Meeting #10–November 17, 2025 6:00 PM

Present: Lynn Schurman, Matt Thompson, Kayla Nierenhausen-absent, Kevin Enerson, Holly Gazett, Jason Mutzenberger, Maria Spychala, Amber Jacobs, Julia Konop, Brenda Timm, Stacey Evens, 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 emergency procedures.
        i. Working group meeting was held on Nov. 13 with good discussion.
        ii. District rejects and SEIU drops language proposal.
    a. Discussed new Break Time law and are complying. Note was made that there is an issue in one building. Supt. asked for a report and it will be corrected.
    b. Longevity language also added to Article VI.
    c. Verified ESST language was TA'd last meeting.

2. Financial Proposals:
    a. SEIU Proposal #8
        i. Increase hourly rates 1.5% in year 1 and 1.5% in year 2.
        ii. Increase Longevity progressive rate per hour in year 1 and $.05 in year 2.
        iii. Health Insurance increase of 5% and 10% in annual district contribution.
        iv. Add new Step 6 in Yr. 2
        v. SEIU proposal total increase is $339,655 for 10.82% over 2 years.
    b. District Proposal #9
        i. increase hourly rates 1% in year 1 and 1% hour in year 2.
        ii. Increase Longevity $.05 each year.
        iii. Health Insurance increase of 5% and 10% in annual district contribution.
            1. 25-26: Single: $10,050.60 26-27: Single: $11,055.66
            E + Sp: $14,073.15 E + Sp: $15,480.47
            E + Ch: $12,052.95 E + Ch: $13,258.25
        iv. Family: $18,719.40 Family: $20,591.34
        v. Add Step 6 and Drop Step 1 in Yr. 2
        vi. District proposal total increase is $311,520, for 9.93% over 2 years.
        *Base Rate=24-25: $17.39 25-26: $17.56 26-27: $18.63
        Top Rate= $25.32 $26.49 $26.77

3. SEIU announced tentative agreement on District Proposal #9

4. Ratification minimum 17 days for union to vote, hope to have on School Board agenda Dec. 15

5. Adjourn: 8:10 with handshakes

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.
9. November 17
    a. Tentative Agreement on 2025-2027 Master Agreement.