Meeting #3–June 18, 2025 5:00 PM

Present: Lynn Schurmann, Matt Thompson, Kayla Nierenhausen, Dean Kron-absent, Jessica Renneke, Joyce Baumann, Kevin Enerson, Holly Gazett

1. District Items presented:
    - Add language to Retire/Rehire section limiting this option to between school years. Mid-year will not be allowable. (Holly will work on language early retirement announcement incentive pay new section $2,500 by February 1st. MOU is being discontinued)
    - Past Practice Credit Approval to limit credits from certain institutions. (subcommittee can be formed for more thorough review of the applicable credits-more follow up needed)
    - District notified EMR the Past Practice of Friday Duty Day will not be accepted. EMR may now negotiate this into the contract.
    - Language under Teacher Discipline section regarding initial infractions shall not be entered into the personnel file should be removed. There are several other protections for teachers.
    - When Paid Family Leave comes into effect in January 2026, the district will pay 50% of the cost and employees will cover the other 50% through payroll deduction. (Estimated each party will be responsible for .44%)

2. EMR Items presented;
    - 90 Day Personal Leave Discussion (page 14, sub 1, section A) (Holly is going to look into the 90 days visibility on AESOP if district setting or Frontline setting) May also consider adding language for meeting with building administrator outside of 90 day window.
    - Clarification of who approves personal leave on non-student contact days.
    - Language needed for Virtual Class Sizes(district will review and come back with information)
    - Language for overload when class sizes exceed policy limits.

3. Previous meeting items:
    - MOU's
        - Extended Year (FFA extracurricular payment for student group) EMR would like further discussion.
        - $800 PRHCSP (VEBA used to be $800, when high deductible plans followed through the payment to VEBA did) EMR would like to see this stay in place.
    - Other Language Items
        - Catastrophic Leave FTE pro-rated-Agreement
        - Other part-time employee language for p. 12 and 14-Agreement
        - Review clean-up language for dates and grammar-Agreement but still needs review.
        - Statute Updates-Tentative Agreement but still needs review.
        - Paid Childcare Leave (discussion about removing that language because it is the same as Sick-ESST law)EMR would like the language to remain.

- EMR Proposal items from 6-5 will be responded to next meeting.
    - Grievance Language
    - Mobility Leave
    - Paid Childcare Leave

4. Next meeting July 15 at 4:30 PM
    - Should have financial proposals.

Meeting adjourned 6:55 PM