

Minutes for July 25, 2023 Negotiations Meeting (District Team)

Conference Room A at District Offices

Meeting began at 3:00 pm and ended at 5:35 pm

WEA Team Members Present: Mark Bullis, Molly Oscarson, Karla Hormann, Wendy Grundhofer, Wayne Trapp, David Aeling, Roxanne Kuerschner, Drew Sodey

District Team Members Present: Enid Schonewise, Ra Chhoth, Lisa Olson, Dana Geller, Kelly Amott, Mick Waldspurger

Both teams reviewed meeting minutes from the June 27, 2023 meeting. Each team will be responsible for their own meeting minutes and will share them with the other team for feedback. The WEA again requested to have joint agreed upon meeting minutes.

Both teams caucused at 3:15pm.

District said they don't feel the need to review/approve WEA's meeting minutes. District team feels that spending time going back and forth about prior meeting minutes will slow down the process and thinks it's important to move the process along.

WEA presented some changes to the Process Agreement including the sections about Invited Observers, Initial Proposals, and the idea of presenting proposals with a neutral tone.

Both teams caucused at 3:45pm.

District team gave feedback about the suggested edits to the Process Agreement. District team agreed to the WEA's request regarding the Invited Observers and Initial Proposals. The statement about using a neutral tone when making suggestions comments and clarified: WEA will present the first proposal. District will respond at the following meeting. No new language issues will be presented by either team after the 2nd proposal. WEA said that they will discuss.

District said that they are okay with removing language about neutral tone due to the fact that it is required in good faith bargaining.

Teams discussed presenting language concerns first and then moving to monetary issues. Teams agreed to bring language issues first and then talk about money and piece it together.

Teams agreed with sharing meeting minutes with the other team no later than 3 business days after the meetings.

District team will make a final draft of the Process Agreement to be reviewed and potentially agreed upon at the next meeting.

Teams will have a small celebration when there is a tentative agreement as stated in the process agreement.

The District team responded to WEA's questions about costing models which were emailed to the District team prior to the July 25, 2023 meeting.

Both teams caucused at 4:45pm.

WEA would like to roll finance questions over to the next meeting.

Levies were discussed. District said that they are all up to date - pre-certified each year and there is a schedule of when they roll off. WEA asked to see a report of when the levees roll off. District team agreed to give it to the WEA team.

Lane changes were discussed. WEA would like to see the last 5 years of lane changes. District team said they will email WEA the whole data set for the past 5 years.

Teams discussed the cost summary sheet given from the District to the WEA team before the July 25, 2023 meeting and the idea that FICA, Medicare, LTD, life insurance and workers compensation are things that are non-spendable benefits. District explained that they are all tied to salaries - when salaries go up, they go up. WEA had questions about the District's costing model in order to make fair proposals.

District team said that we can build trust through the process of figuring out any discrepancies and resolving them together.

WEA feels that there may be more confusion about costs this year since the District is using a new model. District feels that the difference in numbers between the teams is very small considering the large numbers at play.

WEA said that for the sake of time, they would like to have conversations about the revised and adopted budget at the next meeting.

District team suggested that WEA send their questions about that before the next meeting. WEA said that they will try to do that and the District said that they will respond to the questions when received.

Teams agreed on a summary of items that the District team will provide for the next meeting.

Upcoming meeting dates were discussed. District team suggested meeting every week to keep the process moving and proposed the weeks of August 21 and August 28. WEA will connect as a team and will suggest future meetings over email.

Homework from July 25, 2023 Meeting:

District will email a final draft of the Process Agreement to WEA.

District team will make edits to the June 27, 2023 meeting minutes and provide them to WEA.

Meeting minutes will be shared by both teams within 3 business days of the meeting (now and going forward).

District team will provide a schedule of levies.

District team will share the last 5 years of salary lane changes to the WEA team.

WEA will try to send their questions about the revised and adopted budget to the District team prior to the next meeting.

WEA will discuss future meeting dates and confirm with the District team.

Scheduled Meetings:

August 9, 2023 10:30am - 12:45pm

Thursday, August 17, 2023 from 7:30am - 10:30am