

INDEPENDENT SCHOOL DISTRICT NO. 271  
Bloomington, Minnesota

**REQUEST FOR SCHOOL BOARD ACTION**

**DATE OF BOARD MEETING:** August 14, 2017  
**SUBJECT:** Personnel Actions  
**ORIGINATING DEPARTMENT:** Human Resources  
**APPROVAL OF ADMINISTRATOR:** Mary Burroughs, Executive Director of  
Human Resources

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**RESOLUTION FOR BOARD TO ADOPT:**

RESOLVED, that the School Board of Independent School District 271 approve the personnel actions as attached.

**RECOMMENDATION OF SUPERINTENDENT:**

Approve.

**BACKGROUND:**

Licensed Personnel	<ul style="list-style-type: none"><li>- Leave of Absence</li><li>- Resignations</li><li>- Employments</li><li>- Changes of Status</li><li>- Correction</li><li>- Reductions in Force – Hourly Teachers</li></ul>
Independent Personnel	<ul style="list-style-type: none"><li>- Retirement</li><li>- Changes of Status</li></ul>
Classified Personnel	<ul style="list-style-type: none"><li>- Leave of Absence</li><li>- Retirements</li><li>- Resignations</li><li>- Employments</li><li>- Changes of Status</li><li>- Reductions in Force – Paraprofessionals</li></ul>

August 14, 2017

**LICENSED PERSONNEL – LEAVE OF ABSENCE**

Full Name	Position	Building	Effective Date	Anticipated Return
Donaldson, Julie	Gifted and Talented Teacher	Educational Services Center	August 28, 2017	April 20, 2018

**LICENSED PERSONNEL – RESIGNATIONS**

Full Name	Position	Building	Effective Date
Bickett, Kara	Kindergarten Teacher	Valley View Elementary	July 10, 2017
Simon, John	Grade 5 Teacher	Oak Grove Elementary	June 16, 2017

**LICENSED PERSONNEL – EMPLOYMENTS**

Full Name	Position	Building	FTE	Salary	Class	Step	Effective Date
Annoni, Emily	Mathematics Teacher	BEACON	1.0	\$57,559	MA	6	August 28, 2017
Barth, Kylie	ABS Teacher	Olson Middle	1.0	\$45,241	BA	3	August 28, 2017
Cramer, Sarah	Grade 2 Teacher	Westwood Elementary	1.0	\$44,134	BA+10	2	August 28, 2017
Durfey, William	CTE Teacher	Kennedy High	0.8	\$52,228	MA+30	7	August 28, 2017
Fitch, Judith (Jodi)	Multi-Categorical Teacher	Poplar Bridge Elementary	1.0	\$42,344	BA+20	1	August 28, 2017
Galindo, Rebecca	ASD Teacher	Olson Middle	1.0	\$84,468	MA+30	13	August 28, 2017
Gulsvig, Molly	ECSE Teacher, Birth – Age 2	Southwood Center	1.0	\$42,344	BA+20	1	August 28, 2017
Hoar, Emma	Grade 3 Teacher	Olson Elementary	1.0	\$39,783	BA	1	August 28, 2017
Holmin, Kara	ASD Teacher	Olson Middle	1.0	\$42,344	BA+20	1	August 28, 2017
Jarvis, Anita	DCD SP Teacher	Jefferson High	1.0	\$70,355	MA	11	August 28, 2017
Johnson, Betsy	Enrichment Teacher	Normandale Hills Elementary	0.5	\$39,404	MA+10	13	August 28, 2017
Kamiel, Jennifer	Speech Language Pathologist	Poplar Bridge/ Westwood Elementary	1.0	\$84,468	MA+30	13	August 28, 2017
Keist, Benjamin	Physical Education Teacher	Oak Grove Middle/Olson Middle	0.667	\$28,243	BA+20	1	August 28, 2017

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**LICENSED PERSONNEL – EMPLOYMENTS (continued)**

