



Consent Agenda Item II-A: Personnel Staff Changes
Presented by: Tracy Flynn Bowe, Executive Director of Human Resources

Administration Recommendation:

The Administration recommends approval of the following personnel changes pursuant to relevant laws and appropriate provisions of negotiated agreements between the Board of Education and exclusive representatives. For new hires, the indicated rates are consistent with current negotiated agreements and Board approved rates of pay. All rates/salaries listed do not include fringe benefits.

LICENSED STAFF

Rehire

Betty Makori, Tier 4 Long Call Substitute EL Teacher, Madison Elementary School, effective September 10, 2025 through October 15, 2025, Lane MA, Pay Level 2 (26 days of a full-time contract) with a salary of \$8,361.74.

Bjorn Snowberg, Tier 1 Elementary SPED Staffing Substitute Teacher, District Wide, effective September 15, 2025, for the 2025-2026 school year, Lane BA, Pay Level 2 (172 days of a full-time contract) with a salary of \$45,687.85.

Tara Kline, Assessment Specialist - Hourly Teacher, District Wide, effective September 2, 2025, at an hourly rate of \$40.00. Ms. Kline is returning for a one-year assignment after retirement.

Katelyn Dietrich, Hourly Teacher, Madison Elementary School, effective September 15, 2025, at an hourly rate of \$40.00.

Extended Contract

Lynn Wells, Early Childhood SPED Evaluation Team Teacher, Quarryview Education Center, effective for the 2025-2026 school year, Lane MA, Pay Level 11 (.1 FTE of a full-time contract). Ms. Well's salary for this assignment will be \$7,405.20

Nicole Zitzow, SPED Speech Language Pathologist, Westwood Elementary School, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (.1 FTE of a full-time contract). Ms. Zitzow's salary for this assignment will be \$9,036.20

Jessica Dauw, Early Childhood SPED Teacher, Quarryview Education Center, effective for the 2025-2026 school year, Lane MA, Pay Level 11 (.1 FTE of a full-time contract). Ms. Dauw's salary for this assignment will be \$7,405.20

Jaclyn Salisbury, SPED Psychologist, Oak Hill Community School, effective for the 2025-2026 school year, Lane MA+40, Pay Level 5 (.1 FTE of a full-time contract). Ms. Salisbury's salary for this assignment will be \$7,890.50.

Cira Hunstad, SPED Psychologist, Westwood Elementary School effective for the 2025-2026 school year, Lane MA+40, Pay Level 5 (.1 FTE of a full-time contract). Ms. Hunstad's salary for this assignment will be \$7,890.50.

Kimberly Bednarek, SPED Psychologist, Apollo High School, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (.1 FTE of a full-time contract). Ms. Bednarek's salary for this assignment will be \$9,036.20.

Trista Wochnick, SPED Psychologist, Tech High School, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (.1 FTE of a full-time contract). Ms. Wochnick's salary for this assignment will be \$9,036.20.

Krista Dillman, SPED Deaf and Hard of Hearing Teacher, District Wide, effective for the 2025-2026 school year, Lane MA+40, Pay Level 5 (.2 FTE of a full-time contract). Ms. Dillman's salary for this assignment will be \$15,781.

Michael Bakken, SPED DAPE Teacher, Apollo High School, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (.1 FTE of a full-time contract). Mr. Bakken's salary for this assignment will be \$9,036.20.

Geri Swanson, SPED Speech Language Pathologist, Clearview Elementary School, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (.2 FTE of a full-time contract). Ms. Swanson's salary for this assignment will be \$18,072.40.

Merith Starren, SPED Speech Language Pathologist, Quarryview Education Center, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (.3 FTE of a full-time contract). Ms. Starren's salary for this assignment will be \$27,108.60.

Rachelle Friesen, SPED Speech Language Pathologist, District Wide, effective for the 2025-2026 school year, Lane MA+40, Pay Level 5 (.2 FTE of a full-time contract). Ms. Friesen's salary for this assignment will be \$15,781.

Kaycee Enyart, SPED Speech Language Pathologist, District Wide, effective for the 2025-2026 school year, Lane MA+40, Pay Level 5 (.2 FTE of a full-time contract). Ms. Enyart's salary for this assignment will be \$15,781.

Lajoy Fischer, SPED Speech Language Pathologist, Talahi Community School, effective for the 2025-2026 school year, Lane MA+40, Pay Level 5 (.1 FTE of a full-time contract). Ms. Fischer's salary for this assignment will be \$7,890.50.

Kay Guelfi, SPED Speech Language Pathologist, District Wide, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (.1 FTE of a full-time contract). Ms. Guelfi's salary for this assignment will be \$9,036.20.

Megan Taylor, Nurse, Oak Hill Community School effective August 25, 2025 through October 31, 2025, Lane MA+10, Pay Level 7 (.2 FTE of a full-time contract). Ms. Taylor's salary for this assignment will be \$3,660.46.

Megan Taylor, Nurse, Oak Hill Community School effective for the 2025-2026 school year, Lane MA+10, Pay Level 7 (5 additional days of a full-time contract). Ms. Taylor's salary for this assignment will be \$1,947.05.

