



Board of Education Meeting  
Wednesday, January 21, 2026

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#### Consent Agenda Item II-C: Personnel Staff Changes

Presented by: Tracy Flynn Bowe, Executive Director of Human Resources and General Counsel

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#### **Administration Recommendation:**

The Administration recommends approval of the following personnel changes pursuant to relevant laws and appropriate provisions of negotiated agreements between the Board of Education and exclusive representatives. For new hires, the indicated rates are consistent with current negotiated agreements and Board approved rates of pay. All rates/salaries listed do not include fringe benefits.

#### **LICENSED STAFF**

##### **New Hire**

Jonathan Tolleiv, Tier 3 Long Call Substitute Band Teacher, South Junior High School, effective August 25, 2025 through December 23, 2025, Lane MA, Pay Level 2 (84.5 days of a full-time contract) with a salary of \$27,175.66.

Kimberly Kramer, Tier 3 School Nurse, Apollo High School. effective January 5, 2026 through June 1, 2026, Lane MA, Pay Level 8 (100.5 days of a full-time contract) with a salary of \$37,427.29.

##### **Rehire**

Vanderbilt Battle, Tier 1 Music Teacher, Westwood Elementary School, effective for the 2025-2026 school year, Lane BA, Pay Level 2 (185 days of a full-time contract) with a salary of \$49,141.

Jonathan Tolleiv, Tier 3 Long Call Substitute Band Teacher, South Junior High School, effective January 5, 2026 through June 1, 2026, Lane MA, Pay Level 2 (100.5 days of a full-time contract) with a salary of \$32,321.34.

Jeffrey Olson, Tier 4 Physical Education Teacher, Oak Hill Community School, effective January 13, 2026 through June 1, 2026, Lane MA+40, Pay Level 11 (94.5 days of a full-time contract) with a salary of \$46,157.89.

Joshua Gable, Tier 1 Long Call Substitute SPED ABS Teacher, Tech High School, effective November 6, 2025 through December 23, 2025, Lane BA, Pay Level 3 (31.5 days of a full-time contract) with a salary of \$8,639.68.

Joshua Gable, Tier 1 Long Call Substitute SPED DD Teacher, Oak Hill Community School, effective January 5, 2026 through February 27, 2026, Lane BA, Pay Level 2 (40 days of a full-time contract) with a salary of \$10,625.08.

### **Extended Contract**

Lisa Doucet, Nurse, Talahi Community School, effective December 12, 2025 through March 31, 2026, Lane MA, Pay Level 4 (.1 FTE of a full-time contract). Ms. Doucet's salary for this assignment will be \$2,218.17.

Lisa Doucet, Nurse, Madison Elementary School, effective for the 2025-2026 school year, Lane MA, Pay Level 4 (5 extra days of a full-time contract). Ms. Doucet's salary for this assignment will be \$1,732.94.

Sarah Davis, Nurse, Katherine Johnson Education Center, effective January 5, 2026 through March 31, 2026, Lane MA, Pay Level 5 (.2 FTE of a full-time contract). Ms. Davis's salary for this assignment will be \$4,021.52.

Amy Hammond, Nurse, Quarryview Education Center, effective January 5, 2026 through March 31, 2026, Lane MA, Pay Level 7 (.2 FTE of a full-time contract). Ms. Hammond's salary for this assignment will be \$4,161.67.

Veronica Dal Canto Bushman, Nurse, Cathedral High School, effective January 5, 2026 through March 31, 2026, Lane MA, Pay Level 5 (.2 FTE of a full-time contract). Ms. Dal Canto Bushman's salary for this assignment will be \$4,021.52.

Nicole Douver, Social Studies Teacher, Apollo High School, effective December 1, 2025 through February 27, 2026, Lane MA+40, Pay Level 11 (.2 FTE of a full-time contract). Ms. Douver's salary for this assignment will be \$5,470.56.

Andrew Ray, Science Teacher, Tech High School, effective December 15, 2025 through February 28, 2026, Lane BA+10, Pay Level 7 (.2 FTE of a full-time contract). Mr. Ray's salary for this assignment will be \$3,455.05.

### **Leave of Absence**

Jean Michael, Mathematics Teacher, Apollo High School, effective December 10, 2025 through January 20, 2026.

Kimberly Bednarek, SPED Psychologist, Apollo High School and South Junior High School, effective December 17, 2025 through January 5, 2026.

Jacqueline Bautch, Art Teacher, Talahi Community School, effective October 8, 2025 through November 14, 2025.

