

Human Resources - Regular School Board Meeting

Duluth Public Schools, ISD 709

Agenda

Tuesday, July 17, 2018

District Services Center

709 Portia Johnson Dr.

Duluth, MN 55811

6:30 PM

- | | |
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| 1. Staffing Report Action Items | 2 |
| 2. Other HR Action Items | |
| A. Approval of Employment of a School Board Member by the District -
POSTPONED DEFINITELY UNTIL AUGUST 2018 BOARD MEETING | 6 |
| B. Approval of Hourly Wage Rates for Hourly Employees - FAILED NOT APPROVED BY BOARD | 8 |
| 3. HR Informational Items | |
| A. Summary of Harassment Complaints 2017-2018 | 10 |
| B. Update on ParaPro Assessment District Test Center | |
| 4. Other HR Future Items | |
| A. Superintendent Review | |

HUMAN RESOURCES ACTION ITEMS FOR: 7/17/2018

CERT APPOINTMENT

POSITION/LOCATION/CLASS&STEP/REPLACING

EFFECTIVE DATES

2

BENNETT, MEGAN	GR 1 SPANISH IMMERSION/LOWELL, IV 9, NEW POS	08/28/18	
CAWCUTT, THOMAS	ELEMENTARY PRINCIPAL/HOMECROFT, IV 3, A WORDEN	08/12/18	
DEKRUIF, NIKKI	SPEC ED ECSE/DW, IV 9, J JARDINE	08/28/18	
EMERSON, MICHAEL	ASST PRINCIPAL/ORDEAN EAST, II 1, NEW POS	08/20/18	
HENKELS, TYLER	MIDDLE SCHL SCIENCE/LINCOLN, III 4, A SALMELA	08/28/18	
KNETTEL, COLLEEN	.5 MEDIA SPEC/MACARTHUR, IV 8, T SPEHAR	08/28/18	
MATTONEN, EMILEY	SPEC ED ASD III/LINCOLN PARK, IV+15 9, R BAUER	08/28/18	
MCDOWELL, JENNIFER	.50 ESL/DW, IV 6, TEMP POS	06/11/18	07/31/18
MUELLENBACH, ELI	MIDDLE SCHL LIFE SCIENCE/III 2, P MOSTROM	08/28/18	
NISSAN, ANDREW	BIOLOGY AND PHYSICAL SCIENCE /DENFELD, III 6, J ANDERSON	08/28/18	
OJANEN, WINONAH	GR 3/4 SPLIT OJIBWE IMMERSION/LOWELL, III 2, NEW POS	08/28/18	
ROCK, KYLE	ASST PRINCIPAL/EAST, III 1, NEW POS	08/20/18	
SMITH, ADDIE	SPEC ED SCHL SOCIAL WORKER/DW, IV+30 6, C ZIEGLER	08/21/18	
STOKES, HANNAH	SPEC ED SCHL SOCIAL WORKER/DW, IV+15 6, A BORLING	08/21/18	
TREMBLE, KIAH	.7 SOCIAL STUDIES/DENFELD, IV 2, T TUSKEN	08/28/18	
TUSKEN, THOMAS	ASST PRINCIPAL/DENFELD, III 2, J ERICKSON	08/20/18	
WHITE, HEATHER	MATH INTERVENTIONIST/LINCOLN PARK, III 8, A LETKO	08/28/18	
Total: 17			

