Meeting #8–October 2, 2025 6:00 PM

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

1. Language Items:
    - TA on Online Teaching section size and overload pay.
    - Continued revision of Duty Day language.
    - Holly and Jessica have reviewed all revisions and topics discussed as to not miss anything discussed.
        - Overall good, still a few revisions to be made.

2. Financial:
    - District proposed modified Steps and Lanes by dropping lanes and adding lanes and 5% and 10% increase on Health Insurance.
        - 8.12% increase over 2 years with a dollar increase of $1,359,743.
        - Average salary increase per teacher of $4,205 over 2 years.
        - Range of salary increase is $3,131 to $6,510
        - Starting salary from $45,800 to $49,200
        - Highest salary from $86,996 to $91,250
        - Health Insurance: Single from $9,142 to $10,559 over 2 years
          Family from $21,600 to $24,948 over 2 years
        - EMR Rejected
    - EMR Counter of Steps and Lanes and 2.5% each year and 5% and 10% on Health Insurance.
        - 10.7% increase over 2 years with a dollar increase of $1,778,984.
        - Average salary increase per teacher of $6,264 over 2 years.
        - Range of salary increase is $3,764 to $10,354
        - Starting salary from $45,800 to $48,137
        - Highest salary from $86,996 to $91,400
        - Health Insurance: Single from $9,142 to $10,559 over 2 years
          Family from $21,600 to $24,948 over 2 years
        - District cannot afford this.
    - Continued discussion about what would be needed. District Business Manager will prepare 2 or 3 options with EMR priorities.

3. Next meetings October 27 at 4:00 PM.

Meeting adjourned 4:45 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
10. Extended employment language update.
11. Article XVIII language updates and addition of committee to review any issues that may arise.
12. Article V, Sect. 7, subd 4 language updates.
13. $800 contribution to Article XIV Sect. 2, subd 7
14. Online teaching overload and section size.