

OAKES PUBLIC SCHOOL
SPECIAL BOARD MEETING
CENTRAL CONFERENCE ROOM
MAY 16, 2025, 5:30 PM

President Monica Heimbuch called the meeting to order at 5:31 pm. Those in attendance were President Monica Heimbuch, Vice President Sheila Nagel, Board Members Brian Seyer, Patti Carlson and Rhonda Day. Also in attendance was Superintendent Anna Sell and Business Manager Shannon Jepson.

Negotiations

President Heimbuch read a notice from Oakes Education Association (OEA). OEA voted on the last offer of the Negotiating Board and it passed. President Heimbuch reiterated the terms of the last offer.

Article I paragraph 4: Change 90 days to July 1

Article III Section 6 job description shall be emailed to staff

Article III Section 10 change one-half hour to 30 minutes

Article IV Section 1 Increase base to \$45,000 for the year 2026-2027, Increase max credits to 80.

Article IV Section 3 Paragraph 4 The Activity director and/or Superintendent will have authority to hire or eliminate an additional coach/advisor for an activity if needed. Decision to hire will be based on the level of instruction required to teach necessary skills to all participants and the level of supervision required to ensure the safety of participants. Any coach required to do without an assistant as deemed necessary by the Athletic director or superintendent will be paid the assistant's salary in addition to the head coach's salary.

Short term leave of absence: A maximum of one (1) day, not to exceed seven (7) hours of a teacher's annual "Other Leave" allotment may be used as a Short-Term Leave of Absence. This leave is subject to the following conditions:

1. Increment Use: Leave may be taken in hourly increments not to exceed two (2) hours per instance.
2. Substitute Coverage: The teacher is responsible for securing a substitute, if required, during the period of absence. The substitute shall not receive compensation for coverage provided during the Short-Term leave.
3. Approval and Documentation: All requests for Short-term leave must be pre-approved by the teacher's principal.

Section 5

2.) Option 1: The Board shall offer a traditional health insurance policy in which the Board will pay up to the price of a single premium of the high-deductible policy. The Board will pay \$1,900 into a Section 125 plan.

3.) For teachers electing not to accept a health insurance policy provided by the Board, the Board will pay \$3,000 each year to a Section 125 plan for the teacher, provided the teacher shows a current medical insurance card as proof of insurance.

Increase Section 125 paid by the Board for option 1 and HSA contribution to \$2,100 in 2026-2027.

Section 6 Increase member TFFR share to 9%.

Brian Seyer moved to approve the 2025-2027 Negotiated Agreement. Sheila Nagel second. Roll call vote taken. Motion passed 5-0.

Contracts had been prepared using data from the last offer. Rhonda Day moved to approve the contracts. Patti Carlson second. Roll call vote taken. Motion passed 5-0.

Meeting adjourned at 5:37 pm.

Monica Heimbuch, President

Shannon Jepson, Business Manager