CERT EXTENSION

POSITION/LOCATION/CONDITION

EFFECTIVE DATES

BALLAVANCE, ADAIR	ESY/ASD FUNCTIONAL/DENFELD, NOT TO EXCEED 53 HRS	08/07/18	08/24/18
BARRATT, KATHLEEN	HEAD START COORD/HOCHS, NOT TO EXCEED 20 HRS	08/20/18	08/24/18
BERSELL, THOMAS	ESY/HOMEBOUND/DW, NOT TO EXCEED 18 HRS	06/11/18	08/24/18
BERVEN, ABBY	ESY/ASD FUNCTIONAL/ELEMENTARY/SECONDARY/DW, NOT TO EXCEED 51 HRS	08/07/18	08/17/18
BOOMER, BREA	PRE-K/MACARTHUR, NOT TO EXCEED 80 HRS	06/11/18	08/24/18
BROSELL, AMANDA	ESY/SPEC ED EVAL/DUE PROCESS/DW, NOT TO EXCEED 120 HRS	06/11/18	08/24/18
BROWN, LISA	ECFE PARENT EDUCATOR/DW, NOT TO EXCEED 20 HRS	06/11/18	08/27/18
CORDLE, MICHELLE	ESY/ECSE SCREENING/DW, NOT TO EXCEED 10 HRS	06/11/18	08/24/18
CRANE, REBECCA	ESY/ECSE/DW, NOT TO EXCEED 190 HRS	06/11/18	08/24/18
DANIELSON, KATIE	HOMELESS LIAISON/HOCHS, NOT TO EXCEED 80 HRS	06/11/18	08/27/18
FRESVIK, THEODORE	ESY/DCD/SECONDARY/DW, NOT TO EXCEED 29 HRS	08/07/18	08/17/18
GUDDECK, JULIE	ESY/EARLY CHILDHOOD/DHH/DW, NOT TO EXCEED 101 HRS	08/07/18	08/17/18
JOHNSON, ELISABETH	PRE-K/PIEDMONT, NOT TO EXCEED 36 HRS	06/11/18	06/13/18
KOLODGE, LISA	ESY/SPEC ED EVAL/DUE PROCESS/DW, NOT TO EXCEED 75 HRS	06/11/18	08/24/18
LARSON, CARLA	ESY/EARLY CHILDHOOD/DHH/DW, NOT TO EXCEED 29 HRS	08/07/18	08/17/18
LINDBERG, TIM	ESY/WORK EXPERIENCE COORD/DW, NOT TO EXCEED 122 HRS	07/23/18	08/24/18
LIPPITT, MARTHA	ESY/COORD/DW, NOT TO EXCEED 190 HRS	06/11/18	08/24/18
MANSON, CHRISTINA	ECSE/DW, NOT TO EXCEED 250 HRS	06/11/18	08/10/18
MANSON, CHRISTINA	ESY/HOMEBOUND/DW, NOT TO EXCEED 15 HRS	06/11/18	08/24/18
MCGOWAN, TODD	ESY/CTSS CERT/FBA TRAINING PLANNING/DW, NOT TO EXCEED 60 HRS	06/11/18	08/24/18
NEWGREN, SANDRA	HEAD START COORD/HOCHS, NOT TO EXCEED 20 HRS	08/20/18	08/24/18
OLSON, DAWN	ESY/PT SUPPORT/DW, NOT TO EXCEED 40.5 HRS	08/07/18	08/17/18
PANASUK-ZIFKO, SARA	ESY/SPEECH/DW, NOT TO EXCEED 80 HRS	06/11/18	08/24/18
PIETTE, KELLY	HEAD START COORD/HOCHS, NOT TO EXCEED 20 HRS	08/20/18	08/24/18
PIETTE, KELLY	PRE-K/HOCHS, NOT TO EXCEED 40 HRS	07/02/18	08/24/18
RAY, JULIE	ESY/ASSERTIVE TECH SUPPORT/NEW TEACHER TRAINING/DW, NOT TO EXCEED 50 HRS	06/11/18	08/24/18
RODD, RONI	ESY/PT SUPPORT/DW, NOT TO EXCEED 27 HRS	08/06/18	08/13/18
ROSS, TERRY	ESY/OT SUPPORT/DW, NOT TO EXCEED 10 HRS	06/11/18	08/24/18
ROURKE, CINDY	ESY/DCD/SMI ELEMENTARY/DCD/MIDDLE SCHOOL/DW, NOT TO EXCEED 51 HRS	08/07/18	08/17/18
SEDERBERG, SUSAN	ESY/PROGRAM NURSE/DW, NOT TO EXCEED 100 HRS	08/07/18	08/17/18
SEPPANEN, VANESSA	ESY/SPEC ED EVAL/DUE PROCESS/DW, NOT TO EXCEED 75 HRS	06/11/18	08/24/18
SHELDON, DARREN	SUPV FEDERAL PROGRAMS/HOCHS, NOT TO EXCEED 120 HRS	07/02/18	08/10/18
SWENSON, DANIELLE	PRE-K/MYERS-WILKINS, NOT TO EXCEED 80 HRS	06/11/18	08/24/18
TWARDOWSKI, STEPHANIE	ESY/TOSA SUPPORT/DW, NOT TO EXCEED 100 HRS	06/11/18	08/24/18
WATKINS-MELBY, LAUREL	PRE-K/MYERS-WILKINS, NOT TO EXCEED 40 HRS	06/11/18	06/15/18
WIKSTROM, MICHELLE	ESY/ECSE OT/DW, NOT TO EXCEED 140 HRS	06/11/18	08/24/18
WORDEN, AMY	ELEM PRINCIPAL, HOMECROFT, NOT TO EXCEED 40 HOURS	06/25/18	06/29/18
Total: 37			

CERT LEAVES

POSITION/LOCATION/LEAVE TYPE

EFFECTIVE DATES

BOYHTARI, BONNIE	GRADE 2/CONGDON PARK, JOB SHARE .5 FTE LWOP	08/28/18	06/07/19
FORSMAN, JESSICA	GUIDANCE COUNSELOR/EAST, PARENTAL LWOP	06/13/18	06/15/18
JACOBS, KACY	ECSE TEACHER/BARNES, PARENTAL LWOP	07/02/18	08/10/18
LEVOIR, JANELLE	GRADE 1/PIEDMONT, PARENTAL LWOP	08/28/18	06/07/19
MARTIN, MICHAEL	SOCIAL STUDIES/EAST, MID-CAREER EXTENSION LWOP	08/28/18	06/07/19
RADZAK, ANGELA	GRADE 3/MYERS WILKINS, SUPERINTENDENT APPROVED LWOP	08/28/18	06/07/19
WATTERS, ANGELA	EBD TEACHER/STOWE, PARENTAL" LWOP"	05/23/17	06/07/18
Total: 7			