Suzanne Trutwin, Nurse, Westwood Elementary School, effective for the 2025-2026 school year, Lane MA, Pay Level 4 (5 additional days of a full-time contract). Ms. Trutwin's salary for this assignment will be \$1,732.94.

Pamela Waage, Nurse, Cathedral High School, effective for the 2025-2026 school year, Lane MA, Pay Level 11 (5 additional days of a full-time contract). Ms. Waage's salary for this assignment will be \$2,001.40.

Felicia Noetzelman, Nurse, Tech High School, effective for the 2025-2026 school year, Lane MA, Pay Level 9 (5 additional days of a full-time contract). Ms. Noetzelman's salary for this assignment will be \$1,920.21.

Nadine Meyer, Nurse, Apollo High School, effective for the 2025-2026 school year, Lane MA, Pay Level 9 (5 additional days of a full-time contract). Ms. Meyer's salary for this assignment will be \$1,920.21.

Anna Lewer, Nurse, South Junior High School, effective for the 2025-2026 school year, Lane MA, Pay Level 9 (5 additional days of a full-time contract). Ms. Lewer's salary for this assignment will be \$1,920.21.

Katherine Kruger, Nurse, Talahi Community School, effective for the 2025-2026 school year, Lane MA, Pay Level 5 (5 additional days of a full-time contract). Ms. Kruger's salary for this assignment will be \$1,795.32.

Amy Hammond, Nurse, Kennedy Community School, effective August 25, 2025 through October 31, 2025, Lane MA, Pay Level 7 (.2 FTE of a full-time contract). Ms. Hammond's salary for this assignment will be \$3,492.84.

Amy Hammond, Nurse, Kennedy Community School, effective for the 2025-2026 school year, Lane MA, Pay Level 7 (5 additional days of a full-time contract). Ms. Hammond's salary for this assignment will be \$1,857.89.

Derek Miller, Work Experience Coordinator, Tech High School, effective for the 2025-2026 school year, Lane MA, Pay Level 11 (.2 FTE of a full-time contract). Mr. Miller's salary for this assignment will be \$14,810.40.

Lisa Doucet, School Nurse, Madison Elementary School, effective for the 2025-2026 school year, Lane MA, Pay Level 4 (5 additional days of a full-time contract). Ms. Doucet's salary for this assignment will be \$1,732.95.

Sarah Davis, Nurse, North Junior High School, effective for the 2025-2026 school year, Lane MA, Pay Level 5 (5 additional days of a full-time contract). Ms. Davis's salary for this assignment will be \$1,795.32.

Kristopher Hagen, Activities Coordinator, Kennedy Community School, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (.2 FTE of a full-time contract). Mr. Hagen's salary for this assignment will be \$18,072.40.

Jason Marcelo, ASL K-12 Teacher, Apollo High School, effective for the 2025-2026 school year, Lane BA+10, Pay Level 6 (.2 FTE of a full-time contract). Mr. Marcelo's salary for this assignment will be \$11,414.

Andrea Telega, Media Specialist, Apollo High School, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (10 additional days of a full-time contract). Ms. Telega's salary for this assignment will be \$4,884.43.

Meriah Chamberlain, Music Teacher, Lincoln Elementary School, effective for the 2025-2026 school year, Lane MA+40, Pay Level 11 (1 additional day of a full-time contract). Ms. Chamberlain's salary for this assignment will be \$488.44.

Jolene Kiffmeyer, SPED DCD Teacher, Roosevelt Education Center, effective for the 2025-2026 school year, Lane BA+30, Pay Level 11 (.15 FTE of a full-time contract). Ms. Kiffmeyer's salary for this assignment will be \$10,135.65.

Todd Theisen, Mathematics Teacher, Apollo High School, effective for the 2025-2026 school year, Lane MA+10, Pay Level 11 (.2 FTE of a full-time contract). Mr. Theisen's salary for this assignment will be \$15,541.60.

Leave of Absence

Emily Kim, EL Teacher, Westwood Elementary School, effective February 23, 2026 through June 1, 2026.

Resignation

David Masters, Hourly ABE Teacher, Quarryview Education Center, effective May 29, 2025.

Emily Schneider, Intervention Teacher, Oak Hill Community School, effective June 2, 2025. Ms. Schneider was previously on a leave of absence.

NON-LICENSED STAFF

New Hire

Zane Murphy, Girls' Soccer Coach, South Junior High School, effective September 3, 2025, with an annual stipend of \$2,399.

Katherine Gasperlin, Behavior Resource Specialist, Oak Hill Community School, effective September 23, 2025, at an hourly rate of \$26.00.

Synica Celestin, Student Support Paraeducator, Madison Elementary School, effective September 22, 2025, at an hourly rate of \$16.50.

Brigette Baird, Clerical Class III (12-Month), North Junior High School, effective September 11, 2025 at an hourly rate of \$21.24.

Stephanie Carlisle, Level 4 Advanced SPED Instructional Paraeducator, Roosevelt Education Center, effective September 2, 2025, at an hourly rate of \$20.50.