Full Name	Position	Building	FTE	Salary	Class	Step	Effective Date
Loewen, Erik	Work Based Learning Teacher	CHOICE AHS	8 hours/day, 203 days/year	\$30.99/hr	BA	4	August 28, 2017
Lott-Havey, Hannah	Occupational Therapist	District-Wide	0.8	\$40,754	MA+30	2	August 28, 2017
Nesbitt, Gregory	EBD Teacher	Oak Grove Middle	1.0	\$52,940	BA+20	7	August 28, 2017
Risberg, Kellie	Speech Language Pathologist – ECSE	Southwood Center	1.0	\$48,044	MA+30	1	August 28, 2017
Seltz, Heidi	School Psychologist	Jefferson High	1.0	\$52,539	Ed S	2	August 28, 2017
Smith, Kathleen	LD Teacher	Valley View Elementary	1.0	\$78,730	MA+20	12	August 28, 2017
Swiler, Natalie	Middle School PGP Implementer	Educational Services Center	1.0	\$46,198	MA+20	1	August 28, 2017
Van Buskirk, Heather	Grade 4 Teacher	Ridgeview Elementary	1.0	\$50,313	MA	3	August 28, 2017
VanHorne, Livia	Social Worker	Southwood Center	1.0	\$78,730	MA+20	12	August 28, 2017
Wallerick, Rebecca	Career Center Counselor	Jefferson High	1.0	\$83,760	Ed S	12	August 28, 2017
Walters, Kaitlyn	Art Teacher	Normandale Hills Elementary	1.0	\$49,775	BA+20	4	August 28, 2017
Zibble, Andrea	School Psychologist	Valley View Middle/Hillcrest Community	1.0	\$44,521	MA+10	1	August 28, 2017

These positions are within Board-approved staffing allocation

**LICENSED PERSONNEL-LONG CALL RESERVE-EMPLOYMENTS**

Full Name	Position	Building	FTE	Salary	Class	Step	Effective Date
Allen, Carly	English Teacher	Jefferson High	1.0	\$15,601	BA	1	August 28, 2017
Bayard, Caroline	Grade 4 Teacher	Ridgeview Elementary	1.0	\$41,123	BA+10	1	August 28, 2017
Chhoun, Samedy	Math Teacher	Kennedy High	1.0	\$44,892	BA+20	2	August 28, 2017
Grams, Emily	SLD Teacher	Kennedy High	1.0	\$44,892	BA+20	2	August 28, 2017

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**LICENSED PERSONNEL-LONG CALL RESERVE-EMPLOYMENTS (continued)**

Full Name	Position	Building	FTE	Salary	Class	Step	Effective Date
Hanson, James	Gifted & Talented Coordinator	Oak Grove, Olson & Valley View Middle	1.0	\$84,468	MA+30	13	August 28, 2017
Kenney, Thomas	Business Teacher	Kennedy High	0.6	\$30,753	MA+10	1	August 28, 2017
Rens, Kaia	Kindergarten Teacher	Ridgeview Elementary	1.0	\$42,344	BA+20	1	August 28, 2017

These positions are within Board-approved staffing allocation

**LICENSED PERSONNEL – CHANGES OF STATUS**

Full Name	Position	Building	Action	Salary	Class	Step	Effective Date
Armenta, Kellie	ECFE Teacher	Pond Family Center	Move from Hourly to Contract (1.0 FTE)	\$51,680	BA+10	6	August 28, 2017
Bartish, Kevin	Adult Diploma Math Teacher	Metro South	Increase from 3.627 hours/day to 7.2 hours/day, 203 days/year	\$36.66/hr	BA	9	August 28, 2017
Bohrer, Jody	ECFE Teacher	Pond Family Center	Move from Hourly to Contract	\$77,776	MA	13	August 28, 2017
Clarke, Eve	ECFE Teacher	Pond Family Center	Move from Hourly to Contract (0.74 FTE)	\$37,697	MA+30	2	August 28, 2017
Dahlman, Katie	ECFE Teacher	Pond Family Center	Move from Hourly to Contract (1.0 FTE)	\$50,444	BA	6	August 28, 2017
Danielson, Teresa	ECFE Teacher	Pond Family Center	Move from Hourly to Contract (1.0 FTE)	\$60,771	MA+30	5	August 28, 2017
Dechert, Lindsay	Orchestra Teacher	Kennedy High	Increase in FTE from 0.933 to 1.0	\$63,028	MA+30	6	August 28, 2017
Eidem, Molly	ECFE Teacher	Pond Family Center	Move from Hourly to Contract (1.0 FTE)	\$49,105	BA	5	August 28, 2017
Eliason, Karin	ECFE Teacher	Pond Family Center	Move from Hourly to Contract (1.0 FTE))	\$64,541	MA	9	August 28, 2017

