Meeting #5–August 20, 2025 5:00 PM

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

1. Financials
    - EMR presented Proposal 2
        i. Steps and Lanes each year; 2.75% increase Yr. 1 and 3.5% Yr. 2; 4% on Health Insurance.
        ii. This is a 10.87% increase over 2 years costing $1,808,306.
    - District presented Proposal 3
        i. Steps and Lanes each year; $350 increase in Yr. 1 and $325 Yr 2; Increase Career Increment $500 in Yr. 1; 5% on Health Insurance Yr. 1 and 10% Health Insurance Yr. 2; Drop Step 1 & 2 in Yr. 2
        ii. This is a 7.57% increase over 2 years costing $1,258,514
    - District also presented a concept of modifying Steps by dropping and adding. EMR expressed interest and District will bring costing to next session.
    - District received quoted regarding Paid Family Leave Insurance. None of the quotes were at or below the State Plan. EMR appreciated the District looking into this.

2. Language Items:
    - Discussed E-Learning Plan for this school year.
        - Changes were made from last years plan and both parties accepted the changes.
        - Board will discuss at next Board meeting and EMR is supportive of an MOU for 2025-26.
    - EMR presented language on hours of service which the District rejected, EMR presented modified language and the District will give it consideration.
    - Discussed Class Size of Online Learning size-will do more looking into this.
    - Language presented regarding teacher discipline that will be considered.
    - Language presented regarding severance language will be considered.
    - Working Groups
        - Coaching Compensation group will meet next week.
        - Credit for lane change meeting was held and language is being worked on.

3. Other:
    - Need to verify the clarifying language on part-time teachers and pro-rating of various items.
    - Retire/Rehire Language question
    - Subbing Hourly Rate change to $40 needs to be discussed.

4. Next meetings Friday, September 19 at 3:30 PM and Monday, September 29 at 4:30 PM
    - Share financial proposals one week prior.

Meeting adjourned 6:37 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.
8. Paid Childcare Leave Language
9. Lane change months