Nature Hollins, SPED Instructional Paraeducator, Oak Hill Community School, effective September 15, 2025, at an hourly rate of \$18.50.

Muktar Hussein, Van Driver, District Services Building, effective September 8, 2025, at an hourly rate of \$17.37.

Chelsea Demars, Level 4 Advanced SPED Instructional Paraeducator, InStep, effective September 15, 2025, at an hourly rate of \$20.50.

Kaitlyn Clement, SPED Instructional Paraeducator, McKinley-ALC, effective September 15, 2025, at an hourly rate of \$18.50.

Hayden Turnbough, SPED Instructional Paraeducator, Quarryview Education Center, effective September 15, 2025, at an hourly rate of \$18.50.

Airanna Beitler, SPED Instructional Paraeducator, Quarryview Education Center, effective September 11, 2025, at an hourly rate of \$18.50.

Joseph Bride, Kitchen Helper, Tech High School, effective September 9, 2025, at an hourly rate of \$16.49.

Fartun Abdirahman, Student Support Paraeducator, Oak Hill Community School, effective September 9, 2025, at an hourly rate of \$16.50.

Jilani Morris, Level 4 Advanced SPED Instructional Paraeducator, Journey, effective September 2, 2025, at an hourly rate of \$20.50.

Devin Lane, Level 4 Advanced SPED Instructional Paraeducator, InStep, effective September 9, 2025, at an hourly rate of \$20.50.

Kari Reittig, Level 4 Advanced SPED Instructional Paraeducator, InStep, effective September 15, 2025, at an hourly rate of \$20.50.

Ikran Ahmed, SPED Instructional Paraeducator, Clearview Elementary School, effective September 4, 2025, at an hourly rate of \$18.50.

Sina Saad, Early Childhood Instructional Paraeducator, Madison Elementary School, effective September 8, 2025, at an hourly rate of \$18.50.

Lisa Daiker, Substitute Kitchen Helper, District Wide, effective September 11, 2025, at an hourly rate of \$16.49.

Pierre Walker, SPED Instructional Paraeducator, Talahi Community School, effective September 2, 2025, at an hourly rate of \$18.50.

John Thompson, Custodian, Kennedy Community School, effective September 5, 2025, at an hourly rate of \$16.85.

Joseph Forbregd, SPED Instructional Paraeducator, Discovery Community School, effective September 15, 2025, at an hourly rate of \$18.50.

Furtu Ibrahim, SPED Instructional Paraeducator, Talahi Community School, effective September 12, 2025, at an hourly rate of \$18.50.

Melissa Nesgoda, SPED Instructional Paraeducator, Oak Hill Community School, effective September 2, 2025, at an hourly rate of \$18.50.

Garielle Zeon, SPED Instructional Paraeducator, North Junior High School, effective September 2, 2025, at an hourly rate of \$18.50.

Matthew Burnett, SPED Instructional Paraeducator, Talahi Community School, effective September 2, 2025, at an hourly rate of \$18.50.

Rehire

Carl Jansen, Head Engineer, District Wide, effective September 25, 2025, at an hourly rate of \$23.97.

Lakesha Taylor, SPED Instructional Paraeducator, Discovery Community School, effective September 18, 2025, at an hourly rate of \$18.50.

Julie Schroeder, Substitute Kitchen Helper, District Wide, effective September 15, 2025, at an hourly rate of \$16.49. Ms. Schroeder is returning for this assignment after retirement.

Rescind Position

Denise Grant, Second Cook, Apollo High School, effective September 2, 2025, at an hourly rate of \$19.62. Rescind Board action of September 3, 2025. Ms. Grant declined the position.

Leave of Absence

Mohamed Omar, Bilingual Communications Support Specialist, District Wide, effective December 1, 2025 through January 5, 2026.

Resignation

Katrinna Deters, SPED Instructional Paraeducator, Madison Elementary School, effective May 30, 2025.

Synica Celestin, Student Support Paraeducator, Madison Elementary School, effective September 22, 2025.

Audrey Dawson, Kitchen Helper, South Junior High School, effective May 30, 2025.

Kaitlin Freese-Jones, SPED Instructional Paraeducator, Talahi Community School, effective October 15, 2025.

Alexia Engels, Speech/Language Pathology Assistant, Discovery Community School, effective May 30, 2025.

Rosemary Gallagher, LPN, Quarryview Education Center, effective October 1, 2025.

Yussuf Ahmed, SPED Instructional Paraeducator, Talahi Community School, effective September 16, 2025.

Hanan Abdullah, SPED Instructional Paraeducator, Madison Elementary School, effective September 29, 2025.

Vaneisi Henriquez, SPED Instructional Paraeducator, Talahi Community School, effective September 10, 2025.

Rhonda Danhouser, Clerical Class I (10-Month), Katherine Johnson Education Center, effective September 9, 2025.

Madeline Kulus, SPED Instructional Paraeducator, North Junior High School, effective May 30, 2025.

Termination

Chelsea Demars, Level 4 Advanced SPED Instructional Paraeducator, InStep, effective September 18, 2025.

Leo Anderson, SPED Behavior Resource Specialist, Madison Elementary School, effective September 12, 2025.