

**Red Wing Public Schools**  
2451 Eagle Ridge Drive  
Red Wing, MN 55066

Red Wing  
Public Schools  
ISD # 256



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### Committee Meeting Agenda Item

Topic: Human Resources Planning  
Contact(s):  
Presenter(s): Karsten Anderson, Superintendent

#### Nature of Action Requested

Committee Recommendation   
Committee Information or Report

#### Background Information

##### *Early Childhood Director*

For the past several years, the district has been planning for the resignation or retirement of Min MartinOakes, the current Early Childhood Director. This year, because of Min's part-time employment, the district employed a Preschool Coordinator. During the budget reconciliation process, however, the board adopted a plan to hire an Early Childhood Director and eliminate the Preschool Coordinator position.

In previous years, there has been discussion about the entity that should employ this position. Several years ago, Red Wing held the contract, but more recently GCED employed Min. The plan now is for Red Wing to hold the contract with whomever is hired.

The position description was banded the same as the Activities Director, so the recommendation is to place the Early Childhood Director in the same group.

##### *School Safety Coordinator*

George Nemanich, the RWHS Principal, submitted a request to hire a School Safety Coordinator. Superintendent Anderson supports consideration of the position after a position description is developed/banded and a way to pay for the position is identified. This could be accomplished by eliminating a Student Monitor position that is currently unfilled and eliminating the permanent substitute position assigned to the high school.

### *School Nutrition Operations Manager*

Brent Lexvold, the Nutrition Services Director, submitted a request to hire a School Nutrition Operations Manager for the food service department. A position description was developed and banded. Superintendent Anderson supports consideration of the proposal after negotiations for the Cooks Association have been completed to ensure the new position can be sustained.

### *Communications Support*

After recently completing a communications audit, it is clear that additional communications support is needed. Superintendent Anderson supports consideration of the position after a position description is developed/banded and a way to pay for the position is identified.

### Recommendation

I move to recommend to the school board the changing of the Terms and Conditions of Employment for Program Directors and Supervisors to include the Early Childhood Director in Group A.