Meeting #7–October 6, 2025 4:00 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., Luke Swanberg-SEIU Rep.

1. Discussion on Language Items:
    a. District presented MN Paid Leave Supplemental benefits proposal
    b. TA on items 16, 21, 22
    c. Reviewed Item 19 and District will look into it. SEIU stated they had examples and will provide documentation to support.
    d. Article XV discussed. District will explain Policy 413 next meeting.

2. Financial Proposals:
    a. District adjusted previous proposal to reflect a 5% and 10% Health Insurance contribution increase. Proposal #5.
        i. $.35 hour Yr. 1 and $.40 hour in Yr. 2
        ii. District Proposed 5% & 10% increase in Health Insurance set amount each year.
        iii. District proposal total increase is $248,141 for 7.91% over 2 years.
    b. SEIU Proposal #5
        i. increase hourly rates 8% 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. SEIU proposal total increase is $435,583 for 13.88% over 2 years.
    c. District counter Proposal #6.
        i. $.40 hour Yr. 1 and $.40 hour in Yr. 2
        ii. District Proposed 5% & 10% increase in Health Insurance set amount each year.
        iii. District proposal total increase is $253,542 for 8.08% over 2 years.
3. Other
    a. SEIU presented documents signed by members stating their solidarity and respectfully call upon the District to accept their fair economic and language proposals and give them the respect and dignity they deserve as they have attempted to share concerns through good faith bargaining and that they are prepared to take action.
    b. District negotiators have felt the negotiations have been professional and cordial and progress has been made in every session.

4. Next Meeting: October 22 at 4:00

5. Adjourn: 5:35 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
6. October 6
    a. Article XI Section 6 updates
    b. Article XII Reduction in Force update
    c. Article XI Section 7 language additions