Meeting #2–June 25, 2025 5:00 PM

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

1. District Proposals:
    a. MN Paid Family Leave that begins January 2026 will be a 50-50 split of the .88% payroll tax. So .44% District and .44% payroll deduction.
    b. Mentorship Program
    c. Add Dental Insurance language
    d. Highly Qualified requirement by state
        i. Remove compensation for test and competency; 2 years college credit or 2 yr degree or higher $1.50 remains.
    e. Article XI, Sect. 7, subd. 4 sentence 2 removal.
    f. Bus Duty MOU put into contract. (We would like Holly to put something together)
    g. Article VI, Section 13 typo-word in last sentence should be precedent.

2. District Response to May 20 Para Proposals:
    a. Update dates for new agreement July 1, 2025 to June 30, 2027-Agree
    b. Update Article III to align with PELRA.-Agree
    c. Add language to Article V to reflect PELRA-Agree
    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.

    *District would like to know the priorities of the group. This 22% request has a $575,000 cost and well beyond the 2.74% and 2-3% formula increases.
    e. Article VII Sick Leave language to align with ESST.

    *Both parties agree to continue to discuss this to align with ESST and the new Paid Leave coming in January.

    *District also asked why the majority of the group use all their sick leave and 75% take some time unpaid. The attendance rate of 90% is below expectation.
    f. Add to Article VII, upon voluntary termination of employment unused personal leave paid.-District is not interested
    g. Article VII FMLA language added including lowering eligibility threshold from 1250 hours to 450 hours worked.-District is not interested in this change
    h. Add to Article VII school conference and activity leave language.

    *Statute states this does not have to be paid leave and the district stated it will not be paid. Group stated this is current practice in alignment with the Employee Handbook. They also clarified the request to add grandchildren to this leave.
    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.

    *District is not interested in changing the threshold
        ii. Change District contribution to premiums from dollar amount to percentages.

*District is not interested in going to percentages on premiums.

j. Article IX add language to clarify E-Learning, Late Start, Early Dismissal.
*We will continue to discuss and clarify expectations. Also clarified that staff are paid for scheduled work hours.

k. Article IX add paid holiday of New Year's Eve Day.
*Cost is $30,000, District asked what is the priority. This request is roughly equivalent to $.25 hour.

l. Article IX add language to pre-employment orientation for joint planning of the time.
*District is not interested in this change as they group has representation on the staff development committee already.

m. Article IX add language regarding substituting.
*Will continue to discuss this language to find an agreeable solution.

n. Article XI change probationary period from 9 months to 6.
*District is not interested in this change.

o. Article XI add language regarding removal of discipline from personnel file.
*District is not interested in this change and would like other language from this section removed.

p. Article XI add language regarding paraprofessional discipline.
*District is not interested in this change as the language limits timelines and does not consider data privacy. Group stated they have not had timely feedback in the past. We will discuss further.

q. Article X add conference leave language.
*District is not interested in this change as it already has discretion.

r. Article X add language regarding Handle with Care training.
*District is not interested in this change. This training is determined by administration and student need in their IEP's. It would be inappropriate to train all paras in the physical training. Also, should not name a specific program in the contract as it could change.

s. Article XI add language regarding longevity and re-employement.
*District is not interested in these changes. Will look into re-employment consideration.

t. Article XI add language regarding job postings.
*District would like to study this further to understand the issue. Requested a subcommittee.

u. Article XII add language in regards to seniority.
*District would like to study this further to understand the issue. Requested a subcommittee.

v. Article XIII increase matching contribution of 403b by $50 at each level.
*Cost is $3,000, District asked what is the priority.

w. Article XIV add language regarding grievance procedure.
*District is not interested in this change, but will look into this further for next meeting.

x. Change Article XV to Miscellaneous
    i. Make current Article XV to XVI.
    ii. Add language to new Article XV regarding Respect and Dignity.

*District is not interested in this change as it already has Policy 413 that covers this.

3. Meeting adjourned at 6:30

Next Meeting: July 9 at 5:00 PM