<u>CERT PERM INCREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
KNETTEL, COLLEEN	.5 MEDIA SPEC/MYERS-WILKINS, .5 TO 1.0	08/28/18
MCKECHNIE, KAITLYN	ECFE/DW, .4 TO .6	08/28/18
Total: 2		
		3
<u>CERT RESIGNATION</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
KNUTSON, MATTHEW	GRADE 3/MACARTHUR	06/08/18
SPOONER, COLIN	SPEC ED LEARNING DISABLED/EAST	06/08/18
TASTSIDES, CATHY JO	SPEC ED EBD/CHESTER CREEK	07/20/18
Total: 3		
<u>CERT RETIREMENT</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>
BERGUM, LADONNA	SPANISH/EAST	06/08/18
Total: 1		
<u>CERTIFIED SUMMER SCHOOL</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
BROWN, PAULA	SPEC ED AND/OR ENGLISH GRADES 6-12/ROCKRIDGE, NOT TO EXCEED 105 HRS	06/12/18 07/20/18
CARLSON, NICOLE	BIOLOGY/DENFELD, NOT TO EXCEED 128 HRS	06/11/17 07/27/18
CRAIG, LINDA	EXCEL/MYERS-WILKINS, NOT TO EXCEED 50 HRS	06/11/18 07/25/18
FLORESTANO, MATTHEW	MATH GRADES 9-12/DENFELD, NOT TO EXCEED 128 HRS	06/11/17 07/27/18
FORSMAN, MATTHEW	SPEC ED AND/OR ENGLISH GRADES 6-12/CHESTER CREEK, NOT TO EXCEED 105 HRS	06/12/18 07/20/18
FRISCHMANN, JESSE	EXCEL/MYERS-WILKINS, NOT TO EXCEED 50 HRS	06/11/18 07/25/18
GIMPEL, SHERRI	EXCEL/STOWE, NOT TO EXCEED 42 HRS	06/11/18 07/26/18
GLOCKLE, NATHAN	.5 SUMMER SCHOOL COORDINATOR/DW, STIPEND \$2,500.00	06/12/18 07/27/18
GLOCKLE, NATHAN	.5 SUMMER SCHOOL PRINCIPAL/DENFELD	06/12/18 07/27/18
HAGSTROM, LINDA	GRADES 1-3/CHESTER CREEK, NOT TO EXCEED 105 HRS	06/12/18 07/20/18
HOPPE, ASHLEY	SPEC ED AND/OR MATH/ENGLISH GRADES 6-12/ROCKRIDGE, NOT TO EXCEED 105 HRS	06/12/18 07/20/18
HUSS, CARLI	EXCEL/MYERS-WILKINS, NOT TO EXCEED 50 HRS	06/11/18 07/25/18
JOHNSON, DEBORAH	SPEC ED/EBD GRADES 1-12/MERRITT CREEK, NOT TO EXCEED 105 HRS	06/12/18 07/20/18
JOHNSON, EMILY	EXCEL/LESTER, NOT TO EXCEED 42 HRS	06/11/18 07/26/18
JUNGMAN, BRIAN	ENGLISH GRADES 9-12/DENFELD, NOT TO EXCEED 128 HRS	06/11/17 07/27/18
KAMPA, MATTHEW	MATH GRADES 9-12/DENFELD, NOT TO EXCEED 128 HRS	06/11/17 07/27/18
LEWIS, ED	MATH GRADES 9-12/DENFELD, NOT TO EXCEED 128 HRS	06/11/17 07/27/18
LINDBERG, TIM	SPEC ED AND/OR MATH GRADES 6-12/CHESTER CREEK, NOT TO EXCEED 105 HRS	06/12/18 07/20/18
LIPPITT, MARTHA	SPEC ED GRADES K-12/MERRITT CREEK, NOT TO EXCEED 105 HRS	06/12/18 07/20/18
LYLE, HEIDI	SPEC ED AND/OR MATH GRADES 6-12/CHESTER CREEK, NOT TO EXCEED 105 HRS	06/12/18 07/20/18
METZER, ADAM	EXCEL/PIEDMONT, NOT TO EXCEED 42 HRS	06/11/18 07/26/18
MICHEAU, TERRI	EXCEL/HOMECROFT, NOT TO EXCEED 42 HRS	06/11/18 07/26/18
MILLER, CYNTHIA	EXCEL/CONGDON, NOT TO EXCEED 42 HRS	06/11/18 07/26/18
MOREAU-SHAW, PATRICIA	EXCEL/LESTER, NOT TO EXCEED 42 HRS	06/11/18 07/26/18
MULLER, MAGGIE	ENGLISH GRADES 9-12/DENFELD, NOT TO EXCEED 128 HRS	06/11/17 07/27/18
MUNTHE, NICOLE	EXCEL/HOMECROFT, NOT TO EXCEED 42 HRS	06/11/18 07/26/18
NIEMANN, KARI	SOCIAL STUDIES/DENFELD, NOT TO EXCEED 128 HRS	06/11/17 07/27/18
NORMAN, ADRIAN	.5 SUMMER SCHOOL COORDINATOR/DW, STIPEND \$2,500.00	06/11/18 08/27/18
NORMAN, ADRIAN	.5 SUMMER SCHOOL PRINCIPAL/DENFELD	06/11/18 08/27/18
PERTTULA, MARY	EXCEL/PIEDMONT, NOT TO EXCEED 42 HRS	06/11/18 07/26/18
PETERSON, NICOLE	EXCEL/LESTER, NOT TO EXCEED 42 HRS	06/11/18 07/26/18
PLASTER, AMANDA	EXCEL/STOWE, NOT TO EXCEED 42 HRS	06/11/18 07/26/18
RIKER-COLEMAN, KRISTIN	PHYSICAL SCIENCE/DENFELD, NOT TO EXCEED 128 HRS	06/11/17 07/27/18
RIPLEY, HELENA	SPEC ED AND/OR MATH/ENGLISH GRADES 6-12/ARROWHEAD, NOT TO EXCEED 105 HRS	06/12/18 07/20/18
SCHICK, CASSANDRA	EXCEL/PIEDMONT, NOT TO EXCEED 42 HRS	06/11/18 07/26/18
SORBO, GWEN	EXCEL/LESTER, NOT TO EXCEED 42 HRS	06/11/18 07/26/18
TOKARCZYK, KAREN	EXCEL/MYERS-WILKINS, NOT TO EXCEED 50 HRS	06/11/18 07/25/18
VALLIE, SARA	EXCEL/CONGDON, NOT TO EXCEED 42 HRS	06/11/18 07/26/18
WISOCKI, ADAM	SOCIAL STUDIES/DENFELD, NOT TO EXCEED 128 HRS	06/11/17 07/27/18
Total: 39		
<u>CERT TEMP INCREASE</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>
JACOB, RACHEL	ESCE/DW, 1/6 OVERLOAD, B ROSENZWEIG	06/11/18 06/29/18
SERRANO RIVERA, ALBERTO	ESL/DW, .9 TO 1.0	08/28/18 06/07/19
Total: 2		
<u>NONCERT APPOINTMENT</u>	<u>POSITION/LOCATION/WEEKS/RATE OF PAY/REASON</u>	<u>EFFECTIVE DATES</u>
WAINO, KEVIN	SCHOOL CUSTODIAN II/LOWELL, 40/52WKS, \$12.33/HR, E MURRAY	05/29/18
Total: 1		

