

**BEMIDJI AREA SCHOOLS  
BEMIDJI, MINNESOTA**

**DATE** : APRIL 20, 2015  
**TO** : BOARD OF EDUCATION  
**FROM** : JORDAN HICKMAN, DIRECTOR OF HUMAN RESOURCES  
**SUBJECT** : POTENTIAL REDUCTIONS AND ADDITIONS IN PROGRAMS AND POSITIONS

**COMMENTS:**

Staff adjustments are necessary for the 2015-2016 school year. The recommended reductions are the result of a budgetary shortfall, licensure issues, shifting enrollments in certain areas of the school program and grants that are ending or reductions that are anticipated.

Staffing at Bemidji High School is directly related to student registration. Shifts in student course selection results in annual adjustments in staffing to reflect student preferences. The 4-Period Day allows for a greater selection of courses for students, which then results in greater volatility of staffing patterns.

The administration has made the following recommendations for reductions and additions. The recommended adjustments are as follows:

Reductions Recommended for 2015-2016

SALARY & BENEFITS

<u>Reductions Recommended for 2015-2016</u>		<u>SALARY &amp; BENEFITS</u>
I. Program Reductions		
A. Bemidji High School/Lumberjack High School		
1.	.17 FTE English (Read 180)	\$15,629.00
2.	.33 FTE Family and Consumer Sciences (FACS)	\$30,242.00
3.	.17 FTE Mathematics	\$8,469.00
4.	.50 FTE Ojibwe Language & Culture	\$29,013.00
5.	.75 FTE Social Worker	\$42,059.00
6.	.33 FTE World Language (German)	\$13,791.00
B. Bemidji Middle School		
1.	.40 FTE Mathematics (180)	\$31,178.00
2.	.60 FTE English (Reading 180)	\$46,766.00
3.	.20 FTE Music: Band	\$18,387.00
4.	.50 FTE Ojibwe Language & Culture	\$29,013.00
C. Elementary Level		
1.	1.0 FTE Mathematics Specialist/Reading Recovery (Central)	\$58,609.00
2.	1.0 FTE AOM/Reading Recovery (Horace May)	\$91,478.00
3.	1.0 FTE Mathematics Specialist (Horace May)	\$61,330.00
4.	1.0 FTE Mathematics Specialist (Lincoln)	\$70,707.00
5.	1.0 FTE Mathematics Specialist (J.W. Smith)	\$51,658.00
6.	1.0 FTE AOM/Reading Recovery (Northern)	\$82,049.00
7.	1.0 FTE AOM (Northern)	\$70,251.00
8.	1.0 FTE Mathematics Specialist (Northern)	\$91,935.00
9.	1.0 FTE AOM (Paul Bunyan)	\$40,826.00
10.	1.0 FTE K-1 (Paul Bunyan)	\$58,405.00
11.	.20 FTE Physical Education (Paul Bunyan)	\$14,686.00
12.	1.0 FTE Elementary Classroom (Horace May)	\$49,139.00
13.	1.0 FTE Elementary Classroom (Lincoln)	\$81,354.00

14. 1.0 FTE Elementary Classroom (Northern)	\$77,111.00
15. 1.0 FTE Elementary Classroom (Paul Bunyan)	\$53,747.00
16. 1.0 FTE Special Education (Horace May)	\$72,054.00
17. .20 FTE Elementary Physical Education	\$18,387.00
18. .20 FTE Elementary Art	\$14,572.00
19. .20 FTE Elementary Music	\$16,160.00
20. .20 FTE Elementary Technology	\$18,305.00

D. Other

1. 1.0 FTE Special Education LD	\$46,242.00
2. 1.0 FTE Special Education EBD ( BYLaW)	\$77,944.00
3. .20 FTE Physical Education (DAPE) (BYLaW)	\$11,918.00
4. .50 FTE College/Career Interventionist	\$18,793.00
5. 1.0 FTE TOSA: EIC Teacher Coordinator	\$60,883.00
6. .40 FTE Deaf and Hard of Hearing Teacher	\$34,753.00
7. 1.0 FTE TOSA: Response to Intervention (RtI)	\$91,935.00
8. .25 FTE TOSA: Tech Partnership (High School)	\$22,984.00

Total **\$1,722,762.00**

Additions Recommended for 2015-2016:

II. Program Additions

A. Bemidji High School/Lumberjack High School	
1. .33 FTE Art	(\$21,858.00)
2. .50 FTE Science	(\$38,255.00)
3. .17 FTE World Language: Spanish	(\$10,862.00)
B. Elementary	
1. 1.0 FTE Kindergarten Teacher (Paul Bunyan)	(\$58,405.00)
D. Other	
1. 1.0 FTE TOSA: District Rdg/Lang. Arts/RtI Specialist	(\$76,509.00)
2. 1.0 FTE TOSA: District Math/Science/RtI Specialist	(\$76,509.00)
3. 1.0 FTE Special Education ASD (District)	(\$76,509.00)

Total **(\$358,907.00)**

**Grand Total \$ 1,363,855.00**

POSITIONS

It is recommended that the following positions be reduced:

1. .33 FTE Family and Consumer Sciences
2. 1.0 FTE Ojibwe Language & Culture
3. .75 FTE Social Worker
4. .16 FTE World Language
5. .57 FTE Mathematics
6. .77 FTE English
7. 13.0 FTE Elementary Education
8. .40 FTE Music
9. .60 FTE Physical Education
10. .20 FTE Technology
11. 2.0 FTE Special Education
12. .50 FTE College/Career Interventionist
13. .25 FTE Teacher on Special Assignment

14. .40 FTE Deaf and Hard of Hearing Teacher

It is recommended that the following positions be added:

1. .13 FTE Art
2. .50 FTE Science

It is recommended that the contracts of the probationary teachers listed not be renewed and the continuing contract teachers listed be placed on unrequested leave of absence for the full time equivalency (FTE) listed. This recommendation is due to **registration, enrollment shifts and budget reductions (16) and license (4):**

PROBATIONARY NONRENEWALS

1. Meghan Anderson
2. Walter Dodds
3. Candace Fisher
4. Lisa Graefe
5. Lia Henningsgaard
6. Benjamin Hughes
7. Becky Johnson
8. Romann Lyons
9. Stephany McDermott
10. Brittany Miller
11. Brian Murphy
12. Brianna Nohre
13. Jennifer Parks
14. Michelle Ruport
15. Charles Smith
16. Travis Whittington
17. Doris Hall

UNREQUESTED LEAVE OF ABSENCE

1. Billy Copenance
2. Renee Leindecker
3. Amanda Manteufel-Underwood

It is recommended that the teacher listed be offered a contract for the full time equivalency indicated for the 2015-16 school year:

1. Brian Murphy .56 FTE

**ACTION:**

\_\_\_\_\_ introduced the following resolution and moved its adoption:

**RESOLUTION DISCONTINUING AND REDUCING EDUCATIONAL PROGRAMS  
AND POSITIONS**

**WHEREAS**, the School Board of Independent School District No. 31 adopted a resolution on December 15, 2014, directing the administration to make recommendations for reductions in programs and positions; and

**WHEREAS**, said recommendations have been received and considered by the School Board;

**BE IT RESOLVED**, by the School Board of Independent School District No. 31, that the following positions be discontinued:

1. .33 FTE Family and Consumer Sciences
2. 1.0 FTE Ojibwe Language & Culture
3. .75 FTE Social Worker
4. .16 FTE World Language
5. .57 FTE Mathematics
6. .77 FTE English
7. 13.0 FTE Elementary Education
8. .40 FTE Music
9. .60 FTE Physical Education
10. .20 FTE Technology
11. 2.0 FTE Special Education
12. .50 FTE College/Career Interventionist
13. .25 FTE Teacher on Special Assignment
14. .40 FTE Deaf and Hard of Hearing Teacher

The motion for the adoption of the foregoing resolution was duly seconded by \_\_\_\_\_ and

upon vote being taken, the following voted in favor: \_\_\_\_\_

and the following voted against: \_\_\_\_\_.

**WHEREUPON**, said resolution was declared duly passed and adopted.

\_\_\_\_\_ introduced the following resolution and moved its adoption:

**RESOLUTION INCREASING POSITIONS**

**WHEREAS**, the School Board of Independent School District No. 31 adopted a resolution discontinuing positions, and

**WHEREAS**, recommendations for a staffing addition has been received and considered by the School Board;

**BE IT RESOLVED**, by the School Board of Independent School District No. 31, that the following position be added:

1. .13 FTE Art
2. .50 FTE Science

The motion for the adoption of the foregoing resolution was duly seconded by \_\_\_\_\_ and

upon vote being taken, the following voted in favor: \_\_\_\_\_

and the following voted against: \_\_\_\_\_.

**WHEREUPON**, said resolution was declared duly passed and adopted.