Meeting #1–May 20, 2025 5:00 PM

Present: Lynn Schurmann, Matt Thompson, Kayla Nierenhausen, Kevin Enerson, Holly Gazett, Maria Spychala, Amber Jacobs, Julia Konop, Brenda Timm, Stacey Evens, Karen Lincoln-absent, Riecher Denmark-SEIU Rep.

1. Discussed Norms of Negotiations Meetings;
    - Board shared they will post summaries of meetings.
        - Only official proposals will be posted.
        - No discussion notes or viewpoints will be shared.
    - Business Manager will share costing model which will not be changed during the process.
    - Agenda 24 hours in advance of meetings.
    - Will look for a shared workspace on Google Drive
    - Proposals presented on paper and electronically.

2. Scheduled meetings:
    - June 25 at 5:00
    - July 9 at 5:00
    - July 28 at 5:00

3. Paraprofessional Proposals:
    a. Update dates for new agreement July 1, 2025 to June 30, 2027
    b. Update Article III to align with PELRA.
    c. Add language to Article V to reflect PELRA
    d. Article VI Rate of Pay
        i. increase hourly rates 12% in year 1 and 10% in year 2.
        ii. Increase Longevity 5 cents per hour in year 1 and year 2 and a language item.
    e. Article VII Sick Leave language to align with ESST.
    f. Add to Article VII, upon voluntary termination of employment unused personal leave paid.
    g. Article VII FMLA language added including lowering eligibility threshold from 1250 hours to 450 hours worked.
    h. Add to Article VII school conference and activity leave language.
    i. Article VIII Group Insurance
        i. Change minimum threshold of 30 hours per week to 25 or more hours per week to qualify for health insurance.
        ii. Change District contribution to premiums from dollar amount to percentages.
    j. Article IX add language to clarify E-Learning, Late Start, Early Dismissal.
    k. Article IX add paid holiday of New Year's Eve Day.
    l. Article IX add language to pre-employment orientation for joint planning of the time.
    m. Article IX add language regarding substituting.
    n. Article XI change probationary period from 9 months to 6.
    o. Article XI add language regarding removal of discipline from personnel file.
    p. Article XI add language regarding paraprofessional discipline.
    q. Article X add conference leave language.

r. Article X add language regarding Handle with Care training.
s. Article XI add language regarding job postings.
t. Article XII add language in regards to seniority.
u. Article XIII increase matching contribution of 403b by $50 at each level.
v. Article XIV add language regarding grievance procedure.
w. Change Article XV to Miscellaneous
    i. Make current Article XV to XVI.
    ii. Add language to new Article XV regarding Respect and Dignity.

4. Paraprofessional also had 3 other items for discussion in the future.

Meeting adjourned 6:15