<u>NONCERT EXTENSION</u>	<u>POSITION/LOCATION/LENGTH</u>	<u>EFFECTIVE DATES</u>	
ANSETH, BETTY	SPEC ED PARA/PROGRAM/MERRITT CREEK, NOT TO EXCEED 80 HRS	06/13/18	07/19/18
BARNETT, RITA	SPEC ED PARA/PROGRAM/MERRITT CREEK, NOT TO EXCEED 80 HRS	06/13/18	07/19/18
BECK, ELIZABETH	SPEC ED PARA/PROGRAM/ROCKRIDGE, NOT TO EXCEED 80 HRS	06/13/18	07/19/18 ^A
BLEVIN, SHARIE	OFFICE SUPP SPEC SR/ECFE/BARNES, NOT TO EXCEED 60 HRS	06/25/18	08/10/18
DELACRUZ, JAMIE	PARA/INDIAN YOUTH ADVOCATE/DW, NOT TO EXCEED 90 HRS	06/11/18	06/29/18
ELLISON, ROBIN	SPEC ED PARA/STUD SPEC/MERRITT CREEK, NOT TO EXCEED 80HRS	06/13/18	07/19/18
FOUTS, PAMELA	SPEC ED PARA/PROGRAM/MERRITT CREEK, NOT TO EXCEED 80 HRS	06/13/18	07/19/18
HELQUIST, MELODIE	SPEC ED PARA/PROGRAM/MERRITT CREEK, NOT TO EXCEED 80 HRS	06/13/18	07/19/18
HORTON, AMANDA	PARA/INDIAN YOUTH ADVOCATE/DW, NOT TO EXCEED 90 HRS	06/11/18	06/29/18
JARVELA, LISA	OFFICE SUPP SPEC/ROCKRIDGE, NOT TO EXCEED 60 HRS	07/02/18	07/20/18
KESTI, SHAREN	SPED ED PARA/PROGRAM/CHESTER CREEK, NOT TO EXCEED 80 HRS	06/13/18	07/19/18
KORSGAARD, KATHARINE	SPEC ED PARA/PROGRAM/CHESTER CREEK, NOT TO EXCEED 80 HRS	06/13/18	07/19/18
MCGREW, PAULA	OFF SUPP SPEC SR/BARNES HDST, NOT TO EXCEED 50 HRS	06/25/18	08/10/18
MCGREW, PAULA	OFF SUPP SPEC SR/EXCEL, NOT TO EXCEED 64 HRS	07/01/18	07/27/18
MORLANG, SHILO	ESY/FIELD SUPPORT TECH/HOCHS/SPEC ED, NOT TO EXCEED 240HRS	06/11/18	08/03/18
OLSON, JOSEPH	SPEC PARA/STUD SPEC/CHESTER CREEK, NOT TO EXCEED 80 HRS	06/13/18	07/19/18
PADDOCK, DAVID	SPEC ED PARA/PROGRAM/CHESTER CREEK, NOT TO EXCEED 80 HRS	06/13/18	07/19/18
RANDA, KATHY	SPEC ED PARA/PROGRAM/MERRITT CREEK, NOT TO EXCEED 80 HRS	06/13/18	07/19/18
STABE, GWEN	PARA/INSTR ASST/HDST/HOCHS, NOT TO EXCEED 60 HRS	06/11/18	08/27/18
TOLAND, PAMELA	OFFICE SUPP SPEC INTER/ABE, NOT TO EXCEED 64 HRS	07/02/18	07/26/18
TUOMINEN, ROBBIN	OFF SUPP SPEC/CHESTER CREEK, NOT TO EXCEED 50 HRS	07/02/18	07/20/18
Total: 21			

