

Human Resources - Regular School Board Meeting

Duluth Public Schools, ISD 709

Agenda

Tuesday, June 20, 2017

District Services Center

709 Portia Johnson Dr.

Duluth, MN 55811

6:30 PM

- | | |
|---|----------|
| 1. Staffing Report Action Items | 2 |
| 2. Other HR Action Items | |
| A. Approval of Termination of Certified Hourly Staff - Resolution HR-6-17-3454 | 4 |
| B. Approval of Termination of Certified Non-Tenured Certified Staff - Resolution HR-6-17-3455 | 5 |
| C. Approval of Termination of Certified Tenured Certified Staff - Resolution HR-6-17-3456 | 6 |
| D. Approval of Duluth Federation of Teachers Local 692, A.F.T. Collective Bargaining Agreement effective dates: 7/1/17-6/30/19 and 7/1/19-6/30/21 - Resolution HR-6-17-3459 | 7 |
| 3. Informational Items | |
| A. There are no HR Informational Items at this time. | |
| 4. Future Items | |
| A. There are no Future HR Items at this time. | |

HUMAN RESOURCES ACTION ITEMS FOR: 06/20/2017

<u>CERT APPOINTMENT</u>	<u>POSITION/SITE/CLASS&STEP/REPLACING</u>	<u>EFFECTIVE DATES</u>
BAUER, RUSSELL	SPEC ED ASD III/LINCOLN, PHD V 7, T. LARSON	08/29/17
BAUER, SHAUNA	SPEC ED ASD III/PIEDMONT, IV 7, A. WATTERS	08/29/17
RILEY, ABIGAIL	SPEC ED ASD II/DENFELD, III+45 1, A. EGGER ENZMANN, TEMP POS	04/19/17 06/09/17
Total: 3		

<u>CERT EXTENSION</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
ANDERSON, JILL	SPEC ED EBD/ARROWHEAD ACADEMY, NOT TO EXCEED 105 HRS	06/13/17 07/20/17
BARNES, JANE	ECFE PARENT EDUCATOR/ST LUKES, NOT TO EXCEED 28 HRS	06/12/17 08/28/17
DALBEC, SHARON	SPEC ED EBD/MERRITT CREEK, NOT TO EXCEED 53 HRS	06/13/17 07/20/17
DURFEE, CHRISTOPHER	MATH/WOODLAND HILLS, NOT TO EXCEED 81 HRS	06/13/17 07/20/17
EK, ANN	SPEC ED EBD/WOODLAND HILLS, NOT TO EXCEED 20 HRS	06/13/17 07/20/17
GRANMO, SHERYL	SPEC ED EBD/MERRITT CREEK, NOT TO EXCEED 105 HRS	06/13/17 07/20/17
GRENIGER, JODY	ABE/HOCHS, NOT TO EXCEED 180 HRS	06/12/17 08/04/17
HELLA, LINDSEY	MATH/WOODLAND HILLS, NOT TO EXCEED 105 HRS	06/13/17 07/20/17
HENDERSON, LYNN	PARENT EDUCATOR/ECFE/DW, NOT TO EXCEED 60 HRS	06/12/17 08/28/17
JUBENVILLE, JAMES	SPEC ED EBD/MERRITT CREEK, NOT TO EXCEED 105 HRS	06/13/17 07/20/17
KEROLA, WILLIAM	SPEC ED EBD/CHESTER CREEK, NOT TO EXCEED 105 HRS	06/13/17 07/20/17
KILBURG, JEANNE	SPEC ED EBD/WOODLAND HILLS, NOT TO EXCEED 105 HRS	06/13/17 07/20/17
KOLQUIST, JULIE	SPEC ED EBD/MERRITT CREEK, NOT TO EXCEED 105 HRS	06/13/17 07/20/17
LEBENS, LINNEA	ABE/HOCHS, NOT TO EXCEED 250 HRS	06/12/17 08/04/17
MOZOL, DIANE	CHILD EDUCATOR/ECFE/DW, NOT TO EXCEED 48 HRS	06/12/17 08/28/17
PAQUETTE, BARBARA	SPEC ED EBD/MERRITT CREEK, NOT TO EXCEED 105 HRS	06/13/17 07/20/17
PAWLKOWSKI, BETTY	SPEC ED EBD/ARROWHEAD ACADEMY, NOT TO EXCEED 105 HRS	06/13/17 07/20/17
PLESKO, SHERRI	SPEC ED EBD/MERRITT CREEK, NOT TO EXCEED 105 HRS	06/13/17 07/20/17
POST, CHRISTINE	SPEC ED EBD/WOODLAND HILLS, NOT TO EXCEED 105 HRS	06/13/17 07/20/17
REMINGTON, SARAH	SPEC ED EBD/WOODLAND HILLS, NOT TO EXCEED 105 HRS	06/13/17 07/20/17
SMITH, HAMILTON	SCIENCE/WOODLAND HILLS, NOT TO EXCEED 29 HRS	06/13/17 07/20/17
TASTSIDES, CATHY JO	SPEC ED EBD/CHESTER CREEK, NOT TO EXCEED 105 HRS	06/13/17 07/20/17
WITTMER, NANCY	SPEC ED EBD/CHESTER CREEK, NOT TO EXCEED 105 HRS	06/13/17 07/20/17
Total: 23		

