

EMM Proposal #2(10/1/2025)

Response to District Items

1. TA

2. TA

3. TA

4. Definition Art. III

Clean up language by striking this paragraph:

~~Subd. 1. Statutory Consideration Regarding ECFE/Licensed Preschool Teachers~~

~~A person who teaches in an early childhood and family education program which is offered through a community education program and which qualifies for community education aid pursuant to section 124D.20 or early childhood and family education aid pursuant to section 124D.135 shall continue to meet licensure requirements as a teacher. A license which is required for an instructor in a community education program pursuant to this subdivision shall not be construed to bring an individual within the definition of a teacher for the purposes of section 122A.40, subdivision 1.~~

Establish a joint working group to begin discussions for the next round of negotiations on developing contract language that would include Early Childhood Family Education (ECFE) and preschool teachers in our contract.

5. Agree to stay at \$35

6. Personal Leave Article IX, Section 3; Subd.2: Personal Leave

- All teachers will be allowed to take up to two (2) additional personal days once every **two (2)** years in exchange for twenty (20) accrued sick days.

7. EMM will drop

8. EMM agrees to continue to work with administration to identify solutions that would live outside of the master agreement in written policy

9. Agree, with the addition of language to include exceptions at the discretion of the Superintendent or designee (as an example, to include the Teaching Channel).

10. TA

11. TA

12. EMM would like to keep current language, with the exception of changing the following language in both Sections 2 and 3:

~~District #882 school buildings~~ the District they are assigned to

13. TA

14. TA

15. Add this to your proposed language addition:

- (a) *Exception: Should either party unilaterally withdraw from the arbitration process after an arbitration day has been scheduled with an arbitrator, the withdrawing party shall be responsible for all fees and expenses of the arbitrator in their entirety. Should the parties reach a settlement prior to arbitration, the parties will evenly split any fees and expenses of the arbitrator in their entirety.*

16. TA

17. EMM does not agree. Keep language as is.

18. Keep Appendix II MoA Concerning Flexible Schedules as MoA, agreeing to add the language "beginning no later than fifteen (15) minutes prior to the start of the student day and ending no earlier than fifteen (15) minutes after the end of the student day."

EMM does not agree to the Employee Discipline language changes or May 10 posting date change.

19. Current language of Appendix III with the addition of work from home as MoA

20. Salary and Benefits Proposal

Longevity Pay Article XIII

- Increase \$25 on each one, both years
- Change Career 50 (anyone already receiving this is grandfathered in) to Career 17 years of service **in the district**

Health and Hospitalization Contribution

- \$25/month increase in district contribution each year

Salary Schedule - take remaining pot of money from our current proposal and spread it evenly over the salary matrix

21. **Retro Active Pay**

Article VI, Section 6. Retroactive Pay: Any changes to rates of pay or benefits shall be retroactive as negotiated in the new agreement for all active employees and employees who fulfilled contractual obligations during the contract period.