<u>NONCERT LEAVES</u>	<u>POSITION/LOCATION/TYPO OF LEAVE</u>	<u>EFFECTIVE DATES</u>	
BANKS, JANET	FOOD SERVICE HELPER/ORDEAN EAST, B" PERSONAL LWOP"	08/28/18	04/25/19
GRANMO, GREGORY	MAINTENANCE CUSTODIAN/PIEDMONT, A" MEDICAL LWOP TO DATE TBD"	05/14/18	
LIVESAY, LORELEI	PARA/SUPV/LINCOLN PARK, A" MEDICAL LWOP"	06/04/18	06/08/18
LUNDGREN, KATHLEEN	BUS HELPER/TRANSPORTATION, A" PERSONAL LWOP"	06/04/18	06/08/18
PETERSON, NANCY	CAFETERIA HELPER/MYERS-WILKINS, A" PERSONAL LWOP"	05/01/18	05/04/18
PUFF, JODI	SPEC ED PARA/MYERS-WILKINS, A" LWOP"	04/30/18	05/03/18
QUADE, MEGAN	SPEC ED PARA/MYERS-WILKINS, A" LWOP"	05/11/18	05/16/18
Total: 7			

<u>NONCERT RECLASS</u>	<u>NEW POSITION/LOCATION/OLD POSITION/LOCATION/RATE OF PAY</u>	<u>EFFECTIVE DATES</u>	
O'REILLY, CATHERINE	CLERICAL OSSS/HOCHS TECHNOLOGY/CLERICAL OSSI/HOCHS TECHNOLOGY/\$20.73/HR	07/01/18	
Total: 1			

<u>NONCERT RESIGNATION</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>	
ANDERSON, LERAE	CAFETERIA HELPER/EAST	06/07/18	
CALLAGY, BRITTANY	SPEC ED PARA/PIEDMONT	06/08/18	
FOERTSCH, DANIELLE	AUTOCAD TECHNICIAN/FACILITIES	06/01/18	
JOHNSON, JENNIFER	SPEC ED PARA/LAURA MACARTHUR	05/09/18	
MCCONNELL, MICHELLE	SPEC ED PARA/EAST	06/08/18	
TURNER, GENIE	SPEC ED PARA/BW/LINCOLN PARK	06/08/18	
WILSON, KERN	SPEC ED PARA/PROGRAM/DENFELD	06/08/18	
Total: 7			

<u>NONCERT RETIREMENT</u>	<u>POSITION/LOCATION</u>	<u>EFFECTIVE DATES</u>	
EDWARDS, DEBORAH	SPEC ED PARA/CHECK AND CONNECT MENTOR/DENFELD	06/08/18	
Total: 1			

