



**ROCK RIDGE PUBLIC SCHOOLS
411 SOUTH 5TH AVENUE
VIRGINIA MN 55792**

**Special Meeting
Monday, February 1, 2021 at 6:00 PM
Spectrum Health Building, 1405 Progress Parkway, Virginia, MN
55792**

AGENDA

Due to the declared health pandemic and pursuant to Minnesota Statute 13D.021, the public is encouraged to watch the meeting live at rrps.org or contact the Superintendent's Office (742-3900) to get a Zoom link emailed to you. Public comment regarding the agenda can be made in person, via Zoom, or emailed to stacie.lamppa@rrps.org before 12:00 P.M. on February 1, 2021.

1. Call to order.
2. Recognition of visitors and visitor input.
3. Consider grievance from Education MN Rock Ridge.
4. Adjournment.

Education MN Rock Ridge Grievance Form

Grievance #1, 2020-21

School District: 2909

Name of Grievant: Education MN Rock Ridge

Date Filed: 1/4/2021

Building: District wide

Union Representative: Steph Lutzka (steph.lutzka@rrps.org, 218-838-2345)

Date Grievance Occurred: Ongoing (Extra Teacher Supervision)

We are requesting this grievance be filed at a Step 2 in our grievance process as we feel that we have met the merit of Step 1. We have been working with the District to resolve this issue since September but were told by the Superintendent on December 21, 2020 that the District would not accept the proposed solution.

Statement of the Grievance: (events, conditions, persons responsible, etc.)

At the start of the 2020-2021 school year and prior to implementing Distance Learning, some teachers had to supervise students before the instructional day started, when prior to this year, teachers would arrive at work and have time to prepare for the day before instruction and supervision began. The Union first brought this complaint to the building principals in September in hopes of finding a solution as it affected many but not all teachers. The teachers were asking for their time back, but in the end, the building principals didn't have a scheduling solution. The Union then brought the issue to the Superintendent asking for a Step 1 meeting to resolve the grievance on October 20, 2020. After several meetings with the Union and Superintendent, the District proposed paying the teachers a stipend because no solution was viable to get the time back to the teachers. The Union and Superintendent came together with a list that identified the teachers affected and roughly the minutes of extra supervision time put in by those teachers. The District proposed paying the teachers at the summer rate of pay (which varies per contract) for the times listed. The Union agreed to the proposal. The Superintendent took the agreed upon numbers to the Board's Finance Committee where it was then denied and informed the Union on December 21, 2020 that there would be no resolution.

Violation (contract provision, policy, rule, law, practice):

Including but not limited to Article XI, Section 3 Additional Activities of the VEA contract:
"When the supervision, coaching, or directing of an activity is regular, extensive, and of long

duration, it shall be the policy of the Board of Education to compensate” and any other article or provision that applies.

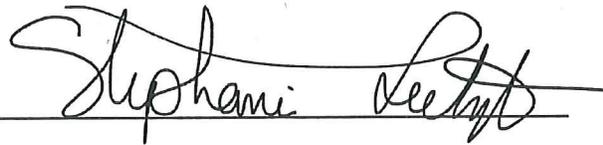
And including but not limited to the following sections of the Eveleth-Gilbert contract:
Article XIII, Section 2, Subd. 2 Secondary Teacher Contact Time: “The pupil-teaching contact time shall normally be an average of 250 minutes per day;”

Article XIII, Section 2, Subd. 2 Elementary Teacher Contact Time: “The pupil-teaching contact time shall normally be an average of 305 minutes per day;”

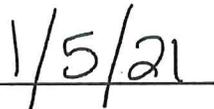
Article XIII, Section 2, Subd. 5 Non-teaching Duties: “Non-teaching duties shall be distributed on a fair and equitable basis;” and any other article or provision that applies.

Redress Sought: That the District provide compensation for those teachers with extra supervision duties.

Signature of Grievant/Agent

Handwritten signature of Stephanie Lech in cursive script, written over a horizontal line.

Date

Handwritten date 1/5/21 in cursive script, written over a horizontal line.

