW, PAULA	OFF SUPP SPEC SR/BARNES HDST, NOT TO EXCEED 50 HRS	06/25/18	08/10/18
MCGREW, PAULA	OFF SUPP SPEC SR/EXCEL, NOT TO EXCEED 64 HRS	07/01/18	07/27/18
MORLANG, SHILO	ESY/FIELD SUPPORT TECH/HOCHS/SPEC ED, NOT TO EXCEED 240HRS	06/11/18	08/03/18
OLSON, JOSEPH	SPEC PARA/STUD SPEC/CHESTER CREEK, NOT TO EXCEED 80 HRS	06/13/18	07/19/18
PADDOCK, DAVID	SPEC ED PARA/PROGRAM/CHESTER CREEK, NOT TO EXCEED 80 HRS	06/13/18	07/19/18
RANDA, KATHY	SPEC ED PARA/PROGRAM/MERRITT CREEK, NOT TO EXCEED 80 HRS	06/13/18	07/19/18
STABE, GWEN	PARA/INSTR ASST/HDST/HOCHS, NOT TO EXCEED 60 HRS	06/11/18	08/27/18
TOLAND, PAMELA	OFFICE SUPP SPEC INTER/ABE, NOT TO EXCEED 64 HRS	07/02/18	07/26/18
TUOMINEN, ROBBIN	OFF SUPP SPEC/CHESTER CREEK, NOT TO EXCEED 50 HRS	07/02/18	07/20/18
*Placeholder			
Total: 21			

<u>NONCERT LEAVES</u>	<u>POSITION/LOCATION/TYPER OF LEAVE</u>	<u>EFFECTIVE DATES</u>	
BANKS, JANET	FOOD SERVICE HELPER/ORDEAN EAST, B" PERSONAL LWOP"	08/28/18	04/25/19
GRANMO, GREGORY	MAINTENANCE CUSTODIAN/PIEDMONT, A" MEDICAL LWOP TO DATE TBD"	05/14/18	
LIVESAY, LORELEI	PARA/SUPV/LINCOLN PARK, A" MEDICAL LWOP"	06/04/18	06/08/18
LUNDGREN, KATHLEEN	BUS HELPER/TRANSPORTATION, A" PERSONAL LWOP"	06/04/18	06/08/18
PETERSON, NANCY	CAFETERIA HELPER/MYERS-WILKINS, A" PERSONAL LWOP"	05/01/18	05/04/18
PUFF, JODI	SPEC ED PARA/MYERS-WILKINS, A" LWOP"	04/30/18	05/03/18
QUADE, MEGAN	SPEC ED PARA/MYERS-WILKINS, A" LWOP"	05/11/18	05/16/18
*Placeholder			
Total: 7			

<u>NONCERT PROMOTION</u>	<u>NEW POSITION/LOCATION/OLD POSITIOIN/LOCATION/RATE OF PAY</u>	<u>EFFECTIVE DATES</u>	
*Placeholder			
Total:			

<u>NONCERT RECLASS</u>	<u>NEW POSITION/LOCATION/OLD POSITION/LOCATION/RATE OF PAY</u>	<u>EFFECTIVE DATES</u>	
O'REILLY, CATHERINE	CLERICAL OSSS/HOCHS TECHNOLOGY/CLERICAL OSSI/HOCHS TECHNOLOGY/\$20.73/HR	07/01/18	
Total: 1			

<u>NONCERT RESIGNATION</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>	
ANDERSON, LERAE	CAFETERIA HELPER/EAST	06/07/18	
CALLAGY, BRITTANY	SPEC ED PARA/PIEDMONT	06/08/18	
FOERTSCH, DANIELLE	AUTOCAD TECHNICIAN/FACILITIES	06/01/18	
JOHNSON, JENNIFER	SPEC ED PARA/LAURA MACARTHUR	05/09/18	
MCCONNELL, MICHELLE	SPEC ED PARA/EAST	06/08/18	
TURNER, GENIE	SPEC ED PARA/BW/LINCOLN PARK	06/08/18	
WILSON, KERN	SPEC ED PARA/PROGRAM/DENFELD	06/08/18	
*Placeholder			
Total: 7			