<u>NONCERT SUMMER SCHOOL</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>	
ANDERSON, KAREN	ESY/SPEC ED PARA/DCD/MACARTHUR, NOT TO EXCEED 40 HRS	08/07/18	08/17/18
ANDERSON, KAREN	ESY/SPEC ED PARA/EC DHH/MACARTHUR, NOT TO EXCEED 40 HRS	08/07/18	08/17/18
ANDERSON, MARK	ESY/SPEC ED PARA/STUDENT SPEC/MACARTHUR, NOT TO EXCEED 28 HRS	08/07/18	08/17/18
BATTEES, SUSAN	HELPER/DENFELD	06/18/18	08/10/18
CHIALASTRI, THERESE	HELPER/STOWE	06/18/18	08/10/18
CULLEN, JULIE	SATELLITE MGR II/DENFELD	06/12/18	08/24/18
DRAGSTEN, MICHAEL	ESY/SPEC ED PARA/MALE REQ/ASD/DENFELD, NOT TO EXCEED 52 HRS	08/07/18	08/24/18
DURENE, LISA	ESY/SPEC ED PARA/INTERPRETER/MACARTHUR, NOT TO EXCEED 24 HRS	08/07/18	08/17/18
ERICKSON, LIANNE	HELPER/DENFELD	06/12/18	07/26/18
ERICKSON, PAMELA	ESY/SPEC ED PARA/DCD SMI/MACARTHUR, NOT TO EXCEED 40 HRS	08/07/18	08/17/18
ERICKSON, PAMELA	ESY/SPEC ED PARA/DCD/MACARTHUR, NOT TO EXCEED 40 HRS	08/07/18	08/17/18
FOUTS, PAMELA	ESY/SPEC ED PARA/DCD SMI/MACARTHUR, NOT TO EXCEED 40 HRS	08/07/18	08/17/18
FOUTS, PAMELA	ESY/SPEC ED PARA/DCD/MACARTHUR, NOT TO EXCEED 40 HRS	08/07/18	08/17/18
GUY, TONY	HELPER/MYERS-WILKINS	06/18/18	08/10/18
HEMBREE, BRADLEY	ESY/SPEC ED PARA/MALE REQ/ASD/DENFELD, NOT TO EXCEED 52 HRS	08/07/18	08/24/18
ISAACSON, KIM	ESY/SPEC ED PARA/DCD/MACARTHUR, NOT TO EXCEED 40 HRS	08/07/18	08/17/18
ISAACSON, KIM	ESY/SPEC ED PARA/EC DHH/MACARTHUR, NOT TO EXCEED 40 HRS	08/07/18	08/17/18

<u>NONCERT SUMMER SCHOOL</u>	<u>POSITION/LOCATION/CONDITION</u>	<u>EFFECTIVE DATES</u>	
KARON, MARIA	SATELLITE MGR II/PIEDMONT	06/12/18	08/24/18
LUND, SHERRIE	ESY/SPEC ED PARA/ASD FUNCTIONAL/MACARTHUR, NOT TO EXCEED 40 HRS	08/07/18	08/17/18
LUND, SHERRIE	ESY/SPEC ED PARA/ASD/MACARTHUR, NOT TO EXCEED 40 HRS	08/07/18	08/17/18
MARTINSON, JANNA	ESY/SPEC ED PARA/DCD/MACARTHUR, NOT TO EXCEED 24 HRS	08/07/18	08/17/18
MCCRACKEN, CRYSTAL	ESY/SPEC ED PARA/ASD/MACARTHUR, NOT TO EXCEED 40 HRS	08/07/18	08/17/18
MCCRACKEN, CRYSTAL	ESY/SPEC ED PARA/DCD/MACARTHUR, NOT TO EXCEED 40 HRS	08/07/18	08/17/18
MCKEEVER, JUDITH	ESY/SPEC ED PARA/ASD FUNCTIONAL/MACARTHUR, NOT TO EXCEED 40 HRS	08/07/18	08/17/18
MCKEEVER, JUDITH	ESY/SPEC ED PARA/ASD/MACARTHUR, NOT TO EXCEED 40 HRS	08/07/18	08/17/18
MCKEEVER, JUDITH	SPEC ED PARA/STUD SPEC/CHESTER CREEK, NOT TO EXCEED 80 HRS	06/13/18	07/19/18
MENDOZA, CRUZ	ESY/SPEC ED PARA/MALE REQ/ASD/DENFELD, NOT TO EXCEED 46 HRS	08/07/18	08/24/18
MILLER, CARRIE	SATELLITE MGR II/MYERS-WILKINS	06/12/18	08/24/18
MONTGOMERY, DEBRA	PARA/JOB COACH/WORK EXPERIENCE/CHESTER CREEK, NOT TO EXCEED 84 HRS	07/23/18	08/24/18
MUSOLF, LESLIE	PARA/JOB COACH/WORK EXPERIENCE/CHESTER CREEK, NOT TO EXCEED 84 HRS	07/23/18	08/24/18
NELSON, KIM	ESY/SPEC ED PARA/ASD FUNCTIONAL/MACARTHUR, NOT TO EXCEED 40 HRS	08/07/18	08/17/18
NELSON, KIM	ESY/SPEC ED PARA/ASD/MACARTHUR, NOT TO EXCEED 40 HRS	08/07/18	08/17/18
PUFF, JODI	SATELLITE MGR II/LESTER PARK	06/12/18	08/24/18
RENNQUIST, JEAN-PAUL	SPEC ED PARA/WORK EXPERIENCE/CHESTER CREEK, NOT TO EXCEED 34 HRS	07/23/18	08/24/18
ROBISON, KATIE	ESY/SPEC ED PARA/ASD/MACARTHUR, NOT TO EXCEED 40 HRS	08/07/18	08/17/18
ROBISON, KATIE	ESY/SPEC ED PARA/DCD/MACARTHUR, NOT TO EXCEED 40 HRS	08/07/18	08/17/18
STEPHENSON, DEBRA	HELPER/LESTER PARK	06/18/18	08/10/18
SWEARENGIN, SANDRA	HELPER/LESTER PARK	06/12/18	08/24/18
VAN ALLEN, GEORGIA	SATELLITE MGR II/LAURA MACARTHUR	06/12/18	08/24/18
WAKEFIELD, WENDY	SATELLITE MGR II/STOWE	06/12/18	08/24/18
WICK, SUSAN	HELPER/PIEDMONT	06/18/18	08/10/18
Total: 41			