<u>CERT LEAVES</u>	<u>POSITION/LOCATION/LEAVE TYPE</u>	<u>EFFECTIVE DATES</u>
BORLING, AMANDA	SOCIAL WORKER/LOWELL, 'A' PARENTAL, W/O PAY	06/12/17 06/16/17
DICKINSON, JENNA	INTERVENTIONIST TITLE I/DISTRICTWIDE	05/30/17 06/09/17
KLIEGLE, MELISSA	ENGLISH/DENFELD	05/19/17 06/09/17
STARHA, KRISTENE	GRADE 1/PIEDMONT, 'A' PARENTAL, W/O PAY	05/04/17 06/06/17
WATTERS, ANGELA	AUTISM/PIEDMONT, PARENTAL, W/O PAY	04/14/17 05/26/17
Total: 5		

<u>CERT LONG TERM SUB</u>	<u>POSITION/LOCATION/CLASS & STEP/REPLACING</u>	<u>EFFECTIVE DATES</u>
MOE, JESSICA	GRADE 1/PIEDMONT, III 2, K STARHA, CHANGE IN DATES	03/27/17 05/09/17
SARGENT, JOAN	.5 SCHOOL SOCIAL WORKER/DW, IV+15 9, A BORLING	05/08/17 06/09/17
SELVEY, AUSTIN	.8 HEALTH/LINCOLN PARK, III 2, K WINTERFELD	05/01/17 06/09/17
WEILAND, KARA	.6 TITLE I INTERVENTION/PIEDMONT, III 3, J BUSHEY	06/07/17 06/09/17
WEILAND, KARA	.6 TITLE I INTERVENTION/PIEDMONT, III 3, J BUSHEY, CHANGE IN DATES	10/26/16 05/09/17
WEILAND, KARA	GRADE 1/PIEDMONT, III 3, K STARHA	05/10/17 06/06/17
Total: 6		

<u>CERT PERM INCREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
BERGSTROM, ALISON	EARLY CHILDHOOD/TOSA/DW, .675 TO 1.0	08/29/17
FARNHAM, DEBBIE	EARLY CHILDHOOD/HDST/PIEDMONT, .675 TO 1.0	08/29/17
TOSCANO, CONNIE	EARLY CHILDHOOD/HDST/LESTER, .6125 TO 1.0	08/29/17
VAN LOH, JANE	EARLY CHILDHOOD/HDST/HOMECROFT, .55 TO 1.0	08/29/17
Total: 4		

<u>CERT RESIGNATION</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
MALDONADO, CYNTHIA	PRINCIPAL/STOWE	06/23/17
NACHTSHEIM, JOHN	SOCIAL WORKER/LINCOLN PARK	06/16/17
PICKARD, EMMA	SPANISH IMMERSION KINDERGARTEN/LOWELL	06/09/17
Total: 3		

<u>CERT RETIREMENT</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
BERGUM, JOHN	SOCIAL STUDIES/EAST	06/09/17
LAURILA, CYNTHIA	GRADE 1/LOWELL	06/09/17
MILLER, ELIZABETH	GRADE 4/LAKEWOOD	06/09/17
Total: 3		

<u>CERT TEMP DECREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
BOLME-LAKE, TAWNYEA	DIR ASSESS EVAL/HOCHS, 1.00 TO .85, VOL REDUCTION	07/01/17 06/30/18
ENTZMINGER-BUSSEY, AMY	SLP/DW, 1.0 TO .6, VOLUNTARY, CHANGE IN DATES	03/06/17 06/09/17
Total: 2		

<u>CERT TEMP INCREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
AHERN, JENNIFER	MATH/AEO, HALF 1/6 OVERLOAD	04/03/17 06/09/17
BELLEHUMEUR, JULIE	FAMILY ADVOCATE/HDST/DW, .625 TO .75	05/08/17 06/09/17
FELDMAN MCCULLOUGH, HARMONY	FAMILY ADVOCATE/HDST/DW, .625 TO .75	05/08/17 06/09/17
HAUGEN, MARGARET	FAMILY ADVOCATE/HDST/DW, .625 TO .75	05/08/17 06/09/17
MCNEIL, DENISE	FAMILY ADVOCATE/HDST/DW, .625 TO .75	05/08/17 06/09/17
Total: 5		

