

Work session will begin 10 minutes after the adjournment of the Business meeting.

1. District Update - 20 minutes (*David Engstrom, Superintendent*)
 - A. SY 2022-2023 Staffing Update - 20 minutes (*Amy O'Hern, Executive Director of Human Resources*) 2
2. Board Topics (*Helen Bassett, School Board Chair*)
 - A. School Board Self-Evaluation Follow Up - 45 minutes
 - B. School Board Monitoring Committee - 15 minutes
3. Other
 - A. Board of Education and Superintendent Discussion for Determination of SY 2022-2023 Superintendent Evaluation Elements - 60 minutes



To: Board of Education
From: Amy O'Hern, Executive Director of Human Resources
Date: September 7, 2022
Re: 2022-2023 School year staffing

Like many districts in the state and across the country, Robbinsdale also has a workforce shortage dilemma. The cabinet has worked in collaboration with the administrators and RFT to brainstorm how to support the current openings and fill our substitute teaching positions.

The following positions are still vacant as of August 29, 2022.

Elementary			Middle School		
.8 FTE	SOE	music	Spanish	1.0	RMS
.8 FTE	LVE, NOE, SEA	Orchestra	English	.4 FTE	SMS
3 FTE	NHLC		English	.4 FTE	RMS
TOSA	SOE		Math	.4 FTE	FAIR
High School			Student Services		
English	1 FTE	HVE	Resource	RSI	
Spanish	1 FTE	CHS	Resource (.5/5)	FAIR-CR/SOE	
Social Studies	1 FTE	CHS	Resource(.5/5)	RMS/PMS	
			Resource	CHS	
Educational Assistants					
clerical	4 positions		WAVE	RMS	
			ECSE	NHLC	
Tutor	5.5 positions		Nutrition Services	17 positions	
Monitor	2 positions		Custodial Operations	10 positions	
EL	1				



3A	7				
3B	6				
Media	1				
Clerical	2 positions				
Health	1 position				

The following items have been initiated to support the workforce shortage in Robbinsdale.

1. Adjusting elementary specialists to meet the needs of the building based on current staff.
Additional Spanish at Lakeview
2. MOUs
[MOU - Substitute Pay 2022-2023](#)
[MOU - TOSA as substitute teachers](#)
3. The district will be posting 17 contract substitute teaching positions.
4. Human Resources will reach out to our recent retirees to ask them to come back to sub, or pick up a contracted position. The 2022 legislative session suspended the \$46,000 earnings limitation for retirees returning to Pre-K-12 positions for salary earned during fiscal years 2022, 2023, and 2024. No amounts will be withheld from reemployed retiree benefits for Pre-K-12 positions and deposited in an ELSA for calendar years 2023, 2024, and 2025.
5. Current number of subs in AESOP:
 142 Licensed
 60 Non-Licensed

New Hires
 2022-2023 - 397
 2021-2022 - 226
 2019-2020 - 157