EVELETH/GILBERT HIGH SCHOOL Teacher	Quarter	Times	Minutes per week 9/8 - 10/2 (5 days/week)	Total Hours 9/8 - 10/2 (5 days/week)	Minutes per week 10/8 - 11/20 (4 days/week)	Total Hours 10/8 - 11/20 (4 days/week)	Minutes per week 1/19 - 1/29 (4 days/week)	Total Hours 1/19 - 1/29 (4 days/week)
Brainard	Q1	7:50-8:15	125	7.9	100	10.8	100	2.9
Burritt	Q1 & Q2	7:50-8:15	125	7.9	100	10.8	100	2.9
Deedrick	Q1 & Q2	7:50-8:15	125	7.9	100	10.8	100	2.9
Ellefson	Q1 & Q2	7:50-8:15	125	7.9	100	10.8	100	2.9
Hinrichs	Q1 & Q2	7:50-8:15	125	7.9	100	10.8	100	2.9
Krebs	Q1 & Q2	7:50-8:15	125	7.9	100	10.8	100	2.9
Strasser	Q1 & Q2	7:50-8:15	125	7.9	100	10.8	100	2.9
Walls	Q1 & Q2	7:50-8:15	125 (9/8 - 9/22)	4.6	---	--	--	--
Gritzmacher	Q1 & Q2	7:50-8:15	---	--	100 (10/9 - 11/6)	7.5	--	--
Bauman	Q2	7:50-8:15	---	--	100	10.8	100	2.9
Greenly	Q2	7:50-8:15	---	--	100	10.8	100	2.9
			Total Hours for 9/8 - 10/2	59.9	Total Hours for 10/7 - 11/20	104.7	Total Hours for 1/19 - 1/29	26.1
DRAFT DOCUMENT							Total Hours for through 1/29	190.7

VIRGINIA HIGH SCHOOL Teacher	Quarter	Times	Minutes per week 9/8 - 10/2 (5 days/week)	Total Hours 9/8 - 10/2 (5 days/week)	Minutes per week 10/8 - 11/20 (4 days/week)	Total Hours 10/8 - 11/20 (4 days/week)	Minutes per week 1/19 - 1/29 (4 days/week)	Total Hours 1/19 - 1/29 (4 days/week)
Hammer	Q1	7:45-8:15	150	9.5	120	8.5	--	--
Norland	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Krage S.	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Peterson	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Clennon	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Stephens	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
McDonald	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Takanen	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Thompson	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Andrie	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Eicholtz	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Foster	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Savela	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Skadsem	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Wilson	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Kowalski, T.	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Warner	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Krage M.	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Melby	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Friedlieb	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Hake	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Marcella	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Rudstrom	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Suihkonen	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Conger	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Cornell	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
Manty	Q1 & Q2	7:45-8:15	150	9.5	120	11.5	120	3.5
			Total Hours for 9/8 - 10/2	256.5	Total Hours for 10/7 - 11/20	307.5	Total Hours for 1/19 - 1/29	91
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PARKVIEW LEARNING CENTER Teacher	Extra student contact minutes per day	Extra student contact minutes per week
Koski	20	80
Ebben	15	30
Kemen	20	80
Matusak	20	80
Lindeman	20	80
Murfin	20	60
Asuma	20	100
Baumann	20	100
Davidson-Teff	20	100
Seppala	20	100
Tyminski	20	100
Zeidler	20	100
Cochems	20	100
Davidson	20	100
Peterson	20	100
Tieberg	20	100
Voss	20	100
Westin	20	100
Warren	20	100
Marcella	20	100
Schroeder	20	100
Sporich	20	100
Orso	20	100
Reid	20	100
Kennedy	30	150
Keute	30	150
Sandstede	30	150
SpEd Teachers*	--	---
	Total minuts per week*	2660
	Total hours per week*	37.7

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ROOSEVELT Teacher	Extra student contact minutes per day.	Extra student contact minutes per week
Andrews	10	50
Gulbranson	10	50
Leoni	10	50
Mauston	10	50
Musich	10	50
Smith	10	50
Aho	10	50
Little	10	50
Teasck	10	50
Thyen	10	50
Tikkanen	10	50
Spry	10	50
Engel	10	50
Kemen	10	50
Morley	10	50
Worlie	10	50
Zadnikar	10	50
Aune	10	50
Cremers	10	50
Lawerence	10	50
LeBeque	10	50
Negen	10	50
	Total minuts per week*	1100
	Total hours per week*	18.3

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