



Board Meeting Date: November 13, 2023

Title: Personnel Recommendations

Type: Consent

Presenter(s): Sonya Sailer, Director of Human Resources

Description: Personnel recommendations are made monthly. These conditional offers of employment are subject to successful completion of a criminal background check, I-9 Employment Eligibility Verification and, where applicable, the issuance of the required license. Salary subject to change upon verification of correct step and lane placement.

Recommendation: Approve the attached personnel recommendations.

Desired Outcome(s) from the Board:

Attachment(s):

1. Report (next page)

LICENSED STAFF

A. RECOMMENDATIONS FOR EMPLOYMENT

<u>Name</u>	<u>Building</u>	<u>Position</u>	<u>Salary</u>	<u>Date</u>
LARGO, LILIANA	CS	INTERVENTION TEACHER, 0.2 FTE	\$6,988.87	10/23/2023
SANTILLAN, LEONA	CN	ADMINISTRATIVE DEAN	\$85,456.80	11/08/2023
ZANISH, BAILY	CN	TITLE 1 TEACHER	\$34.00/HOUR	10/30/2023

B. ADDITIONAL DUTY ASSIGNMENTS

<u>Name</u>	<u>Building</u>	<u>Position</u>	<u>Salary</u>	<u>Number of Days</u>
NONE.				

C. RESIGNATIONS, RETIREMENTS, TERMINATIONS

<u>Name</u>	<u>Building</u>	<u>Position</u>	<u>Date</u>
VISEL, JOHN	HL, CV	VOCAL MUSIC TEACHER, 1.0 FTE	06/04/2024

B. CHANGE OF EMPLOYMENT STATUS

<u>Name</u>	<u>Building</u>	<u>Assignment Change</u>	<u>Salary</u>	<u>Date</u>
PAMPUSCH, POLLY	EVP	FROM: ML TEACHER, 0.8 FTE	\$14,114.65	10/16/2023
		TO: ML TEACHER, 1.0 FTE (TEMPORARY INCREASE)		-06/04/2024

C. REQUEST FOR LEAVE OF ABSENCE

<u>Name</u>	<u>Building</u>	<u>Position</u>	<u>Anticipated Dates of Leave</u>
BIDERMAN, SARAH	CC	MUSIC TEACHER	03/25/2024 - 06/05/2024
DEGENER, HEIDI	EHS	LANGUAGE ARTS TEACHER	12/13/2023 - 12/22/2023
ERICKSON, TAYLOR ANNE	CS	SPECIAL ED TEACHER	03/18/2024 - 05/30/2024
MCCLURE, NICOLE	CS	GIFTED/TALENTED TEACHER	11/06/2023 - 11/30/2023
MESTLER, LAURA	VV	LANGUAGE ARTS TEACHER	10/30/2023 - 01/05/2024
MILLER HEFFELFINGER, HOPE	ND	GRADE 2 TEACHER	10/23/2023 - 12/08/2023

NON-LICENSED STAFF

A. RECOMMENDATIONS FOR EMPLOYMENT

<u>Name</u>	<u>Building</u>	<u>Position</u>	<u>Wage</u>	<u>Date</u>
ADKISSON, TRAVON	EHS	SECURITY MONITOR	\$22.10/HOUR	10/18/2023
BALBUENA, TYLER	CC	CUSTODIAN	\$22.06/HOUR	11/08/2023
BARTOS, PATRICIA	CV	EA SPED PARA	\$22.10/HOUR	11/02/2023
BERGE, SARAH	CV	EA SPED PARA	\$22.10/HOUR	10/23/2023
BISHOPP, NICHOLAS	CN	EA SPED PARA	\$21.15/HOUR	11/06/2023
DAVISON, ERIN	HL	EA SPED PARA	\$22.10/HOUR	11/09/2023
DOON, SAMSAM	EHS	SECURITY MONITOR	\$19.75/HOUR	10/23/2023
HERNANDEZ, LILIANA	CS	CUSTODIAN	\$22.06/HOUR	10/25/2023
KNUDSEN, DAVID	TC	BUS DRIVER	\$24.43/HOUR	10/13/2023
KNUDSON, CARTER	EHS	EA SPED PARA	\$21.15/HOUR	10/18/2023
NORLANDER, SHARON	ND	FRENCH INTERN RECRUITER	\$20,000 STIPEND	10/25/2023
PATHAK, PRAVINA	CN	EA SPED PARA	\$21.15/HOUR	10/25/2023
RAYMOND, STEPHANIE	SV	OFFICE ASSISTANT CLASSIFICATION E	\$23.51/HOUR	11/08/2023
ROTHGEB, LISA	SV	EA SPED PARA	\$22.10/HOUR	10/30/2023
SACKS, JULIA	SV	EA SPED PARA	\$22.10/HOUR	10/23/2023
TAUBEL, CHARLOTTE	ND	FRENCH INTERN DIRECTOR	\$20,000 STIPEND	10/23/2023
THOMPSON, LEE	ECC	HR SPECIALIST	\$35.25/HOUR	10/19/2023
WAARVIK, DANIELS	CV	EA SPED PARA (LTS)	\$19.00/HOUR	11/01/2023

