

Red Wing Public Schools
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Red Wing
Public Schools
ISD # 256



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School Board Meeting Agenda Item

Topic: Discussion about Potential Changes to Organizational Chart
Contact(s):
Presenter(s): Cherie Johnson, Executive Director of GCED
Karsten Anderson, Superintendent

Nature of Action Requested

Board Action
Board Information or Report X

Background Information

The current organizational chart and possible revised chart are attached. Over the past several years, there have been discussions about potential changes to the organizational chart, so the following changes are recommended for consideration by building administrators, district administrators, and school board:

Special Education Administration

With the resignation of Marcia Walker, Special Education Director, Cherie Johnson developed multiple options for special education administration in Red Wing; these options are shown in the attachment. Superintendent Anderson endorse Ms. Johnson's recommendation to move forward with Option B, which includes a 0.5 Elementary Coordinator and either a Secondary Supervisor or Assistant Director. A Secondary Supervisor or Assistant Director would be able to conduct teacher evaluations.

Director of Teaching and Learning

The recommendation is to require a principal's license and/or superintendent's license for the Director of Teaching and Learning.

The salary range for the Director of Teaching and Learning in 2022-23 is \$101,414-\$144,877. There are numerous factors that could impact the salary within the range including, but not limited to, administrative licensure.:

- If principal licensure is required, the target salary is assumed to be about \$25,000 more than the current Director, so the overall cost would be about \$29,000 higher.
- If principal and superintendent licensure are required, the target salary is assumed to be about \$32,000 more than the current Director, so the overall cost would be about \$37,000 higher.

- If principal and superintendent licensure are required and the Director supervises principals, the target salary is assumed to be about \$40,000 more than the current Director, so the overall cost is about \$46,000 higher. This position could also be classified as an Assistant Superintendent.

With administrative licensure, the Director could supervise / manage the following:

- District Media Specialist and Media and Technology Paraprofessionals
- Flight Paths Coordinator
- PBIS Coaches
- Technology Integrationist and Building Technology Contacts
- IT Systems Administrator
- Title I Teachers and Title I Education Assistants
- ADSIS Teachers
- Licensed School Nurse and Building Nurses
- Homeless Liaison(s)
- Reading Corp Workers
- Instructional Tutors
- Principals if licensed as a Superintendent

Ideally, there would be additional technology infrastructure (about \$150,000 more) and technology integrationist support (about \$85,000 more per person).

Business Manager Supervision Responsibilities

Based on feedback from school board members and administrators, the following changes are recommended:

- The Superintendent would directly supervise Human Resources Manager, and the Human Resources Manager would supervise the Payroll Coordinator and manage clinic services. The estimated cost is \$9,500.
- District Administrative Assistant would supervise District Office Receptionist, Student Services and MARSS Coordinator, and Student Services and Ed-Fi Coordinator. This allows for backup of MARSS and Ed-Fi and would be eventually paid for on a yearly basis when the current Student Services and MARSS Coordinator fully retires. The estimated additional cost is \$17,000.
- Business Manager would continue to supervise Accounts Payable Clerk.

Communications Manager Responsibilities

It is recommended that the Communications Manager would serve as the primary legislative liaison, coordinate (but not lead) educational planning work to ensure all voices are heard during the process, and coordinate information sharing for referenda efforts. Estimated costs are about \$9,500.

Recommendation

The topic is presented for discussion purposes. A motion for all or some of the recommendations could be added to the agenda for the regular meeting.