

**Human Resources Report Summary
November 2024 Activities**

Staffing Updates:

Number of staffing changes received by HR during the month of October. This is a summary of the consent agenda.

	Certified	Non-Certified
# New Hires	13	58
# Retirements	2	6
# Resignations	1	14
# Leave of Absences	10	11

HR Department Updates:

The HR team, along with Finance started Site Staffing/Budget review meetings in October and have only three sites remaining.

In October, HR leadership staff attended the Minnesota Association of School Personnel Administrators (MASPA) Fall Conference, gaining valuable insights into the latest legal updates regarding Earned Safe and Sick Time (ESST) and Minnesota Unemployment Laws. The conference also provided dedicated time to explore culturally competent leadership practices and strategize on their implementation within our district. This event served as an excellent networking opportunity, allowing our leaders to connect with fellow HR professionals from across the state.

On October 14, All HR staff members attended professional development training at Denfeld High School. The training focused on cultural competency and inclusion. Staff attended training on such topics as Cultural Definitions and Behaviors, Inclusion Mobility Museum, Ojibwe Faces and Stories, Connections Between Ableism and Equity in Special Education, Ojibwe Language, A Conversation with ISD709 Family and Community Outreach Specialist.

On November 14, members of the HR team will attend the Duluth Chamber of Commerce's Diversity, Equity, and Inclusion (DEI) workshop on November 14th. This workshop will offer guidance on how our business community can support and uplift Indigenous-led organizations and provide valuable insights into local Indigenous culture.

Benefits Updates:

The Benefits Department is currently running Open Enrollment for dental, vision, and FSA plans. Open Enrollment is from 11/4 through 11/15.

At the end of October, our District hosted 3 sessions for our retired employees who are members of the Medicare plans the District offers. These sessions covered the change of insurance carriers and changes to Medicare for 2025.

The Department hosted a Financial Planning Night in partnership with Aviben and EFS to educate our employees on the benefits of an FSA, how to use their HRA, and 403b/retirement savings information.

Starting in early December, employees who utilize their Calm subscription will be able to participate in a program called "Ground Yourself During Stressful Times". This is a 1-week program offered through the Calm app with daily curated meditations specifically about change, uncertainty, and holiday stress. Employees will be sent an announcement email as well as push notifications from Calm to participate.

The first Retirement Information Session for employees looking to retire this year will be held on November 25, 2024 from 4:00pm to 5:00pm.

Hiring Updates:

Certified:

Teachers (7)

- Elementary (1)*
- Middle School (1)*
- High School (1)*
- Special Education (3)*
- Adult Basic Education (1)*

Non-Certified:

Activities/Athletics (1)

Child Nutrition (1)

Clerical (2)

Maintenance (7)

- Floating Custodian I (3)*
- School Custodian I/II/III (1)*
- Second Shift Engineer I (1)*
- Second Shift Engineer II (2)*

Playground/Cafeteria Monitor (8)

Transportation (5)

- School Bus Driver II (3)*
- Bus Helper (1)*

Paraprofessionals (16)

- American Indian Home School Liaison (2)*
- Community Liaison (1)*
- Cultural Immersion Program Para (1)*
- Licensed Sign Language Interpreter (1)*
- Preschool Program Para (1)*
- Sign Language Facilitator (1)*
- Sp. Ed. Building Wide Para (3)*
- Sp. Ed. Program Para (3)*
- Sp. Ed. Paraprofessional Student Specific Setting III (3)*

Contract Negotiations:

We continue to meet with the District-Wide Instructional Administrators Association with the next meeting date is yet to be finalized. This is the final group to negotiate for the 2023-2025 cycle.