Meeting #5–August 4, 2025 4:30 PM

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

1. District Proposals:
    - District response to EMR asking that 4% be used for calculating health insurance costs. Grant Steps and Lanes for 25-26 and 26-27, add $750 for each teacher in Yr. 1 and $1,000 in Yr. 2, and establish Health Insurance contribution as a fixed dollar amount with a 4% increase each year. This is approximately a 7% increase over the two years at a cost of approximately $1,257,231.
        - EMR rejected the offer.
    - Presented Language Proposals for Catastrophic Leave, career increment, new teachers, substituting.
        - Led to further discussion regarding summer school teaching. Will review language and discuss next meeting.
    - Discussed adding MS AD/Soc. Studies extended days to other MOU.
    - Discussed E-Learning
        - Updated E-Learning Plan will be discussed at next meeting.

2. EMR Proposals:
    - Discussed coaching compensation and the need for a possible correction.
        - Subcommittee with discuss and bring a proposal for discussion.
    - Presented an Hours of Service proposal.

3. Previous meeting items:
    - Personnel file language Subd. 4 page 5-2nd paragraph-Language is inappropriate and should be removed as there are other safeguards in place.
        - Will look at proposed language next meeting.
    - Paid Family Leave Insurance
        - District is looking into this.
    - Virtual Class Sizes
        - District is considering using 60 as the max class size.
    - Past Practice notice-$800 retiree
        - EMR found language in 2011-13 contract addressing this. Will bring a language proposal next meeting.

4. Meeting adjourned at 6:15. Next meeting August 20 at 5:00 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.