

Human Resources Report Summary July 2022 Activities

1) Staffing Updates:

Number of staffing changes Received by HR during the month of June. This is a summary of the consent agenda.

| | Certified | Non-Certified |
|----------------------------|-----------|---------------|
| # New Hires | 0 | 4 |
| # Retirements | 0 | 2 |
| # Resignations | 3 | 5 |
| # Leave of Absences | 7 | 6 |

2) HR Department Updates:

Amber Pietrusa was hired as an HR Assistant on July 5, 2022 and will serve as the front desk person in the Human Resources Office and will process all new hires and provide general support. Amber comes to the District with 17 years of experience at UnitedHealthcare and a wealth of benefits related knowledge. Amber also serves as the Head Girls Track Coach at Denfeld. We welcome her to the team.

Our Benefits Coordinator, Shana Vesel will resign in late July after securing a Benefits Coordinator position with Amazon. Shana served the District for almost 7 years and was responsible for administering and maintaining all District benefits, health & wellness programs, and processing all retirements and leaves. We are excited for her new opportunity and wish her well in her new position.

The District will be pursuing a contract with Teachers on Call to manage our substitute pool for licensed teachers, paraprofessionals, and early childhood education staff. In addition, we will be moving to electronic background checks for all employees and volunteers.

3) Benefits Updates:

Benefits staff are processing multiple COBRA continuation coverage elections due to retirements, resignations, non-renewal and end of appointments. The final Health Care Savings Plan severance letters will be distributed to recent retirees by the end of July. For the month of July, there is a Calm app Challenge - anyone who has previously signed up or signs up prior to July 31st will be in a drawing for a \$100 gift certificate to Infinity Massage and Wellness. Current percentage of eligible employees signed up for the app: 28.5%.

4) Hiring Updates:

Through 07/08/2022, we have posted 193 Certified positions. Of those postings, we have extended offers to 88 with more happening everyday.

Through 07/08/22, we have posted 95 Paraprofessional positions for the 2022-23 school year. Of those postings, we have extended offers to 67 with more happening everyday.

Current Openings as of July 8, 2022:

Licensed:

Teachers, High School (2)

Teachers, Middle School (35)

Teachers, Special Education (9)

Non Licensed:

Administrative/Management (1)

Food Service (16)

Paraprofessionals (19)

5) Contract Negotiations:

Tentative Agreement reached with Executive Employees Association (EEA) on June 29, with membership voting to accept on July 6, 2022.

Tentative Agreement reached with Duluth District Wide Instructional Administrators Association (DDWIAA) on July 7, 2022. Membership will be voting next week.

Mediation for National Conference of Fireman and Oilers is scheduled for July 20, 2022. Main issues still open are addition of Field Engineer position, vacation and sick leave accrual process, minimum work hours for bus drivers, and wages.