# Meeting #4–July 15, 2025 4:30 PM

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

1. District Responses and Proposals:
    - EMR proposal to change Grievance language was rejected.
    - EMR proposal for Mobility Leave was rejected.
    - EMR proposal for change in Paid Childcare Leave was accepted.
    - District gave notice of the Past Practice of $800 PRHCSP for retirees will not continue.
    - District proposed granting Steps and Lanes for 25-26 and 26-27 and increasing Health Insurance contribution 10% each year. This is approximately a 6.5% increase over the two years at a cost of approximately $1,034,000.

2. EMR Proposals and Responses:
    - EMR proposed Salary Schedule increases of 3% for 25-26 and 4% for 26-27; Schedule C improvements; 4% increase in Health Insurance contribution of the District each year; and granting of Steps and Lanes each year. This is approximately an 11% increase over the next two years at a cost of approximately $1,700,000. Schedule C costs were not factored in on this and will be reviewed for next meeting.
    - EMR provided Overload Class Language
    - EMR response to Graduate Credit Approval Language
    - Discussed language for placement of coaches on Schedule C.
    - EMR proposed language for the $800 PRHCSP for retirees.

3. Previous meeting items:
    - District proposal regarding personnel file language on page 5, EMR is open to discussing adjusting the language.
    - Agreement between both parties on numerous MOU's.
    - EMR suggested looking at other possibilities for the Paid Family Leave costs being split 50/50.
    - Agreement on pro-rating Catastrophic Leave and other factors where part-time employees is clarified.
    - District proposal to end Friday Duty Day Past Practice was discussed and looking at possible language for the contract.
    - EMR asked if District had response for Virtual Class Size proposal. District will look into for next meeting.

4. Next meetings August 4 at 4:30 PM and August 20 at 5:00 PM
    - Share financial proposals one week prior.

Meeting adjourned 6:28 PM

**Tentative Agreements:**

1. Add Special Education Teaching Mentor stipend of $2,000 to the contract and it no longer be an MOU.
2. Add Yearbook back to Schedule D.
3. Add Dental Insurance language to the contract.
4. Add clarifying language that part-time teachers get pro-rated sick leave.
5. Add language that submitting a letter of retirement before February 1st will receive a $2,500 payment.
6. Add language that Retire/Rehire contracts will not be negotiated during the school year.
7. MOU's for Early Childhood Teacher 403b, Extended Year Contract, and Third Party Outsourcing.