Meeting #4–July 28, 2025 5:00 PM

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

1. Discussion on Language Items:
    a. ESST Language?-district handed out language
    b. Article IX language clarifying E-Learning, Late Start, etc. TA if language was dropped?
    c. Substituting Language for contract-T/A
    d. Article XI language TA if timeline is removed?
    e. 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.
    f. Mentoring MOU review.
    g. Highly Qualified requirement by state
        i. SEIU countered with $.25 hour added to schedule.
    h. Article XI sentence two language clarification with more detail. The word minor added after initial. Minor is defined as items that do not require disciplinary or formal improvement action. The compilation of numerous minor items in a school year may be documented.
    i. Bus Duty Language proposal

2. Financial Proposals:
    a. SEIU Proposal #1
        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.
        iii. Total cost of $575,000
        iv. Total request is $658,000 and is a 22.89% increase(includes all financial proposals)
    b. District Proposal #1
        i. $.10 hour each year and 10% increase on Health Insurance
        ii. Total cost $217,540 and is a 6.96% increase over 2 years
    c. Article VIII Group Insurance
        i. SEIU proposed 123% Single, 83% Emp + Sp, 83% Emp + Ch, 83% Family
            1. Cost is $50,000
        ii. District Proposed 10% increase in set amount each year.
    d. Article IX add paid holiday of New Year's Eve Day.
        i. Cost is $30,000 or $.25 hour.
    e. Article XIII increase matching contribution of 403b by $50 at each level.
        i. Cost is $3,000 or $.025 hour.

3. Other
    a. Article XI add language regarding job postings.
    b. Article XII add language in regards to seniority.
    c. Computer access

4. Next Meetings: August 19 at 5:00 and September 3 at 5:00

5. Adjourn: 7:00 PM

Agreements:

1. June 25
    a. Update dates for new agreement July 1, 2025 to June 30, 2027
    b. Update Article III to align with PELRA.
    c. Add language to Article V to reflect PELRA
2. July 9
    a. Fix typos and grammar in the Table of Contents, Article VI Section 13, Article IX Section 3
    b. Article VII school conference and activity leave language
    c. Add language to add Dental Insurance language to contract.

3. July 28
    a. Drop Step 1 in Year 2