**NONCERT RETIREMENT**

EDWARDS, DEBORAH  
 \*Placeholder  
 Total: 1

**POSITION/LOCATION**

SPEC ED PARA/CHECK AND CONNECT MENTOR/DENFELD

**EFFECTIVE DATES**

06/08/18

**NONCERT SUMMER SCHOOL**

ANDERSON, KAREN  
 ANDERSON, KAREN  
 ANDERSON, MARK  
 BATTEES, SUSAN  
 CHIALASTRI, THERESE  
 CULLEN, JULIE  
 DRAGSTEN, MICHAEL  
 DURENE, LISA  
 ERICKSON, LIANNE  
 ERICKSON, PAMELA  
 ERICKSON, PAMELA  
 FOUTS, PAMELA  
 FOUTS, PAMELA  
 GUY, TONY  
 HEMBREE, BRADLEY  
 ISAACSON, KIM  
 ISAACSON, KIM  
 KARON, MARIA  
 LUND, SHERRIE  
 LUND, SHERRIE  
 MARTINSON, JANNA  
 MCCrackEN, CRYSTAL  
 MCCrackEN, CRYSTAL  
 MCKEEVER, JUDITH  
 MCKEEVER, JUDITH  
 MCKEEVER, JUDITH  
 MENDOZA, CRUZ  
 MILLER, CARRIE  
 MONTGOMERY, DEBRA  
 MUSOLF, LESLIE  
 NELSON, KIM  
 NELSON, KIM  
 PUFF, JODI  
 RENNQUIST, JEAN-PAUL  
 ROBISON, KATIE  
 ROBISON, KATIE  
 STEPHENSON, DEBRA  
 SWEARENGIN, SANDRA  
 VAN ALLEN, GEORGIA  
 WAKEFIELD, WENDY  
 WICK, SUSAN  
 \*Placeholder  
 Total: 41

**POSITION/LOCATION/CONDITION**

ESY/SPEC ED PARA/DCD/MACARTHUR, NOT TO EXCEED 40 HRS  
 ESY/SPEC ED PARA/EC DHH/MACARTHUR, NOT TO EXCEED 40 HRS  
 ESY/SPEC ED PARA/STUDENT SPEC/MACARTHUR, NOT TO EXCEED 28 HRS  
 HELPER/DENFELD  
 HELPER/STOWE  
 SATELLITE MGR II/DENFELD  
 ESY/SPEC ED PARA/MALE REQ/ASD/DENFELD, NOT TO EXCEED 52 HRS  
 ESY/SPEC ED PARA/INTERPRETER/MACARTHUR, NOT TO EXCEED 24 HRS  
 HELPER/DENFELD  
 ESY/SPEC ED PARA/DCD SMI/MACARTHUR, NOT TO EXCEED 40 HRS  
 ESY/SPEC ED PARA/DCD/MACARTHUR, NOT TO EXCEED 40 HRS  
 ESY/SPEC ED PARA/DCD SMI/MACARTHUR, NOT TO EXCEED 40 HRS  
 ESY/SPEC ED PARA/DCD/MACARTHUR, NOT TO EXCEED 40 HRS  
 HELPER/MYERS-WILKINS  
 ESY/SPEC ED PARA/MALE REQ/ASD/DENFELD, NOT TO EXCEED 52 HRS  
 ESY/SPEC ED PARA/DCD/MACARTHUR, NOT TO EXCEED 40 HRS  
 ESY/SPEC ED PARA/EC DHH/MACARTHUR, NOT TO EXCEED 40 HRS  
 SATELLITE MGR II/PIEDMONT  
 ESY/SPEC ED PARA/ASD FUNCTIONAL/MACARTHUR, NOT TO EXCEED 40 HRS  
 ESY/SPEC ED PARA/ASD/MACARTHUR, NOT TO EXCEED 40 HRS  
 ESY/SPEC ED PARA/DCD/MACARTHUR, NOT TO EXCEED 24 HRS  
 ESY/SPEC ED PARA/ASD/MACARTHUR, NOT TO EXCEED 40 HRS  
 ESY/SPEC ED PARA/DCD/MACARTHUR, NOT TO EXCEED 40 HRS  
 ESY/SPEC ED PARA/ASD FUNCTIONAL/MACARTHUR, NOT TO EXCEED 40 HRS  
 ESY/SPEC ED PARA/ASD/MACARTHUR, NOT TO EXCEED 40 HRS  
 SPEC ED PARA/STUD SPEC/CHESTER CREEK, NOT TO EXCEED 80 HRS  
 ESY/SPEC ED PARA/MALE REQ/ASD/DENFELD, NOT TO EXCEED 46 HRS  
 SATELLITE MGR II/MYERS-WILKINS  
 PARA/JOB COACH/WORK EXPERIENCE/CHESTER CREEK, NOT TO EXCEED 84 HRS  
 PARA/JOB COACH/WORK EXPERIENCE/CHESTER CREEK, NOT TO EXCEED 84 HRS  
 ESY/SPEC ED PARA/ASD FUNCTIONAL/MACARTHUR, NOT TO EXCEED 40 HRS  
 ESY/SPEC ED PARA/ASD/MACARTHUR, NOT TO EXCEED 40 HRS  
 SATELLITE MGR II/LESTER PARK  
 SPEC ED PARA/WORK EXPERIENCE/CHESTER CREEK, NOT TO EXCEED 34 HRS  
 ESY/SPEC ED PARA/ASD/MACARTHUR, NOT TO EXCEED 40 HRS  
 ESY/SPEC ED PARA/DCD/MACARTHUR, NOT TO EXCEED 40 HRS  
 HELPER/LESTER PARK  
 HELPER/LESTER PARK  
 SATELLITE MGR II/LAURA MACARTHUR  
 SATELLITE MGR II/STOWE  
 HELPER/PIEDMONT

