Meeting #8–October 22, 2025 4:00 PM

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

1. Discussion on Language Items:
    a. District will be placing language regarding MN Paid Leave Supplemental benefits in the Employee Handbook.
    b. Reviewed Policy 413 in regards to Respect and Dignity.
        i. SEIU withdrew the Respect and Dignity proposal.
        ii. Requested the District consider language for protected activity defined in statute. District will look into this.
    c. TA on Article XI Seniority Language clarifications.
    d. TA on Article VII for MN Paid Leave
    e. Discussed Article VII regarding sick leave.
        i. TA on ESST language additions
        ii. District rejected the increase in sick leave accrual rate from .05 to .075.
        iii. SEIU countered with increase in sick leave accrual rate from .05 to .06.
    f. Did not discuss Article X Section 6 proposal by SEIU.

2. Financial Proposals:
    a. SEIU Proposal #
        i. increase hourly rates 6% in year 1 and 6% in year 2.
        ii. Increase Longevity progressive rate per hour in year 1 and $.05 in year 2.
        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 $368,549 for 11.75% over 2 years.

3. Other
    a. District will send counter financial proposal in a timely manner before next session.

4. Next Meeting: November 3 at 4:30

5. Adjourn: 6
6. 6:01 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
7. October 22
   a. TA on Article XI Seniority Language clarifications.
   b. TA on Article VII for MN Paid Leave