RESOLUTION

Employment of a School Board Member by the District

WHEREAS, the School Board member(s) below are/will be employed by the Duluth Public Schools during their service as a School Board member, and

WHEREAS, Minnesota Statute 123B.195 Board Member’s Right to Employment requires that the member receive a majority approval by the School Board to be initially employed or to continue in employment at a meeting at which all board members are present, and

WHEREAS, Minnesota Statute 123B.195 Board Member’s right to Employment states that the employment relationship will not exceed \$8,000 in a fiscal year, excluding compensation for being a School Board member,

BE IT RESOLVED, that the School Board authorize the employment of the following School Board members as listed, not to exceed \$8,000 in a fiscal year.

BOARD MEMBER

TIME FRAME

Jill Lofald

July 2018 - June 2019

Alanna Oswald

July 2018 - June 2019

123B.195 BOARD MEMBERS' RIGHT TO EMPLOYMENT.

Notwithstanding section 471.88, subdivision 5, a school board member may be newly employed or may continue to be employed by a school district as an employee only if there is a reasonable expectation at the beginning of the fiscal year or at the time the contract is entered into or extended that the amount to be earned by that officer under that contract or employment relationship will not exceed \$8,000 in that fiscal year. Notwithstanding section 122A.40 or 122A.41 or other law, if the officer does not receive majority approval to be initially employed or to continue in employment at a meeting at which all board members are present, that employment is immediately terminated and that officer has no further rights to employment while serving as a school board member in the district.

History: 1961 c 651 s 1; 1965 c 806 s 1-4; 1969 c 26 s 1; 1973 c 123 art 5 s 7; 1977 c 55 s 1-3; 1978 c 651 s 1; 1979 c 20 s 1; 1986 c 399 art 2 s 38-40; 1986 c 400 s 38-40; 1986 c 444; 1Sp1986 c 3 art 2 s 41; 1991 c 65 s 1,2; 1992 c 380 s 7; 1992 c 522 s 42,43; 1993 c 224 art 9 s 43; 1996 c 471 art 7 s 18; 1998 c 269 s 1; 1998 c 397 art 11 s 3; 1999 c 241 art 6 s 3; 2004 c 294 art 2 s 12

HOURLY/SUBSTITUTE PAY RATE SHEET

Proposed Update 4/17/18 - Effective 07/01/2018

POSITIONS	SPECIAL NOTES	OLD RATE	PROPOSED RATE	NOTES
<u>COMMUNITY EDUCATION</u>				
Lifeguard		\$ 10.00		
Locker Room Attendant		\$ 9.65		
Swim Instructor		\$ 11.50		
School-Aged Care/Pre-K Worker		\$ 9.65	\$ 9.75	
Special Needs Helper		\$ 9.65		
Youth Development Programs				
-Cross Age Student Helper		\$ 9.65		
-Youth Service Facilitator		\$ 12.50		
-Playground Leader		\$ 9.65		
-Gym Supervisor		\$ 9.65		
-Activity Leader		\$ 9.65		
-Summer Youth Placement Coordinator		\$ 9.65		
Site Supervisor Substitute		\$ 10.50		
Pool Director		\$ 9.65		
Temporary Building Coordinator		\$ 12.50		
Puppeteer		\$ 10.00	\$ 10.10	
American Indian Facilitator		\$ 9.75		
<u>FOOD SERVICE</u>				
Food Service Substitute/Non -Unit Helper		\$ 9.65		
Cook and Head Cook Substitute		\$ 10.00		
Production Manager Substitute		\$ 10.50		
Satellite Manager Substitute		\$ 10.50		
Satellite Mgr Trainer		\$ 15.63		
Retired Food Service Employees are paid \$1.00/hr. in addition to above rates.				
<u>MAINTENANCE AND CONSTRUCTION</u>				
Summer Hourly Substitute		\$ 9.65		
Snow Shovelers, Temporary		\$ 9.65		
Summer AV Repair		\$ 9.65		
Lead Person for Laborers		\$ 9.65		
Retired Trades People		Step B of MA CBA		
Welder and Other Skilled Trades		Step A of MA CBA		
<u>BUILDING OPERATIONS</u>				
Hourly Regular Substitute		\$ 11.00		
Substitute for Licensed People		\$ 9.65		
Summer Hourly and Summer Hourly Lawn Crew		\$ 9.65		
Retired Custodian		*		
Retired Custodian II		*		
Retired Fireperson I		\$ 11.85		
Retired Fireperson II		*		
Retired Engineer	(Eng. 1*/Eng. 2*/Eng. 3*/Eng. 4*)			
*(Step B Current Maintenance Unit Bargaining Agreement)				
<u>TRANSPORTATION</u>				
Substitute for Bus Driver (regular route)		Step A of MA CBA		
Field Trip		\$ 10.00		
Bus Helper		\$ 9.65		
<u>PRINT SHOP</u>				
Summer Hourly		\$ 9.65		
Skilled Tradesperson		Step A of MA CBA		
<u>PURCHASING (STOREROOM)</u>				
Hourly Regular Substitute		\$ 9.65		
Hourly Student		\$ 9.65		
Stock Clerk (Retired Employee)		Step A of MA CBA		
<u>CLERICAL</u>				
Regular Substitute		\$ 10.00		
Hourly Clerical			\$ 10.10	Previously part of Reg Sub Rate
Retired/Layoff Employees	OSS Step 1 of Clerical CBA			