**EFFECTIVE DATES**

08/07/18 08/17/18  
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 06/18/18 08/10/18

## **RESOLUTION**

### **Education Minnesota Clerical Local 692-A**

**RESOLVED**, By the School Board of Independent School District #709, St. Louis County, Minnesota, that the Collective Bargaining Agreement between Independent School District #709 and the Education Minnesota Clerical Local 692-A, a summary of which has been provided electronically to all School Board members, be approved and adopted for the period of July 1, 2017 to June 30, 2020, inclusive, and that the Chairperson and Clerk of the School Board be hereby authorized to execute said Agreement on behalf of the School District.

\*Placeholder

Resolution #HR-7-18-3566  
July 17, 2018

**RESOLUTION**

Employment of a School Board Member by the District

WHEREAS, the School Board member(s) below are/will be employed by the Duluth Public Schools during their service as a School Board member, and

WHEREAS, Minnesota Statute 123B.195 Board Member’s Right to Employment requires that the member receive a majority approval by the School Board to be initially employed or to continue in employment at a meeting at which all board members are present, and

WHEREAS, Minnesota Statute 123B.195 Board Member’s right to Employment states that the employment relationship will not exceed \$8,000 in a fiscal year, excluding compensation for being a School Board member,

BE IT RESOLVED, that the School Board authorize the employment of the following School Board members as listed, not to exceed \$8,000 in a fiscal year.

<u>BOARD MEMBER</u>	<u>POSITION</u>	<u>TIME FRAME</u>
Jill Lofald	Speech Coach	July 2018 – June 2019
Jill Lofald	Substitute Teacher	July 2018 - June 2019
Alanna Oswald	Substitute Teacher	July 2018 - June 2019

**123B.195 BOARD MEMBERS' RIGHT TO EMPLOYMENT.**

Notwithstanding section 471.88, subdivision 5, a school board member may be newly employed or may continue to be employed by a school district as an employee only if there is a reasonable expectation at the beginning of the fiscal year or at the time the contract is entered into or extended that the amount to be earned by that officer under that contract or employment relationship will not exceed \$8,000 in that fiscal year. Notwithstanding section 122A.40 or 122A.41 or other law, if the officer does not receive majority approval to be initially employed or to continue in employment at a meeting at which all board members are present, that employment is immediately terminated and that officer has no further rights to employment while serving as a school board member in the district.