### **Resignation**

Malinda O'Brien, SPED EBD Teacher, Clara's House, effective March 16, 2026. Ms. O'Brien was previously on a leave of absence.

Kelly Herwig, Adult Basic Ed Teacher, Community Ed, effective January 12, 2026.

Melissa Reitmeier, Work Experience Coordinator, Tech High School, effective January 15, 2026.

### **NON-LICENSED STAFF**

#### **New Hire**

Garrison Murray, Student Support Paraeducator, Tech High School, effective January 15, 2026, at an hourly rate of \$16.50.

Cecil Nesgoda, SPED Instructional Paraeducator, Madison Elementary School, effective January 15, 2026, at an hourly rate of \$18.50.

Heather Winters, SPED Instructional Paraeducator, South Junior High School, effective January 21, 2026, at an hourly rate of \$18.50.

Muna Hassan, EL Instructional Paraeducator, South Junior High School, effective January 15, 2026, at an hourly rate of \$18.50.

Kacie Humphrey, SPED Instructional Paraeducator, InStep, effective January 12, 2026, at an hourly rate of \$18.50.

Monte Burger, First Cook, South Junior High School, effective January 8, 2026, at an hourly rate of \$21.73.

Melanie Robinson, SPED Instructional Paraeducator, Oak Hill Community School, effective January 14, 2026, at an hourly rate of \$18.50.

Makana McDaniel, Level IV Program Paraeducator, Katherine Johnson Education Center and InStep, effective January 5, 2026, at an hourly rate of \$20.50.

#### **Rehire**

Abubakar Wasuge, Bus Driver, District Services Building, effective January 22, 2026, at an hourly rate of \$20.43.

Harold Simon, Student Support Paraeducator, Clearview Elementary School, effective January 8, 2026, at an hourly rate of \$16.50.

### **Reassignment**

Brigette Baird, Clerical Class II (12-Month), District Administration Office, effective February 2, 2026, at an hourly rate of \$19.29.

Lindsay Smith, Clerical Class I (10-Month), District Administration Office, effective January 20, 2026, at an hourly rate of \$17.54.

### **Leave of Absence**

Fartun Ali, Early Childhood Instructional Paraeducator, Discovery Community School, effective January 12, 2026 through April 12, 2026.

Donald Trebtoske, Groundskeeper, Apollo High School, rescinded leave January 8, 2026 through April 3, 2026.

Sowda Mohamud, SPED Instructional Paraeducator, Oak Hill Community School, extending leave to February 1, 2026.

Hodan Abdi, Behavior Instruction Paraeducator, Quarryview, Education Center, effective March 9, 2026 through September 1, 2026.

Jeanette Robinette, SPED Instructional Paraeducator, Talahi Community School, extending leave to March 22, 2026.

Tamika Grinnell, SPED Instructional Paraeducator, Madison Elementary School, effective January 15, 2026 through April 8, 2026.

Samantha Anderson, Student Support Paraeducator, Talahi Community School, effective January 27, 2026 through April 21, 2026.

Pam Schmiesing, Intervener, Tech High School, effective December 15, 2025 through January 4, 2026.

Shannon Holroyd, Kitchen Helper, Madison Elementary School, effective January 5, 2026 through January 29, 2026.

### **Resignation**

Abdi Abdullahi, SPED Instructional Paraeducator, Talahi Community School, effective January 23, 2026.

Anna Bard, Level IV SPED Instructional Paraeducator, Katherine Johnson Education Center, effective October 10, 2025.

Patrick Barthelemy, Substitute Bus Driver, District Services Building, effective December 20, 2023.

Martina Ranczka, SPED Instructional Paraeducator, Quarryview Education Center, effective November 24, 2025.

Dayan Rosado Vega, SPED Instructional Paraeducator, Westwood Elementary School, effective January 23, 2026.

Andrea Cook, Level 4 Advanced SPED Instructional Paraeducator, Roosevelt Education Center, effective January 20, 2026.

Melissa Everts, SPED Instructional Paraeducator, Apollo High School, effective January 9, 2026.

### **Termination**

Jordyn Valencia-Tyson, Level IV SPED Instructional Paraeducator, In-Step, effective January 13, 2026.

Asli Hassan, SPED Instructional Paraeducator, Oak Hill Community School, effective December 22, 2025.

Maria Ortega, Early Childhood Instructional Paraeducator, Lincoln Elementary School, effective January 8, 2026.