Meeting #3–July 9, 2025 5:00 PM

Present: Lynn Schurmann, Matt Thompson-absent, 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., Jason Mutzenberger

1. SEIU Response to: District Proposals and Responses to SIEU Proposals. District caucussed and their response are condensed here also.
    a. 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.

    *Union maintains this is their priority.
    b. 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.
    c. Add to Article VII, upon voluntary termination of employment unused personal leave paid with slight modification from initial proposal-District rejected
    d. Article VII FMLA language added including lowering eligibility threshold from 1250 hours to 900 hours worked.-District rejected
    e. Add to Article VII school conference and activity leave language.

    *District tentatively agrees.
    f. 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 maintained it's position from the initial proposal.
        ii. Change District contribution to premiums from dollar amount to percentages.

    *Union maintains it's initial request.
    g. Article IX add language to clarify E-Learning, Late Start, Early Dismissal.

    *District tentatively agrees to this if the last sentence is dropped. This language would be more appropriate being addressed in the E-Learning Plan.
    h. 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. Union maintains it's initial request.
    i. Article IX add language to pre-employment orientation for joint planning of the time.

    *District maintained it is not interested in this change as they group has representation on the staff development committee already.
    j. Article IX add language regarding substituting.

    *Will continue to discuss this language to find an agreeable solution.
    k. Article XI change probationary period from 9 months to 6 with added language providing for a 3 month extension of the period by mutual agreement.

    *District maintained original position and rejects this.
    l. Article XI add language regarding removal of discipline from personnel file modified to after 24 months.

    *District rejects this proposal.
    m. Article XI add language regarding paraprofessional discipline.

*District tentatively agrees if the timeline is removed.

n. Article X add conference leave language.
*District rejects this change as it already has discretion.

o. Article X add language regarding Handle with Care training.
*District reiterated it's rejection of this. 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.

p. Article XI add language regarding longevity and re-employement.
*District rejects this proposal.

q. Article XI add language regarding job postings.
*Will meet in August to review and determine if changes are needed.

r. Article XII add language in regards to seniority.
*Will meet in August to review and determine if changes are needed.

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

t. Article XIV add language regarding grievance procedure.
*District rejects this proposal.

u. Change Article XV to Miscellaneous
    i. Make current Article XV to XVI.
    ii. Add language to new Article XV regarding Respect and Dignity.
*District rejects this proposal as Policy 413 that covers this.

v. District Proposed 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.
    i. Union is researching.

w. District Proposed Mentor Program
    i. Union is acceptable to an MOU with a $150 mentor stipend.

x. District Proposal to add Dental Insurance option to contract.
    i. Union tentatively agrees.

y. District Proposal to drop Highly Qualified language.
    i. Union counters with adding $.25 to salary schedule for this change.

z. District Proposal to drop Sentence 2 in Article XI
    i. Union rejects

aa. District Proposal to Add Bus Duty MOU to the Contract
    i. Union is open to this and would like to see the language. HR will put together

bb. District Proposal to fix various typos.
    i. Union tentatively agrees

2. Other:
    a. Discussed paraprofessional access to computers for various needs.
    b. District will provide a financial proposal prior to next meeting.
    c. District will provide language proposals prior to next meeting also.

3. Agreements:
    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

4. Meeting adjourned at 7:00 PM

   Next Meeting: July 28 at 5:00 PM