

Human Resources Report Summary November 2023 Activities

Staffing Updates:

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

	Certified	Non-Certified
# New Hires	3	29
# Retirements	3	0
# Resignations	2	13
# Leave of Absences	2	6

HR Department Updates:

In October, the HR team was busy processing lane changes for certified staff. We had over 84 teachers increase lanes this school year. Staffing and Budget meetings continued throughout October and we are about 80% complete.

In October, the District received an award from the MN Department of Employment and Economic Development for our commitment to advancing employment access & equity in employment for people with disabilities.

Benefits Updates:

The Benefits Department hosted a Teachers Retirement Information Session in partnership with TRA on October 19th. In addition, a similar session for employees who pay into PERA will be hosted on November 6th. An FSA/HRA and 403b information session was hosted on October 23rd to help people prepare for Open Enrollment. Open Enrollment will run November 1st through November 15th. Our first District Retirement Information Session will be hosted on November 16th for anyone considering retirement in the next year or so. These sessions cover the process of retiring from the District, as well as paying for health insurance post-retirement and severance/HCSF packages.

Hiring Updates:

Current Openings:

Certified:

Teachers, Elementary (2)

Teachers, Special Education (2)

Non-Certified:

Child Nutrition (5)

Clerical (4)

Maintenance (11)

Floating Custodian (3)

Master Electrician (1)

Engineer II (2)

Second Shift Engineer I (4)

Second Shift Engineer II (1)

Playground/Cafeteria Monitor (7)

Transportation (8)

Bus Helper (7)

Paraprofessionals (11)

Duluth Preschool Paraprofessional (2)

Early Childhood SpEd Paraprofessional (1)

Licensed Sign Language Interpreter (1)

Sign Language Facilitator (1)

Sp. Ed. Building Wide Paraprofessional (1)

Sp. Ed. Program Paraprofessional (4)

Sp. Ed RN or LPN Paraprofessional (1)

Contract Negotiations:

Principal contract will be sent for Board approval later this month. We are still active in negotiations with the Education Directors Association, and Integration Specialists and are still working with the Duluth Federation of Teachers on topics of interest. The Clerical Unit and the Non-Certified Business Administrators Association have decided to wait for Teachers to settle before negotiating. The District-Wide Instructional Administrators Association has not yet requested to negotiate.