**History:** 1961 c 651 s 1; 1965 c 806 s 1-4; 1969 c 26 s 1; 1973 c 123 art 5 s 7; 1977 c 55 s 1-3; 1978 c 651 s 1; 1979 c 20 s 1; 1986 c 399 art 2 s 38-40; 1986 c 400 s 38-40; 1986 c 444; 1Sp1986 c 3 art 2 s 41; 1991 c 65 s 1,2; 1992 c 380 s 7; 1992 c 522 s 42,43; 1993 c 224 art 9 s 43; 1996 c 471 art 7 s 18; 1998 c 269 s 1; 1998 c 397 art 11 s 3; 1999 c 241 art 6 s 3; 2004 c 294 art 2 s 12

# HOURLY/SUBSTITUTE PAY RATE SHEET

Proposed Update 4/17/18 - Effective 07/01/2018

POSITIONS	SPECIAL NOTES	OLD RATE	PROPOSED RATE	NOTES
<b><u>COMMUNITY EDUCATION</u></b>				
Lifeguard		\$ 10.00		
Locker Room Attendant		\$ 9.65		
Swim Instructor		\$ 11.50		
<b>School-Aged Care/Pre-K Worker</b>		<del>\$ 9.65</del>	<b>\$ 9.75</b>	
Special Needs Helper		\$ 9.65		
Youth Development Programs				
-Cross Age Student Helper		\$ 9.65		
-Youth Service Facilitator		\$ 12.50		
-Playground Leader		\$ 9.65		
-Gym Supervisor		\$ 9.65		
-Activity Leader		\$ 9.65		
-Summer Youth Placement Coordinator		\$ 9.65		
Site Supervisor Substitute		\$ 10.50		
Pool Director		\$ 9.65		
Temporary Building Coordinator		\$ 12.50		
<b>Puppeteer</b>		<del>\$ 10.00</del>	<b>\$ 10.10</b>	
American Indian Facilitator		\$ 9.75		
<b><u>FOOD SERVICE</u></b>				
Food Service Substitute/Non -Unit Helper		\$ 9.65		
Cook and Head Cook Substitute		\$ 10.00		
Production Manager Substitute		\$ 10.50		
Satellite Manager Substitute		\$ 10.50		
Satellite Mgr Trainer		\$ 15.63		
Retired Food Service Employees are paid \$1.00/hr. in addition to above rates.				
<b><u>MAINTENANCE AND CONSTRUCTION</u></b>				
Summer Hourly Substitute		\$ 9.65		
Snow Shovelers, Temporary		\$ 9.65		
Summer AV Repair		\$ 9.65		
Lead Person for Laborers		\$ 9.65		
Retired Trades People		Step B of MA CBA		
Welder and Other Skilled Trades		Step A of MA CBA		
<b><u>BUILDING OPERATIONS</u></b>				
Hourly Regular Substitute		\$ 11.00		
Substitute for Licensed People		\$ 9.65		
Summer Hourly and Summer Hourly Lawn Crew		\$ 9.65		
Retired Custodian		*		
Retired Custodian II		*		
Retired Fireperson I		\$ 11.85		
Retired Fireperson II		*		
Retired Engineer	(Eng. 1*/Eng. 2*/Eng. 3*/Eng. 4*)			
<b>*(Step B Current Maintenance Unit Bargaining Agreement)</b>				
<b><u>TRANSPORTATION</u></b>				
Substitute for Bus Driver (regular route)		Step A of MA CBA		
Field Trip		\$ 10.00		
Bus Helper		\$ 9.65		
<b><u>PRINT SHOP</u></b>				
Summer Hourly		\$ 9.65		
Skilled Tradesperson		Step A of MA CBA		
<b><u>PURCHASING (STOREROOM)</u></b>				
Hourly Regular Substitute		\$ 9.65		
Hourly Student		\$ 9.65		
Stock Clerk (Retired Employee)		Step A of MA CBA		
<b><u>CLERICAL</u></b>				
Regular Substitute		\$ 10.00		
<b>Hourly Clerical</b>			<b>\$ 10.10</b>	<b>Previously part of Reg Sub Rate</b>
Retired/Layoff Employees		OSS Step 1 of Clerical CBA		

