Meeting #9–November 3, 2025 4:30 PM

Present: Lynn Schurman, Matt Thompson, Kayla Nierenhausen-absent, Kevin Enerson, Holly Gazett, Jason Mutzenberger, 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. Article X Section 6 proposal by SEIU regarding adding protected activity language defined in statute.
        i. District rejects. There is language in statute.
    a. SEIU counter to increase in sick leave accrual rate from .05 to .06.
        i. District rejects.
    b. Will set up a meeting to discuss Emergency Situation Language.
    c. TA on Sick Leave Language changes.

2. Financial Proposals:
    a. SEIU Proposal #7
        i. increase hourly rates 5% in year 1 and 5% in year 2.
        ii. Increase Longevity progressive rate per hour in year 1 and $.05 in year 2.
        iii. Propose Health Insurance increase of 5% and 10%.
        iv. SEIU proposal total increase is $350,447 for 11.17% over 2 years.

*Base Rate=24-25: $17.39	25-26: $18.26	26-27:	$19.17
Top Rate=	$25.32	$26.64	$28.22

    b. District Proposal #8
        i. increase hourly rates 3% in year 1 and $.40 hour in year 2.
        ii. Increase Longevity $.05 each year.
        iii. Propose Health Insurance increase of 5% and 10%.
        iv. District proposal total increase is $290,690 for 9.26% over 2 years.

*Base Rate=24-25: $17.39	25-26: $17.91	26-27:	$18.31
Top Rate=	$25.32	$26.21	$27.06

3. Other
    a. District acknowledged SEIU's change in Health Insurance proposal.
    b. SEIU inquired about adding a step in year 2. District is open to looking at it.

4. Next Meeting: November 17 at 6:00

5. Adjourn: 6:13

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
8. November 3
    a. TA on Sick Leave Language changes.