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**LICENSED PERSONNEL – CHANGES OF STATUS (continued)**

<b>Full Name</b>	<b>Position</b>	<b>Building</b>	<b>Action</b>	<b>Salary</b>	<b>Class</b>	<b>Step</b>	<b>Effective Date</b>
Goebel, Debra	ECFE Teacher	Pond Family Center	Move from Hourly to Contract (1.0 FTE)	\$68,312	BA	28L	August 28, 2017
Goin, Laura	ECFE Teacher	Pond Family Center	Move from Hourly to Contract (0.24 FTE)	\$11,635	MA+30	2	August 28, 2017
Gunderson, Joan	Licensed School Nurse	District Wide	Move from Hourly to Contract (1.0 FTE)	\$70,355	MA	11	August 28, 2017
Hatch, Hannah	Licensed School Nurse	District Wide	Move from Hourly to Contract (1.0 FTE)	\$58,537	BA+10	10	August 28, 2017
Huenecke, Jeffrey	ECFE Teacher	Pond Family Center	Move from Hourly to Contract (1.0 FTE)	\$79,676	MA	18L	August 28, 2017
Johns, Jacqueline	Licensed School Nurse	District Wide	Move from Hourly to Contract (1.0 FTE)	\$58,455	BA	11	August 28, 2017
Peterson, Katherine	Kindergarten Teacher	Valley View Elementary	Move from ECFE Hourly Teacher to Contract (1.0 FTE)	\$75,226	MA	12	August 28, 2017
Princivalli, Tracy	Licensed School Nurse	District Wide	Move from Hourly to Contract (1.0 FTE)	\$58,455	BA	11	August 28, 2017
Ruedy, Perry	Tech Ed Teacher	Olson Middle School	Increase in FTE Tri 1 - 0.5 FTE Tri 2 & 3 - 1.0 FTE	\$52,621	BA+20	13	August 28, 2017
Sarff, Gaye Lynn	ECFE Teacher	Pond Family Center	Move from Hourly to Contract (1.0 FTE)	\$79,676	MA	18L	August 28, 2017
Schwandt, Bridget	ECFE Teacher	Pond Family Center	Move from Hourly to Contract (1.0 FTE)	\$61,698	BA	12	August 28, 2017
Sundberg Perry, Sarah	ECFE Teacher	Pond Family Center	Move from Hourly to Contract (0.06 FTE)	\$4,221	MA	11	August 28, 2017
Swanson, Jill	ECFE Teacher	Pond Family Center	Move from Hourly to Contract (1.0 FTE)	\$68,583	MA+10	10	August 28, 2017
Vogt-Rardin, Kathrine	ECFE Teacher	Pond Family Center	Move from Hourly to Contract (1.0 FTE)	\$79,676	MA	18L	August 28, 2017

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**LICENSED PERSONNEL – CORRECTION**

Full Name	Position	Building	Action	Salary	Class	Step	Effective Date
Palma, Megan	DCD SP Teacher	Bloomington Transition Center	Correction: Wrong Lane Placement	\$42,344	BA+20	1	August 28, 2017

**CLASSIFIED PERSONNEL – REDUCTIONS IN FORCE – HOURLY TEACHERS**

The following Hourly Teacher employees are placed on full or partial layoff status effective the end of the workday on August 28, 2017, with rights of recall under the Teacher Negotiated Contract. This action is necessary due to a reduction in State funding.