NONCERT APPOINTMENT

WEBER, NATALIE
Total: 1

POSITION/LOCATION/WEEKS/RATE OF PAY/REASON

SPEC ED PARA/BW/PIEDMONT, 14/38WKS, \$15.38/HR, TEMP POS

EFFECTIVE DATES

05/22/17 06/02/17

NONCERT EXTENSION

CONLEY, KELLEY
DORMAN, DIXIE
HANKS, ROBIN
OBERDAN, AVIS
Total: 4

POSITION/LOCATION/LENGTH

MISA/ABE, NOT TO EXCEED 135 HRS
INTEGRATION SPEC/INDIAN ED/DW, NOT TO EXCEED 72 HRS
CULTURAL IMMERSION PARA/PROG/LOWELL, NOT TO EXCEED 40 HRS
SPEC ED PARA/ALC, NOT TO EXCEED 12 HRS

EFFECTIVE DATES

06/09/17 06/30/17
06/19/17 06/30/17
06/26/17 06/30/17
06/20/17 06/21/17

NONCERT LEAVES

BANKS, JANET
HERMANSON, KIONA
LARSON, AMANDA
LARSON, AMANDA
PETERSON, RONALD
SISLO, GARY
SMITH, CINDY
SUNDLAND, MIRANDA
Total: 8

POSITION/LOCATION/TYPE OF LEAVE

HELPER/ORDEAN EAST, 'B' PERSONAL, W/O PAY
OFFICE SUPP SPEC/WOODLAND HILLS/CHESTER CREEK, 'A' PERSONAL, W/O PAY
HELPER/LESTER, 'A' PERSONAL, W/O PAY
HELPER/LESTER, 'A' PERSONAL, W/O PAY
SCHL BUS DRIVER II/TRANSPORTATION, 'A' PERSONAL, W/O PAY, TBD
HELPER/EAST, 'B' PERSONAL, W/O PAY
HELPER/DENFELD, 'A' PERSONAL, W/O PAY
INSTR PARA/HOMECROFT, 'A' PERSONAL, W/O PAY

EFFECTIVE DATES

04/26/17 06/08/17
05/30/17 06/02/17
05/01/17 05/05/17
05/15/17 05/19/17
04/19/17
05/25/17 06/08/17
05/08/17 05/12/17
05/05/17 06/09/17

NONCERT PERM DECREASE

BECK, ELIZABETH
ERICKSON, ALAN
HOLL, DEBRA
Total: 3

POSITION/LOCATION/CONDITION

SPEC ED PARA/WOODLAND HILLS, .8125 TO .78125
INSTR PARA/TITLE I/PIEDMONT, .6625 TO .65625
INSTR PARA/TITLE I/PIEDMONT, .6625 TO .65625

EFFECTIVE DATES

08/29/17
08/29/17
08/29/17

NONCERT PERM INCREASE

FRONDEN, KAREN
HANSON, JENELLE
NELSON, KIM
PETERSON, CONNIE
SWARD, CINDY
WALDRUFF, TRACY
Total: 6

POSITION/LOCATION/CONDITION

INSTR PARA/ECFE/LESTER, .475 TO .525
INSTR PARA/ECFE/PIEDMONT, .4375 TO .5625
INSTR PARA/HDST/MYERS-WILKINS, .95 TO 1.0
INSTR PARA/HDST/STOWE, .775 TO .975
INSTR PARA/ECFE/LESTER, .6375 TO .775
INSTR PARA/HDST/LAURA MACARTHUR, 38WKS TO 40WKS

EFFECTIVE DATES

08/29/17
08/29/17
08/29/17
08/29/17
08/29/17
08/29/17

NONCERT RESIGNATION

ENGESETH, JERALDINE
GOSEYUN, YOLANDA
SMITH, ROXANN
TURNER, KATHLEEN
Total: 4

POSITION/LOCATION

HELPER/ORDEAN EAST
INTEGRATION SPECIALIST/ALC
BENEFITS COORDINATOR/HOCHS
SUPV PARA/ORDEAN

EFFECTIVE DATES

05/12/17
08/16/17
06/02/17
05/05/17

NONCERT RETIREMENT

BERGUM, DIANE
COBB, SCOTT
RUSSELL, BARBARA
Total: 3

POSITION/LOCATION

SPEC ED PARA/CHESTER CREEK
PAINTER/FACILITIES
SPED PARA/LPN/LESTER PARK

EFFECTIVE DATES

06/09/17
07/14/17
10/06/17

NONCERT TERMINATION

DORMAN, DIXIE
JENSEN, GINGER
SUZICK, JUDITH
XIONG, GIA
ZEBOTT, SHERRY
Total: 5

POSITION/LOCATION

INTEGRATION SPEC/INDIAN ED/DW, LACK OF FUNDING
LONG TERM HELPER SUB/CONGDON, REJECTED ON PROBATION
SPEC ED PARA/BW/LAURA MACARTHUR, REJECTED ON PROBATION
INTEGRATION SPEC/DIVERSITY COORD/HOCHS, LACK OF FUNDING
LONG TERM SUB HELPER/EAST, REJECTED ON PROBATION

