

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



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Phone 651.385.4500  
Fax 651.385.4510

www.rwps.org

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

Topic: Human Resources Plan and Budget Reductions  
Contact(s):  
Presenter(s): Jackie Paradis, Business Manager  
Karsten Anderson, Superintendent

#### Nature of Action Requested by Board

Board action   
Board information or scheduled report

#### Background Information

The school board will review 5-year financial projections, the latest version of the Human Resources Plan, and proposed reductions.

#### *Financial Projections*

Jackie Paradis ran multiple financial projection models depending on school board decisions: These projections are included in attached documents.

#### *Human Resources Plan*

At a workshop session on April 27<sup>th</sup>, the school board reviewed a draft copy of the proposed Human Resources Plan, which includes prioritized proposals. Due to financial limitations, the recommendation to the school board is to authorize Priority 1 proposals. Priority 2 proposals could be considered later when additional financial information is known.

#### *Budget Reductions*

There are also several recommendations regarding anticipated budget shortfalls largely caused by the uncertainties surrounding COVID-19:

1. Proposed administrative reductions are included in Priority 1 proposals of the Human Resources Plan.
2. On June 1<sup>st</sup>, Dawn Wettern will present proposed furloughs and other potential reductions in Community Education and Recreation.
3. A hiring freeze is in place for most vacant custodial positions.
4. The Personnel Committee will consider delaying the hiring of fall coaches.

5. Consistent with previous years, the school district will make adjustments in support personnel assignments based on student and school district needs.
6. Unless there are internal candidates, a hiring freeze is in place for most vacant Class 1 support personnel and/or elementary media and technology paraprofessionals. In addition, the recommendation is to reduce an additional 40 hours/day of Class 1 support personnel and/or elementary media and technology paraprofessionals. Some of these positions/hours may be reinstated after further analysis.
7. Unless there are internal candidates, a hiring freeze is in place for most vacant special education assistant positions.
8. The district could consider negotiating early retirement incentives for support personnel.
9. The district could meet and confer with support personnel about the possibility of hiring support personnel as floating substitutes, thus reducing costs for first-call and emergency substitutes.

In addition to possible reinstatement of hours/positions, there are other employment opportunities within the school district. For example, multiple student monitor and special transportation positions are currently available. Current employees are strongly encouraged to consider applying for these positions or additional hours.

#### Recommendations Requiring Board Action

1. I move to approve Priority 1 proposals in the Human Resources Plan, including the elimination of the Curriculum Coordinator and Director of Support Services positions.
2. I move to reduce 40 hours/day of Class 1 support personal and/or elementary media and technology paraprofessionals.
3. I move to authorize the Superintendent and Non-Certified Negotiations Committee to negotiate early retirement incentives for support personnel pending final approval by the school board.
4. I move to authorize the Superintendent and Non-Certified Negotiations Committee to meet and confer with the Support Personnel Association about adding floating substitutes within the Master Agreement pending final approval by the school board.