HOURLY/SUBSTITUTE PAY RATE SHEET

Proposed Update 4/17/18 - Effective 07/01/2018

<u>PARAPROFESSIONALS</u>		
Instructional Assistant(Tutor) Sub Hourly Instructional Assistant(Tutor)	\$ 9.65	\$ 9.75
Media Assistant	\$ 9.65	
Supervisory Assistant Sub Hourly Supervisory Assistant	\$ 10.00	\$ 10.10
Special Education Assistant	\$ 10.00	
Health Assistant	\$ 11.00	
Hearing Impaired Assistant (Signer) (Transliterators Non-Licensed)	\$ 13.00	
Licensed Interpreter for the Deaf	\$ 20.00	
Special Education Assistant (LPN License Required)	\$ 16.50	
Special Education Assistant (RN License Required)	\$ 22.50	
Indian Oriented Assistant	\$ 9.65	
Cultural Assistant (no language skills)	\$ 9.65	
Cultural Assistant (with language skills)	\$ 10.00	
Community Assistant	\$ 9.65	
Experience Center Manager	\$ 9.65	
Career Center Assistant	\$ 9.65	
Career Center Coordinator	\$ 12.50	\$ 12.63
Occupational Therapy Assistant	\$ 10.00	
Technical Tutor		
-Graphic Artist	\$ 10.00	
-Cultural Assistant (with language skills)	\$ 10.00	
-RDT	\$ 10.00	
-Asian Oriented	\$ 10.00	
-Evaluation/Testing	\$ 10.00	
Child Care Assistant	\$ 10.00	
Community Liaison	\$ 9.65	
Physical Therapist Assistant	\$ 14.00	
Mental Health Practitioner Sub	\$ 12.00	
<u>MISCELLANEOUS</u>		
HRA Headstart Resource Aide	\$ 9.65	
Desegregation Assistant	\$ 9.65	
Cafeteria/Playground Monitor	\$ 9.65	\$ 9.75
Crossing Guard	\$ 9.65	\$ 9.75
Work Study	\$ 9.65	
Accounting Intern	\$ 9.65	
GED Examiner	\$ 20.00	
Parental Involvement Coordinator - Hourly	\$ 9.65	\$ 9.75
Indian Adult Basic Education Assistant	\$ 9.65	
Assistant Examiner	\$ 9.65	
Systems Maintenance Technician	\$ 21.54	
Technology Student Intern(ISD#709 Student)	\$ 9.65	
Technology Student Intern (after 17 months)	\$ 9.65	
Technology Intern (2 yrs college or above)	\$ 12.00	
Help Desk Technician	\$ 13.00	
Deli Operator - Hourly	\$ 14.00	\$ 14.14
Deli Assistant - Hourly	\$ 9.65	\$ 9.75
Headstart Nutritionist	\$ 25.00	
<u>SUBSTITUTE TEACHERS</u>		
All Certified Substitutes	\$ 125.00	
Certified Retired Substitutes Only	\$ 130.00	
Teacher Hourly Rate of Pay 7/1/17	\$ 22.08	
updated 11/28/17, Effective 01/01/2018, Proposed Changes 4/17/18, effective 07/01/18		

DATE: July 12, 2018

SUBJECT: Employee Harassment Complaints Fiscal Year 2017-2018 Report

Reports Received in Human Resources:

Total Employee Complaints Received in HR= 4*

- 4 resolved

***Please note:**

We do not provide a breakdown of complaint information when there are less than 10 individual complaints to prevent the potential disclosure of the identities of the involved parties.