EFFECTIVE DATES

06/30/17
05/03/17
05/12/17
06/16/17
05/15/17

NONCERT TEMP INCREASE

AUTIO, LIZABETH
SAWYER, KRISTEN
THOMAS, TIFFANI
Total: 3

POSITION/LOCATION/CONDITION

HELPER/ORDEAN EAST, .46875 TO .8125
SPEC ED PARA/BW/MYERS-WILKINS, .35 TO .4375
HELPER/MYERS-WILKINS, .40625 TO .5

EFFECTIVE DATES

05/01/17 06/08/17
05/22/17 06/09/17
05/01/17 06/08/17

RESOLUTION

RE: Termination of Certified Hourly Staff

BE IT RESOLVED by the School Board of Independent School District No. 709, St. Louis County, Minnesota, that the employment of the following hourly teachers shall terminate effective at the end of the school day on June 9, 2017, unless another date is indicated below, in which case the employment of the individual shall terminate on that date.

BE IT FURTHER RESOLVED that the Clerk of the School Board shall notify such teachers in writing before July 1, 2017, of the termination of their employment

Elizabeth Mayou
Kaitlyn McKechnie
Jeanne Rodberg

R E S O L U T I O N

RE: Termination of Certified Probationary (Non-Tenured) Staff

WHEREAS, during the first three years of consecutive employment all teachers in the public schools in cities of the first class are deemed to be in a probational period of employment during which period the School Board may renew, or not renew, any teachers' annual contract as the School Board shall see fit. The term "teacher" includes every person regularly employed, as a principal, or to give instruction in a classroom, or to superintend or supervise classroom instruction, or as a placement teacher and visiting teacher.

NOW, THEREFORE, BE IT RESOLVED by the School Board on Independent School District No. 709, St. Louis County, Minnesota, as follows:

1. The employment contracts of the following probationary teachers shall not be renewed and their employment shall terminate at the end of the school day on June 9, 2017, unless another date is indicated below, in which case the employment of the particular teacher shall terminate on that date.

John Atella
Jenna Dickinson
Molly Fletcher
Sarah Grenberg
Michael Hallgren
Tyler Henkels
Stacey Hewitt-Orobona
Thomas Jack
Melissa Kliegle
Patricia Kolar – 07/20/2017
Kristine Kolenz
Abby Norton
Kari Romano
Julia Sampson
Barbara Swanson
Karen Tokarczyk
Douglas Yates

2. **BE IT FURTHER RESOLVED** the Clerk of the School Board shall notify such teachers in writing before July 1, 2017, of the termination of their employment.

R E S O L U T I O N

RE: Termination of Certified Tenured Staff

WHEREAS, enrollment in the School District is declining;

WHEREAS, during the 2017-18 school year, the District will lack a sufficient number of pupils to support all tenured teachers currently employed by the District;

WHEREAS, the School Board has found it necessary to discontinue certain positions;

NOW, THEREFORE, BE IT RESOLVED by the School Board of Independent School District No. 709, St. Louis County, Minnesota, as follows:

1. The Board proposes that the employment of the following tenured teachers terminate effective at the end of the school day on June 9, 2017, unless another date is indicated below, due to discontinuance of position or lack of pupils.

NONE

2. The Clerk of the School Board shall notify all such teachers in writing of the proposed layoff, the grounds for the proposed layoff, and the right to request a hearing within ten (10) calendar days after receiving said notice. The Clerk shall also notify all such teachers that if they fail to request a hearing within ten (10) days, they will be deemed to have acquiesced in the Boards action.

RESOLUTION

Duluth Federation of Teachers Local 692, A.F.T.

RESOLVED, By the School Board of Independent School District #709, St. Louis County, Minnesota, that the Collective Bargaining Agreements between Independent School District #709 and the Duluth Federation of Teachers Local 692, A.F.T., a summary of which is in the hands of all School Board members, be approved and adopted for the periods July 1, 2017 to June 30, 2019, and July 1, 2019 to June 30, 2021 inclusive, and that the Chairperson and Clerk of the School Board be hereby authorized to execute said Agreement on behalf of the School District.