

**BEMIDJI AREA SCHOOLS  
BEMIDJI, MINNESOTA**

**DATE:** APRIL 15, 2019

**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 2019-2020 school year. The recommended reductions are the result of a budgetary shortfall, licensure issues, shifting enrollments in certain areas of the school program, and anticipated grant reductions.

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 2019-2020

	<u>SALARY &amp; BENEFITS</u>
I. Program Reductions	
A. Bemidji High School/Lumberjack High School	
1. 0.33 FTE Art	\$27,243.74
2. 0.17 FTE Business Education	\$14,153.24
3. 0.17 FTE Family & Consumer Sciences (FACS)	\$10,164.32
4. 0.17 FTE World Languages - German	\$17,386.18
B. Elementary Level	
1. 2.00 FTE Elementary Education (Central)	\$127,320.77
2. 2.00 FTE Elementary Education (J. W. Smith)	\$114,299.63
3. 7.00 FTE Elementary Education (Paul Bunyan)	\$673,079.26
4. 1.00 FTE Elementary Education (Gene Dillon)	\$87,586.99
5. 0.40 FTE Elementary Music (Gene Dillon)	\$38,567.74
6. 0.50 FTE Elementary Education STEM/STEAM (Gene Dillon)	\$39,755.49
7. 0.40 FTE Elementary Music	\$36,540.83
8. 0.30 FTE Elementary Art	\$28,707.02
9. 2.80 FTE Keyboarding & Technology	\$157,600.51
10. 2.00 FTE Special Education Teachers (Paul Bunyan)*	\$139,712.06
11. 0.22 FTE Reading Recovery Teacher Leader*	\$21,817.77
C. Other	
1. 0.67 FTE Special Education Teacher (Bemidji High)*	\$41,513.93
2. 1.00 FTE Principal	\$159,230.53
Total	<b><u>\$1,734,680.01</u></b>

Additions Recommended for 2019-2020:

II. Program Additions	
A. Bemidji High School/Lumberjack High School	
1. 0.33 FTE English	(\$27,839.50)
2. 1.00 FTE School Counselor*	(\$84,362.12)
3. 0.33 FTE Science	(\$21,289.88)

B.	Bemidji Middle School	
1.	2.00 FTE Elementary Education	(\$168,724.24)
2.	0.20 FTE Art	(\$18,418.64)
3.	0.10 FTE Family & Consumer Sciences (FACS)	(\$10,151.56)
4.	0.20 FTE Industrial Technology	(\$11,576.32)
5.	0.20 FTE Physical Education	(\$16,872.42)
6.	0.40 FTE Music	(\$38,357.77)
C.	Elementary Level	
1.	1.00 FTE Elementary Education (Horace May)	(\$84,362.12)
2.	3.00 FTE Elementary Education (Northern)	(\$243,981.36)
3.	1.00 FTE Counselor (Gene Dillon)	(\$84,362.12)
4.	0.90 FTE Elementary Physical Education	(\$75,925.91)
5.	0.60 FTE Media Specialist	(\$60,459.34)
6.	1.00 FTE Special Education Teacher (Horace May)*	(\$84,362.12)
7.	0.50 FTE Special Education Teacher (J. W. Smith)*	(\$42,181.06)
8.	0.50 FTE Special Education Teacher (Northern)*	(\$44,181.06)
D.	Other	
1.	3.0 FTE Early Childhood (Pre-School)*	(\$253,086.36)
2.	1.0 FTE TOSA: Early Childhood Special Education (ECSE) Lead*	(\$84,362.12)
3.	1.0 FTE Special Education Coordinator*	(\$112,000.00)
4.	1.0 FTE Special Education Teacher (Bemidji Middle)*	(\$84,362.12)
	Total	<b><u>(\$1,649,218.13)</u></b>
	<b>Grand Total</b>	<b><u>\$84,461.89</u></b>

#### POSITIONS

It is recommended that the following positions be reduced:

1. 0.43 FTE Art
2. 0.17 FTE Business Education
3. 0.10 FTE Family & Consumer Sciences (FACS)
4. 0.17 FTE World Languages - German
5. 6.00 FTE Elementary Education
6. 0.40 FTE Music
7. 0.50 FTE STEAM/STEM
8. 2.80 FTE Keyboarding & Technology
9. 0.22 FTE Reading Recovery Teacher Leader
10. 1.00 FTE Principal

It is recommended that the following positions be added:

1. 0.33 FTE Special Education
2. 0.33 FTE English
3. 0.33 FTE Science
4. 0.20 FTE Industrial Technology
5. 1.10 FTE Physical Education
6. 2.00 FTE Counselor
7. 0.60 FTE Media Specialist
8. 3.00 FTE Early Childhood
9. 1.00 FTE TOSA: Early Childhood Special Education Lead
10. 1.00 FTE Special Education Coordinator

It is recommended the contracts of the Tier 1 or probationary teachers listed not be renewed for the full time equivalency (FTE) listed. This recommendation is due to **class/budget reductions, performance, and expiration of license/special permissions:**

**TIER 1 OR PROBATIONARY NON-RENEWALS**

1. Jessie Battistini
2. Randie Blumhagen
3. Emily Draper
4. Jenny Frenzel
5. Susan Kedzie
6. Amanda Larsen
7. Margo LeMahieu
8. Cathy-Lou Lollis
9. Stacie MacLeod
10. Sara Mitchell
11. Kendra Murray
12. Whitney Nelson
13. Lisa Price
14. Eric Sayler
15. Michael Schlemper
16. Carla Weber

**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 17, 2018, 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. 0.43 FTE Art
2. 0.17 FTE Business Education
3. 0.10 FTE Family & Consumer Sciences (FACS)
4. 0.17 FTE World Languages - German
5. 6.00 FTE Elementary Education
6. 0.40 FTE Music
7. 0.50 FTE STEAM/STEM
8. 2.80 FTE Keyboarding & Technology
9. 0.22 FTE Reading Recovery Teacher Leader
10. 1.00 FTE Principal

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 is 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. 0.33 FTE Special Education
2. 0.33 FTE English
3. 0.33 FTE Science
4. 0.20 FTE Industrial Technology
5. 1.10 FTE Physical Education
6. 2.00 FTE Counselor
7. 0.60 FTE Media Specialist
8. 3.00 FTE Early Childhood
9. 1.00 FTE TOSA: Early Childhood Special Education Lead
10. 1.00 FTE Special Education Coordinator

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.