B. RESIGNATIONS, RETIREMENTS, TERMINATIONS

<u>Name</u>	<u>Building</u>	<u>Position</u>	<u>Date</u>
AHMED, RIDWAANAH	EHS	EA PARA	11/14/2023
BIELKE, DAVID	DW	HOURLY CUSTODIAN	10/13/2023
CHESS, AALIYAH	EVP	IA CLASSROOM ASSISTANT	10/31/2023
HANNAN, MARK	CV	EA SPED PARA	11/10/2023
PEREZ, ELENA	CS	EA PARA	10/27/2023

PETERSON, MARK	TC	BUS DRIVER	10/13/2023
SANDVIG, LORI	ECC	DEPARTMENT SPECIALIST CLASSIFICATION A	12/31/2023
SELVAMURUGAN, KALPANA	CV	EA SPED PARA	10/26/2023
VOGTLIN, TAYLOR	DW	HSA	10/16/2023

C. CHANGE OF EMPLOYMENT STATUS

<u>Name</u>	<u>Building</u>	<u>Assignment Change</u>	<u>Wage</u>	<u>Date</u>
NONE.				

C. REQUEST FOR LEAVE OF ABSENCE

<u>Name</u>	<u>Building</u>	<u>Position</u>	<u>Anticipated Dates of Leave</u>
DOYLE, KRISTA	HL	CLASSROOM PARA	09/18/2023 - 12/22/2023
KILANOWSKI, MICHAEL	VV	CUSTODIAL SUPERVISOR	10/20/2023 - 11/14/2023
SCHOLL, ALYSSA	EHS	EA SPED PARA	11/13/2023 - 02/16/2024
THERENS, CHRISTINE	CV	EA SPED PARA	11/03/2023 - 01/12/2024

COMMUNITY EDUCATION SERVICES STAFF

A. RECOMMENDATIONS FOR EMPLOYMENT

<u>Name</u>	<u>Building</u>	<u>Position</u>	<u>Wage</u>	<u>Date</u>
AROM, LUKE	CS	RECREATION LEADER	\$17.33/HOUR	10/30/2023
DE CAIGNY, OLIVIA	CV	RECREATION LEADER	\$17.33/HOUR	10/17/2023
ERICKSON, KYLIE	CC	RECREATION LEADER	\$18.77/HOUR	10/16/2023
HOFMASTER, GINGER	CN	RECREATION LEADER	\$17.33/HOUR	10/23/2023
HUSSEIN, KADRA	CN	RECREATION LEADER	\$18.77/HOUR	10/24/2023
JACKSON, JAMILLE	CN	RECREATION LEADER	\$17.33/HOUR	10/17/2023
JONES, SAMIR	CC	RECREATION LEADER	\$17.33/HOUR	10/30/2023
JOHNSON, CARMEN	CN	RECREATION LEADER	\$20.32/HOUR	11/13/2023
KAMPA, STEPHANIE	CN	RECREATION LEADER	\$17.33/HOUR	10/30/2023
MENDEZ, SOPHIA	CS	RECREATION LEADER	\$16.00/HOUR	10/25/2023
NARINE, JACQUELINE	CC	RECREATION LEADER	\$20.32/HOUR	10/30/2023

NUNEZ, ALANA	HL	RECREATION LEADER	\$16.00/HOUR	11/09/2023
NYBERG, JAMES	CC	RECREATION LEADER	\$17.33/HOUR	10/13//2023
OKUMU, BARA	CC	RECREATION LEADER	\$20.32/HOUR	10/24/2023
SCHLETZ, MAKENA	CV	RECREATION LEADER	\$16.00/HOUR	10/30/2023
THOMPSON, MADISON	CC	RECREATION LEADER	\$17.33/HOUR	10/16/2023

B. RESIGNATIONS, RETIREMENTS, TERMINATIONS

<u>Name</u>	<u>Building</u>	<u>Position</u>	<u>Date</u>
CRUMB, LEAH	ND	RECREATION LEADER	10/17/2023
DONNELLY, PHILLIP	CV	RECREATION LEADER	11/03/2023
ISMAIL, ZAMEAHIA	CV	RECREATION LEADER	09/14/2023
JACKSON, JAMILLE	CN	RECREATION LEADER	10/18/2023
SCHILLING, ANNEMARIE	ECC	PROGRAM SUPERVISOR	10/20/2023

C. CHANGE OF EMPLOYMENT STATUS

<u>Name</u>	<u>Building</u>	<u>Assignment Change</u>	<u>Date</u>
NONE.			

D. REQUEST FOR LEAVE OF ABSENCE

<u>Name</u>	<u>Building</u>	<u>Position</u>	<u>Anticipated Dates of Leave</u>
NONE.			



