Meeting #6–September 3, 2025 5:00 PM

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

1. Discussion on Language Items:
    a. Reviewed sub committee meeting from last week.
    b. Reviewed proposed MOU for highly qualified $.25 hour
    c. Discussed Paid Family Leave and will look for language to propose next meeting.
    d. District maintains ESST Language proposal.
    e. Article XI Section 7
        i. District proposed language presented by teacher union for this section and SEIU altered it's language proposal.
        ii. District also pointed out that an employee should not be charged for copies of their file.
    f. Article X Professional Development language proposal by SEIU will be reviewed and discussed at next meeting.
    g. Reached TA on Article XI added language accepting years of service in the district for longevity pay.
    h. Article XI Section 6 reached partial agreement. Board agreed to Subd. 1 and Subd. 2 language, did not agree to Subd. 2 language change.
    i. Article XII Section 1 reached partial agreement. Board agreed to Section 1language, did not agree to Section 3 language change.
    j. District does not agree to any changes in Article XV as Policy 413 already ensures Respect and Dignity.

2. Financial Proposals:
    a. SEIU Proposal #4
        i. increase hourly rates 9% 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. Propose Health Insurance 123% Single, 83% Emp + Sp, 83% Emp + Ch, 83% Family based on highest deductible plan
        iv. Article XIII increase matching contribution of 403b by $25 at each level.
        v. Total cost of $460,582
    b. District maintained Proposal #3 from last session as this is the limit of our budget.
        i. $.20 hour Yr. 1 and $.25 hour in Yr. 2
        ii. District Proposed 10% increase in set amount each year.
        iii. Total cost $246,796
    c. District proposal total increase is $246,796 for 7.86% over 2 years.
    d. SEIU proposal total increase is $460,582 for 14.68% over 2 years.

3. Next Meeting: October 6 at 4:00 and tentatively for October 20 or 22 at 4:00

4. Adjourn: 6:57 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
5. September 3
    a. Article XI-Longevity Section 4 Sub. 2