Name	Position	Location	Hours Reduced
Coates, Lisa	ABE Instructor	Metro South	102.24
Croes, Lynne	ESL Instructor	Metro South	255.6
Lanning, Dale	ESL Instructor	Metro South	92
Lockwood, Lily	ESL Instructor	Metro South	255.6
Phung, Hung	Counselor	Metro South	170.4
Sundermeyer, Hannah	ABE Instructor	Metro South	334.95

**INDEPENDENT PERSONNEL – RETIREMENT**

Full Name	Position	Building	Effective Date	Years of Service
Hanson, Julie	Human Resource Generalist	Educational Services Center	December 1, 2017	28

**INDEPENDENT PERSONNEL – CHANGES OF STATUS**

Full Name	Position	Building	Action	Salary	Effective Date
Johnson, Quintin	Paraprofessional	Jefferson High	End position and accept Student Advocate/Cultural Liaison – 8 hr/day, 183 days per year	\$37,993.41	August 28, 2017
Omar, Khalid	Cultural Liaison	Educational Services Center	Increase in days from 196 to 230 days per year	\$45,702.81	July 1, 2017

**CLASSIFIED PERSONNEL – LEAVE OF ABSENCE**

Full Name	Position	Building	Effective Date	Anticipated Return
Atkinson, Cheryl	Base Custodian	Oak Grove Middle	July 1, 2017	September 1, 2017

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**CLASSIFIED PERSONNEL – RETIREMENTS**

<b>Full Name</b>	<b>Position</b>	<b>Building</b>	<b>Effective Date</b>	<b>Years of Service</b>
Belmore, Judith	Health Service Associate	Jefferson High	August 31, 2017	19
Fox, Gerda	Transportation Specialist	Transportation Center	November 3, 2017	18
Kraus, Kim	Program Management Aide Paraprofessional	Washburn Elementary	August 1, 2017	22
Swanson, Kevin Michael	Bus Driver	Transportation Center	June 30, 2017	8

**CLASSIFIED PERSONNEL – EMPLOYMENTS**

<b>Full Name</b>	<b>Position</b>	<b>Building</b>	<b>Action</b>	<b>Class</b>	<b>Step</b>	<b>Effective Date</b>
Bartosh, Heidi	Program Management Aide Paraprofessional	Olson Middle	6.2 hours/day, 180 days/year	III	1	September 5, 2017
Bredeson, Courtney	Program Management Aide Paraprofessional	Pond Early Childhood Special Education	5.25 hours/day, 180 days/year	III	1	September 5, 2017
Brown, Sharon	Program Management Aide Paraprofessional	Indian Mounds Elementary	6.1 hours/day, 180 days/year	III	2	September 5, 2017
Champa, Madeline	Program Management Aide Paraprofessional	Southwood Center ECSE	5.25 hours/day, 180 days/year	III	3	September 5, 2017
Cheney, Danelle	Program Management Aide Paraprofessional	Ridgeview Elementary	6.1 hours/day, 180 days/year	III	2	September 5, 2017
Endersbe, Dianne	Program Management Aide Paraprofessional	Indian Mounds Elementary	6.1 hours/day, 180 days/year	III	5	September 5, 2017
Ensrud, Anthony	Base Custodian	Jefferson and Kennedy High	8 hours/day, 260 days/year	I	2	July 17, 2017

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**CLASSIFIED PERSONNEL – EMPLOYMENTS (continued)**

<b>Full Name</b>	<b>Position</b>	<b>Building</b>	<b>Action</b>	<b>Class</b>	<b>Step</b>	<b>Effective Date</b>
Gutierrez, Kristen	Instructional Assistant/EL Paraprofessional	Indian Mounds Elementary	6.0 hours/day, 180 days/year	III	5	September 5, 2017
Hammann, Patricia	Program Management Aide Paraprofessional	Valley View Middle	6.2 hours/day, 180 days/year	III	6	September 5, 2017
Hechsel, Donna	Health Service Associate	Bloomington Transition Center	7 hours/day, 184 days/year	V	6	August 28, 2017
Kopp, Sarah	COTA	Districtwide	3.5 hours/day, 185 days/year	V	3	August 28, 2017
Laaksonen, Christine	Community Liaison/Early Childhood Screener	Pond Family Center	3.0 hours/day, 200 days/year	V	5	July 21, 2017
Lamont, Tracy	Program Management Aide Paraprofessional	Pond Early Childhood Special Education	5.25 hours/day, 180 days/year	III	5	September 5, 2017
Moran-Kruchten, Laura	Counseling Secretary	Oak Grove Middle	8 hours/day, 214 days/year	III	6	August 14, 2017
Schmidt, Fay	Program Management Aide Paraprofessional	Poplar Bridge Elementary	6.1 hours/day, 180 days/year	III	2	September 5, 2017
Swanson, Jill	Health Service Associate	Jefferson High	3.6 hours/day, 184 days/year	V	6	August 28, 2017
Thomson, Sarah	Program Management Aide Paraprofessional	Jefferson High	6.2 hours/day, 180 days/year	III	3	September 5, 2017
Wood, Jessica	Media Center Clerk	Oak Grove Middle	5.0 hours/day, 180 days/year	II	6	September 5, 2017



