

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

Phone 651.385.4500
Fax 651.385.4510

www.rwps.org



DRAFT School Board Meeting Agenda Item

Topic: Non-Classified Personnel Terms and Conditions of Employment
Contact(s):
Presenter(s): Karsten Anderson and Jackie Paradis

Nature of Action Requested by Board

Board action	<input checked="checked" type="checkbox"/>
Board information or scheduled report	<input type="checkbox"/>

Background Information

On multiple occasions, the Personnel Committee reviewed recommendations by the administrative team for the Non-Certified Personnel Terms and Conditions of Employment. Highlights:

- The previous controlling document also included Program Supervisors. Because of differing responsibilities, pay, and benefits, the groups were split to make the document simpler to read.
- Due to changes in responsibilities, several position descriptions were rebanded and placed accordingly.
- Cost-of-living increases on schedule: 1st year = 1%, 2nd year = 0%
- Other changes as shown in redline version

Charlie McLaughlin and ??? were hired when the terms and conditions had not yet been set for their positions, so group and step placements are needed. Justin Plein will be placed at Group B, Step 1 for his new banded position.

Recommendation

I move to approve the Non-Classified Personnel Terms and Conditions of Employment as presented.

I move to place Justin Plein as the School-Age Coordinator at Group B, Step 1; ??? as the Buildings and Grounds Administrator at Group B, Step 6; Charlie McLaughlin as the IT Systems Administrator at Group B, Step ???.

I move to place other Non-Classified Personnel in rebanded positions at the lowest step that at least equals their rate of pay if the position had not been rebanded.