

Human Resources - Regular School Board Meeting

Duluth Public Schools, ISD 709

Agenda

Tuesday, August 21, 2018

District Services Center

709 Portia Johnson Dr.

Duluth, MN 55811

6:30 PM

1. **Staffing Report Action Items** 2
2. **Other HR Action Items**
 - A. Approval of Education Minnesota Duluth Clerical Local 692-A, Collective Bargaining Agreement - Effective Date: 7/1/17-6/30/21 - Resolution HR-8-18-3578 3
 - B. Approval of Employment of a School Board Member by the District - Resolution HR-8-18-3580 4
 - C. Approval of Superintendent Evaluation Plan 6
3. **HR Informational Items**
 - A. Education Minnesota Duluth Integration Specialist (ISPEC) Collective Bargaining Agreement
4. **Other HR Future Items**
 - A. There are no Future HR Items at this time.

HUMAN RESOURCES ACTION ITEMS FOR: 8/21/2018**CERT APPOINTMENT**

CUMMINS, JOHANNA
 FOYT, EMILY
 GAGNE, ROBERT
 GRIFFIN, JAMIE
 JENSEN, NICOLE
 KEDROWSKI, ASHLEY
 LARSON, JAMES
 MAYOU, ELIZABETH
 RENNQUIST, APRIL
 SANDBERG, STEPHEN
 THEIS, GABRIELA
 WAECHTER, KEELY
 Total: 12

POSITION/LOCATION/CLASS&STEP/REPLACING

SPANISH/DENFELD, III 3, L KOVACOVIC
 SPEC ED RESOURCE/EAST, IV 5, J COOK
 GUIDANCE COUNSELOR/DENFELD, IV 5, J WELLNITZ
 SOCIAL STUDIES/LINCOLN PARK, III 6, J TIMMERSMAN
 SOCIAL STUDIES/LINCOLN PARK, IV 6, A FLORESTANO
 .5 GUIDANCE COUNSELOR/ORDEAN EAST, IV 6, NEW POS
 .8 ORCHESTRA/EAST, III 5, E BRADLEY
 .50 READING SPECIALIST/HOMECROFT, III+30 4, NEW POS
 SPEC ED RESOURCE/DENFELD, IV 7, D JARVIS
 SPEC ED EBD/ORDEAN EAST, IV+30 9, T EVERSON
 SPANISH IMMERSION/GRADE 2/LOWELL, IV+45 5, NEW POS
 SPEC ED/ROCKRIDGE, IV 5, D NELSON

EFFECTIVE DATES

08/28/18
 08/28/18
 08/21/18
 08/28/18
 08/28/18
 08/21/18
 08/28/18
 08/28/18
 08/28/18
 08/28/18
 08/28/18

CERT EXTENSION

ERICKSON, JAMES
 GOLDMAN, CRYSTAL
 JONES, GREG
 SCHMIDT, SUSAN
 WELLNITZ, JENNIFER
 WELLNITZ, JENNIFER
 WORDEN, AMY
 Total: 7

POSITION/LOCATION/CONDITION

ELEMENTARY PRINCIPAL/MACARTHUR, NOT TO EXCEED 40 HRS
 SPANISH IMMERSION/CURR/HOCHS, NOT TO EXCEED 15 HRS
 CURRICULUM/DW, NOT TO EXCEED 24 HRS
 SOCIAL STUDIES/CURR/HOCHS, NOT TO EXCEED 70 HRS
 BARR/DENFELD, NOT TO EXCEED 40 HRS
 BARR/DENFELD, NOT TO EXCEED 40 HRS
 ELEMENTARY PRINCIPAL/MYERS WILKINS, NOT TO EXCEED 40 HOURS

EFFECTIVE DATES

07/01/18 08/10/18
 08/01/18 08/27/18
 07/02/18 08/27/18
 08/01/18 08/27/18
 06/10/19 06/14/19
 08/21/18 08/27/18
 07/01/18 08/10/18

CERT LEAVES

RUD, BRIAN
 Total: 1

POSITION/LOCATION/LEAVE TYPE

PHY ED/ORDEAN EAST, MID-CAREER LWOP

EFFECTIVE DATES

08/28/18 06/04/21

CERT PERM INCREASE

BRYANT, KELSEY
 Total: 1

POSITION/LOCATION/LEAVE TYPE

PHY ED/LESTER PARK, .80 TO 1.0, D HANNA

EFFECTIVE DATES

08/28/18

CERT RETIREMENT

ROSENZWEIG, BETSY
 Total: 1

POSITION/LOCATION

SPEECH LANGUAGE PATHOLOGIST/BARNES ECSE

EFFECTIVE DATES

06/29/18

NONCERT APPOINTMENT

BRUENINGHAUS, JENNIFER
 COLLINS, LATISHA
 FONTAINE, GAYLA
 GIERNOT, BERNICE
 GORHAM, ANNE
 KALHOR, RANGINEH
 LUSSIER, ANGIE
 MADRINICH, DAWN
 OLSON, VICKI
 PAQUETTE, SHARYN
 PRESTON, JILL
 THOMSON, CHRISTOPHER
 VAUGHT, DANIEL
 WESTBERG, CRYSTAL
 Total: 14

