Meeting #9–October 27, 2025 4:00 PM

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

1. Financial:
    - District Proposal 4a: Steps and Lanes, 5 and 10 % on insurance, and 1.75% in Yr 1 and 0 in year 2 but add $700 to career increment.
        - This is 8.12% over 2 years
        - Financial range was $2,100 to $7,500 with average of $4,200 per teacher.
        - EMR Rejected
    - District Proposal 4b: Freeze Steps in Yr 1 and give 3% to each teacher, 5 and 10 % on insurance, and 1% in Yr 2 and add $350 to career increment.
        - This is 8.12% over 2 years
        - Financial range was $3,600 to $6,500 with average of $4,200 per teacher.
        - District stated this is our budgetary limit.
        - EMR Rejected
    - EMR Counter
        - 2% each year on steps and lanes, steps and lanes, and 5 and 10% on insurance.
        - This is 9.82% over 2 years.
        - Financial range was $3,100 to $9,500 with average of $5,560 per teacher.
    - EMR requested we go to mediation.

2. Language:
    - Revisited Duty Day Language
    - Discussed MNB Paid Leave Language template MOU
    - Retire/Rehire Language adjust according to State Statute
    - Work on language for extra-curricular pay based off salary schedule.
3. Next meetings October 27 at 5:43 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 a 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.