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**CLASSIFIED PERSONNEL – RESIGNATIONS**

<b>Full Name</b>	<b>Position</b>	<b>Building</b>	<b>Effective Date</b>
Alemayehu, Beimmet	Activities Assistant	Poplar Bridge Kids Safari	June 27, 2017
Ballinger, Alexandra	Activities Assistant	Poplar Bridge Kids Safari	August 11, 2017
Bruflat, Heidi	Activities Assistant (this position only)	Olson Elementary Kids Safari	June 7, 2017
Carter, Yolanda	Food Service Helper (this position only)	Kennedy High	July 24, 2017
Good, Donna	Media Center Clerk	Olson Middle	August 11, 2017
Hallquist, Deborah	Food Service Helper	Kennedy High	July 25, 2017
Hardgree, Melissa	Program Management Aide Paraprofessional	Southwood Center	June 7, 2017
Hartley, Hannah	Activities Assistant	Washburn Elementary Kids Safari	July 12, 2017
Hoppe, Kerrie	Activities Assistant (this position only)	Hillcrest Kids Safari	June 27, 2017
Jiracek, Danielle	Activities Assistant	Poplar Bridge Kids Safari	August 23, 2017
Johnson, Gale	Facility Assistant	Jefferson Activity Center	July 31, 2017
Johnson, Kelly	Activities Assistant	Normandale Hills Kids Safari	July 6, 2017
Knoll, Nickolas	Program Management Aide Paraprofessional	Poplar Bridge Elementary	August 12, 2017
Martin, Cara	Lead Secretary	Valley View Middle	August 15, 2017
Mision, Thomas	Activities Assistant	Washburn Kids Safari	August 18, 2017
O'Harris, Kyle	Activities Assistant	Poplar Bridge Kids Safari	August 11, 2017
Stoa, Gabrielle	Activities Assistant	Washburn Kids Safari	August 18, 2017
Zemaitis, Chelsea	Program Management Aide Paraprofessional	Bloomington Transition Center	July 19, 2017

**CLASSIFIED PERSONNEL - CHANGES OF STATUS**

<b>Full Name</b>	<b>Position</b>	<b>Building</b>	<b>Action</b>	<b>Class</b>	<b>Step</b>	<b>Effective Date</b>
Beiersdorf, Mary	Program Management Aide Paraprofessional	Kennedy High	End Assignment and accept Building/Parking Lot Supervisor Paraprofessional at Kennedy High for 8.0 hours/day, 181 days/year	III	9	September 5, 2017
Bridigum, Gina	Program Management Aide Paraprofessional	Olson Elementary	End assignment and accept Health Service Associate position at Kennedy High, 5.5 hours/day, 180 days/year	V	6	August 28, 2017

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**CLASSIFIED PERSONNEL - CHANGES OF STATUS (continued)**

<b>Full Name</b>	<b>Position</b>	<b>Building</b>	<b>Action</b>	<b>Class</b>	<b>Step</b>	<b>Effective Date</b>
Cox, Leslie	Program Management Aide Paraprofessional	Jefferson High	Decrease in hours from 6.7 hours/day to 6.2 hours/day, 181 days	III	6	September 5, 2017
Gellings, Ashley	Instr/Early Learners Academy	Westwood Elementary	Reduction in number of days worked per year from 201 to 200, 8 hours/day	IV	4	July 1, 2017
Geyen, Amanda	Layoff	Pond Family Center	Gives up recall rights to accept new position: Program Management Aide Paraprofessional at Valley View Elementary for 6.1 hours/day, 180 days/year	III	4	September 5, 2017
Jones, Amanda	Instr/Early Learners Academy	Westwood Elementary	Reduction in number of days worked per year from 201 to 200, 8 hours/day	IV	4	July 1, 2017
Lovaas, Anthony	Tech Support Paraprofessional	Jefferson High	Increase in hours from 4.0 to 6.0 hours/day, 180 days/year	III	3	September 5, 2017
O'Brien, Molly	Program Management Aide Paraprofessional and Community Liaison	Westwood Elementary	End Paraprofessional assignment. Increase in hours in Community Liaison position from 1.5 to 7.0/day, 260 days/year	V	5	June 8, 2017
Podas, Susan	Program Management Aide Paraprofessional	Southwood Center	Increase in hours from 5.85 to 6.1 hours/day, 180 days. Change in location from Southwood Center to Westwood Elementary	III	5	September 5, 2017