POSITION/LOCATION/WEEKS/RATE OF PAY/REASON

SPEC ED PARA/BW/DENFELD, 32.5/38WKS, \$15.76/HR, M WISS
 HELPER/DENFELD, 18.75/38WKS, \$11.32/HR
 HELPER/CONGDON PARK, 15/38WKS, \$11.32/HR
 HELPER/MYERS-WILKINS, 15/38WKS, \$11.32/HR
 SUPV PARA/DENFELD, 19/38WKS, \$14.88/HR, S BAKER
 HELPER/EAST, 18.75/38WKS, \$11.32/HR
 SPEC ED PARA/BW/LINCOLN PARK, 32.5/38WKS, \$15.76/HR, L LEWIS
 HELPER/HOMECROFT, 15/38WKS, \$11.32/HR
 HELPER/EAST, 18.75/38WKS, \$11.32/HR
 SPEC ED PARA/BW/DENFELD, 32.5/38WKS, \$15.76/HR, W CAMERON
 HELPER/DENFELD, 18.75/38WKS, \$11.32/HR
 SCHOOL CUST II/DENFELD, 40/52WKS, \$12.51/HR, R STANKIEWICZ
 SPEC ED PARA/RN PROG/LINCOLN PARK, 33.75/38WKS, \$25.84/HR, S LAURVICK
 SPEC ED DCD/SMI PARA/PROG/DENFELD, 32.5/38WKS, \$15.76/HR, M SCRIGNOLI

EFFECTIVE DATES

08/28/18
 08/28/18
 08/28/18
 08/28/18
 08/28/18
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 08/28/18
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 08/28/18
 08/28/18
 08/28/18

NONCERT EXTENSION

MCGREW, PAULA
 Total: 14

POSITOIN/LOCATION/CONDITION

OFF SUPP SPEC INTERMEDIATE/HEAD START, NOT TO EXCEED 10.5 HOURS

EFFECTIVE DATES

07/23/18 08/10/18

NONCERT RETIREMENT

MICHELIZZI, SAMUEL
 Total: 1

POSITION/LOCATION

MAINTENANCE ENGINEER II/ORDEAN EAST

EFFECTIVE DATES

09/07/18

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, 2021, inclusive, and that the Chairperson and Clerk of the School Board be hereby authorized to execute said Agreement on behalf of the School District.

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.

BOARD MEMBER

TIME FRAME

Jill Lofald

July 2018 - June 2019

Alanna Oswald

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

2018-19 Superintendent Goal Evaluation

	1 Unsatisfactory	2 Satisfactory	3 Accomplished	4 Distinguished
Goal 1 Score				
Goal 1: Tool for Equity Accountability Implementation	The tool was not used for any district decisions	The tool was used but for fewer than 5 district decisions.	The tool was used for 5 district decisions	The tool was used for more than 5 district decisions
Goal 2 score				
Goal 2: Decrease disproportionate Out of School Suspensions for subjective reasons (according to progress targets for OSS Plan)	Progress target for decreasing disproportionate OSS rates for subjective reasons were not met for any student groups	Progress targets for decreasing disproportionate OSS rates for subjective reasons were met for some student groups	Progress targets for decreasing disproportionate OSS rates for subjective reasons were met for all student groups	Progress targets for decreasing disproportionate OSS rates for subjective reasons were exceeded for all student groups and overall OSS rates are decreased.
Goal 3 Score				
Goal 3: Dissertation Completion	Proposal not completed	Proposal complete and defended. Dissertation is still in progress.	Dissertation final draft has been completed and submitted. Defense may be scheduled.	Dissertation has been successfully defended and doctoral degree is complete.

Overall Rating	1 Unsatisfactory	2 Satisfactory	3 Accomplished	4 Distinguished

In regard to the listed goals, which best illustrates the Superintendent's greatest strength?
Why?

In regard to the listed goals, which presented the Superintendent with the greatest challenge
and why?

What supports might the School Board offer to enhance the Superintendent's strengths and
assist him in overcoming existing challenges?

Superintendent's Comments:

Evaluation period _____ to _____

School Board Chair Signature _____ Date _____

Superintendent Signatue _____ Date _____

Superintendent Mid-Year Formative Evaluation	
Superintendent-School District Goal One: Tool for Equity Accountability Implementation Evidence of Progress Toward Attainment:	
School Board Member Comments:	
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Superintendent-School District Goal Two: Decrease disproportionate Out of School Suspensions for subjective reasons Evidence of Progress Toward Attainment:	
School Board Member Comments:	
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Superintendent-School District Goal Three: Dissertation Completion Evidence of Progress Toward Attainment:	
School Board Member Comments:	
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Mid-year Evaluation period _____ to _____

Superintendent Signature _____ Date: _____

Board Chair Signature _____ Date: _____