# HOURLY/SUBSTITUTE PAY RATE SHEET

Proposed Update 4/17/18 - Effective 07/01/2018

<b><u>PARAPROFESSIONALS</u></b>			
Instructional Assistant(Tutor) <b>Sub</b>	\$ 9.65		<b>Add Sub to title to differentiate from Hrly</b>
<b>Hourly Instructional Assistant(Tutor)</b>		<b>\$ 9.75</b>	<b>Previously part of Inst Asst Sub Rate</b>
Media Assistant	\$ 9.65		
Supervisory Assistant <b>Sub</b>	\$ 10.00		<b>Add Sub to title to differentiate from Hrly</b>
<b>Hourly Supervisory Assistant</b>		<b>\$ 10.10</b>	<b>Previously part of Supv Asst Sub Rate</b>
Special Education Assistant	\$ 10.00		
Health Assistant	\$ 11.00		
Hearing Impaired Assistant (Signer) (Transliterators Non-Licensed)	\$ 13.00		
Licensed Interpreter for the Deaf	\$ 20.00		
Special Education Assistant (LPN License Required)	\$ 16.50		
Special Education Assistant (RN License Required)	\$ 22.50		
Indian Oriented Assistant	\$ 9.65		
Cultural Assistant (no language skills)	\$ 9.65		
Cultural Assistant (with language skills)	\$ 10.00		
Community Assistant	\$ 9.65		
Experience Center Manager	\$ 9.65		
Career Center Assistant	\$ 9.65		
Career Center Coordinator	<del>\$ 12.50</del>	<b>\$ 12.63</b>	
Occupational Therapy Assistant	\$ 10.00		
Technical Tutor			
-Graphic Artist	\$ 10.00		
-Cultural Assistant (with language skills)	\$ 10.00		
-RDT	\$ 10.00		
-Asian Oriented	\$ 10.00		
-Evaluation/Testing	\$ 10.00		
Child Care Assistant	\$ 10.00		
Community Liaison	\$ 9.65		
Physical Therapist Assistant	\$ 14.00		
Mental Health Practitioner Sub	\$ 12.00		
<b><u>MISCELLANEOUS</u></b>			
HRA Headstart Resource Aide	\$ 9.65		
Desegregation Assistant	\$ 9.65		
Cafeteria/Playground Monitor	<del>\$ 9.65</del>	<b>\$ 9.75</b>	
Crossing Guard	<del>\$ 9.65</del>	<b>\$ 9.75</b>	
Work Study	\$ 9.65		
Accounting Intern	\$ 9.65		
GED Examiner	\$ 20.00		
Parental Involvement Coordinator - <b>Hourly</b>	<del>\$ 9.65</del>	<b>\$ 9.75</b>	
Indian Adult Basic Education Assistant	\$ 9.65		
Assistant Examiner	\$ 9.65		
Systems Maintenance Technician	\$ 21.54		
Technology Student Intern(ISD#709 Student)	\$ 9.65		
Technology Student Intern (after 17 months)	\$ 9.65		
Technology Intern (2 yrs college or above)	\$ 12.00		
Help Desk Technician	\$ 13.00		
Deli Operator - <b>Hourly</b>	<del>\$ 14.00</del>	<b>\$ 14.14</b>	
<b>Deli Assistant - Hourly</b>	<del>\$ 9.65</del>	<b>\$ 9.75</b>	
Headstart Nutritionist	\$ 25.00		
<b><u>SUBSTITUTE TEACHERS</u></b>			
All Certified Substitutes	\$ 125.00		
Certified Retired Substitutes Only	\$ 130.00		
Teacher Hourly Rate of Pay 7/1/17	\$ 22.08		
updated 11/28/17, Effective 01/01/2018, <b>Proposed Changes 4/17/18, effective 07/01/18</b>			