Meeting #5–August 19, 2025 5:00 PM

Present: Lynn Schurman, Matt Thompson, Kayla Nierenhausen, Kevin Enerson, Holly Gazett, Jason Mutzenberger, 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 and SEIU have language proposed, will need to be reviewed.
    b. 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. SEIU proposed language and the District proposes to reference State Statute.
    c. Article XI Section 7. Paraprofessional Discipline
        i. District proposal to add the word "minor" to clarify initial infractions, irregularities, or deficiencies.
        ii. SEIU would like previous discipline not be considered for progressive discipline after 24 months and no additional incidents.
            1. District asked if this has been a problem and why add language if there has not been an issue.
    d. Article X Professional Development
        i. SEIU proposal for Handle with Care physical and verbal training for all SPED paras.
            1. District maintains the verbal training is appropriate for all but the physical training is IEP specific and determined by administration. This language in a contract is also not appropriate.
    e. Article XI Section 6 Article XII Section 1 and 2 working group will review next week.
    f. SEIU Article XV adding Respect and Dignity to the contract
        i. District maintains Policy 413 ensures this and adding is not necessary.

2. Financial Proposals:
    a. SEIU Proposal #3
        i. increase hourly rates 10% in year 1 and 7% in year 2.
        ii. Increase Longevity 5 cents per hour in year 1 and year 2 and a language item.
        iii. Total cost of $368,531
    b. District Proposal #3
        i. $.20 hour Yr. 1 and $.25 hour in Yr. 2
        ii. Total cost $110,468
    c. Article VIII Group Insurance
        i. SEIU proposed 123% Single, 83% Emp + Sp, 83% Emp + Ch, 83% Family based on highest deductible plan
            1. Cost is $58,200
        ii. District Proposed 10% increase in set amount each year.
            1. Cost is $118,568
    d. Article XIII increase matching contribution of 403b by $25 at each level.
        i. Cost is $1,500
    e. District proposal total increase is $246,796 for 7.86% over 2 years.
    f. SEIU proposal total increase is $484,606 for 15.44% over 2 years.

3. Next Meeting: September 3 at 5:00

4. Adjourn: 7:09 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
4. August 19
    a. Article VI, Section 2. Longevity: agreed to add “in the school district” and delete 5 years in that sentence.
    b. Highly Qualified requirement by state
        i. SEIU would like an MOU for grandfathered individuals for the $.25 hour and update the language.
    c. Article IX Section 5 updated language regarding E-Learning Days
    d. Article IX Section 8 updated language regarding substituting
    e. Article XI Section 7, subd 5 updated language regarding follow up
    f. MOU for Mentorship program
    g. Bus Duty MOU language added to contract