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**CLASSIFIED PERSONNEL - CHANGES OF STATUS (continued)**

<b>Full Name</b>	<b>Position</b>	<b>Building</b>	<b>Action</b>	<b>Class</b>	<b>Step</b>	<b>Effective Date</b>
Putt, Jeanna	Instr/Early Learners Academy	Poplar Bridge	Reduction in number of days worked per year from 203 to 200, 8 hours/day	IV	6	July 1, 2017
Sherratt, Kathleen	Instr/Early Learners Academy	Hillcrest Community School	Reduction in number of days worked per year from 203 to 201, 8 hours/day	IV	6	July 1, 2017
Skavnak, Cindy	Scheduling Secretary	Valley View Middle	End assignment and accept promotion to Lead Secretary/ Middle School, 8 hours/day, 231 days/year	V	15	August 8, 2017
Tesfaye, Ahadu	Activities Assistant	Community Education	End assignment and accept: Program Management Aide Paraprofessional at Hillcrest Community School for 6.1 hours/day, 180 days/year	III	6	September 5, 2017
Tran, Serina	Program Management Aide Paraprofessional	Southwood Center	Increase in hours from 4.95 to 6.1 hours/day, 180 days/year and change in location from Southwood Center to Indian Mounds Elementary	III	1	September 5, 2017

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**CLASSIFIED PERSONNEL – REDUCTIONS IN FORCE - PARAPROFESSIONALS**

The following paraprofessional employees are placed on full or partial layoff status effective the end of the workday on August 31, 2017, with rights of recall under the Paraprofessional Negotiated Contract. This action is necessary due to decline in student enrollment and/or building committee decisions regarding use of staffing equivalencies and structure of programs.

<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Hours Reduced</b>
Aamot, Maria "Gorie"	Instructional Assistant	Pond Family Center	1151
Andrews Linscheid, Julie	Instructional Support Career Center	Jefferson High	900
Baldassano, Michael	Instructional Assistant	Jefferson High	720
Cizek, Diane	Classroom Support	Pond Family Center	615.3
Escobar, Alma	Instructional Assistant	Pond Family Center	1184
Garlock, Paul	Instructional Assistant	Jefferson High	630
Geyen, Amanda	Instructional Assistant	Pond Family Center	1038
Greenblat, Elizabeth	Classroom Support	Pond Family Center	73.15
Helland, Nola	Instructional Assistant	Pond Family Center	44.28
Jacox, Allie	Tech Support Para	Districtwide	540
Jones, John	Building Parking Lot Supervisor	Valley View Middle	362
Laaksonen, Christine	Classroom Support	Pond Family Center	436
Lieder, Kathryn	Instructional Assistant	Olson Middle/Oak Grove Middle/Valley View Middle	1105
Locquegnies, Mary Jo	Instructional Assistant	Pond Family Center	287
Magana Moss, Ana Isabel	Classroom Support	Pond Family Center	180.96
Maide-Jones, Tiiu	Instructional Assistant	Pond Family Center	523
Marx, Katie	Classroom Support	Pond Family Center	1372.5
Nee, Michele	Student Monitor	Poplar Bridge Elementary	468

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**CLASSIFIED PERSONNEL – REDUCTIONS IN FORCE - PARAPROFESSIONALS (cont'd)**

Omar, Hodan	Classroom Support	Pond Family Center	332
Phan, Stacy	Classroom Support	Pond Family Center	598.39
Schultz, Barbara	Instructional Assistant	Pond Family Center	640.5
Tellez Trejo, Angelina	Instructional Assistant	Pond Family Center	696
Zubrzycki, Rachel	Classroom Support	Metro South	74.8