

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

Red Wing  
Public Schools  
ISD # 256



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### **School Board Meeting Agenda Item**

Topic: Human Resources Focus (Updated)  
Contact(s):  
Presenter(s): Amy French, Human Resources Manager  
Karsten Anderson, Superintendent

#### Nature of Action Requested

Board Action  
Board Information or Report      X

#### Background Information

Board members requested an opportunity to discuss topics related to human resources during the workshop.

#### ***5RO Purchased Services***

One issue relates to Red Wing teachers teaching in 5RO. After selecting a Red Wing teacher this spring to work full-time next year in 5RO, GCED asked if the teacher could remain on the Red Wing teacher agreement; in turn, GCED would reimburse Red Wing for all associated costs. The Red Wing Superintendent does not support the request but indicated the issue could be discussed at a workshop session.

Examples of current and/or past purchased services include the following:

- Some part-time Red Wing teachers teach additional classes at River Bluff.
- Some Red Wing teachers teach 5RO classes as overloads;
- Tower View teachers are currently employed by Red Wing.
- Some Red Wing special education teachers are contracted with GCED

There are advantages and disadvantages are related to allowing purchased services:

Stakeholder	Advantages	Disadvantages
GCED	<p>GCED can attract more teachers from Red Wing because the Red Wing teacher agreement provides better salaries/benefits.</p> <p>GCED has more flexibility when making reductions each year.</p>	<p>In a tight labor market, it is challenging to find replacements.</p> <p>GCED will have some teachers following the GCED contract and others following different member districts.</p>
Red Wing Teachers	<p>Teachers maintain not only their salary and benefit packages but also bumping rights by staying on the Red Wing contract. This includes up to 8 years of retiree health insurance payments at \$11,500/year.</p> <p>Teachers can try a new mode of teaching, which may lead some teachers staying longer in the district.</p>	
Red Wing Students	5RO students will receive high quality instruction.	New Red Wing teachers will be needed to replace those working in 5RO.

***Other Potential Topics for Discussion***

Amy French, the Human Resources Manager, provided a written update. Topics and brief explanations are attached.

Recommendation

There is no action needed.