Board Meeting Date: November 13, 2023

Title: Employment Agreement

Type: Consent

Presenter(s): Sonya Sailer, Director of Human Resources

Description: The administration seeks to enter into a separate employment agreement with a teacher who has continuing contract rights with the School District. The agreement provides the teacher with additional full-time equivalency (FTE) during portions of this school year, which exceed the teacher's continuing contract. Because the additional FTE may not be available next school year, the administration is unable to offer it if the teacher will gain continuing contract rights to the additional FTE pursuant to Minn. Stat. § 122A.40. The teacher would like to provide the additional FTE of service this school year and is willing to waive continuing contract rights to the additional FTE. The agreement allows the School District to assign the additional FTE to the teacher without making the additional, temporary FTE part of the teacher's continuing contract. The teacher and Education Minnesota/Edina have agreed to the terms of the agreement.

Recommendation: Approve the attached Employment Agreement.

Desired Outcome(s) from the Board:

Attachment(s):

1. Employment Agreement (next page)

EMPLOYMENT AGREEMENT

WHEREAS, Polly Pampusch (hereinafter referred to as "Pampusch") is employed by Independent School District No. 273, Edina, Minnesota, (hereinafter referred to as "School District") as a licensed Multi-Lingual Learner ("ML") teacher; and

WHEREAS, Pampusch has earned continuing contract rights as a 0.80 FTE ML teacher in the School District; and

WHEREAS, the School District may have additional FTE to be filled by a licensed ML teacher, but the additional FTE fluctuates and may only be available during the 2023-24 school year; and

WHEREAS, the School District would like to offer Pampusch additional FTE on a temporary basis during the 2023-24 school year beginning October 16, 2023 continuing through June 4, 2024, but does not want to offer the additional FTE if Pampusch will gain continuing contract rights to the additional FTE in the School District pursuant to Minn. Stat. § 122A.40; and

WHEREAS, Pampusch would like to provide the additional FTE of ML teaching service during the 2023-24 school year and is willing to waive any claim to continuing contract rights for the additional FTE; and

WHEREAS, Pampusch is a member of Education Minnesota Edina (EME), the local teachers union for teachers in the School District; and

WHEREAS, the parties have been given the opportunity to consult with legal counsel and union representatives and understand their rights and obligations under Minnesota Statute § 122A.40 and the teachers' collective bargaining agreement; and

WHEREAS, Pampusch understands that the intention of this Agreement is to waive any claim of continuing contract rights with respect to the additional FTE of teaching employment above and beyond her current 0.80 FTE continuing contract position.

NOW THEREFORE, the School District, Pampusch, and EME hereby agree as follows:

1. The parties to this Agreement have determined that it is in the best interests of Pampusch and the School District for Pampusch to provide additional FTE of ML teaching service for Edina Virtual Pathways during the 2023-24 school year. The additional FTE will be in excess of her current 0.80 FTE continuing contract.
2. The School District agrees to employ Pampusch to provide the additional FTE of ML teaching service during the 2023-24 school year. The additional FTE of employment will

automatically expire at the end of the 2023-24 school year without further action of the School Board.

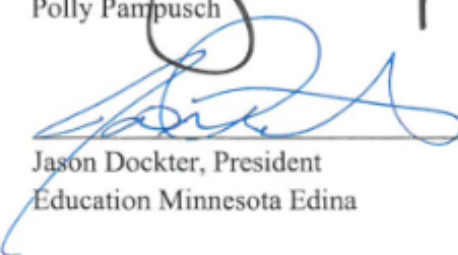
3. Pampusch voluntarily agrees that she has no continuing contract rights pursuant to Minnesota Statute § 122A.40 or any other law with respect to the additional FTE of employment with the School District and hereby waives any claim of continuing contract rights with respect to this employment.
4. Pampusch acknowledges that her waiver and relinquishment of rights under Minnesota Statute § 122A.40 and other relevant law is in consideration of the School District's agreement to employ her for the additional FTE for a limited period of time and Pampusch acknowledges that there has been no coercion by the School District, School Board, superintendent, principals or any other person, and that this choice is made voluntarily.
5. Pampusch acknowledges that by executing this Agreement that there are no mutual covenants, promises, undertakings or understandings outside of this Agreement with regard to the additional FTE of ML teaching service, other than those specifically set forth herein.
6. The parties agree that nothing contained in this Agreement shall be deemed to establish a precedent or past practice and the parties waive any right to file a grievance related to or arising out of the terms of this Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement as set forth above.

Dated: 10/12/2023, 2023


Polly Pampusch

Dated: 10/23, 2023


Jason Dockter, President
Education Minnesota Edina

Dated: _____, 2023

Erica Allenburg, Chair of the School Board
Independent School District No. 273, Edina, MN

Dated: _____, 2023

Karen Gabler, Clerk of the School Board
Independent School District No. 273, Edina, MN