

## **Minutes for November 20, 2023 Negotiations Meeting (District Team)**

Conference Room A at District Offices

Meeting began at 4:00 pm and ended at 7:31 pm

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

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

Meeting minutes from the October 25th meeting were reviewed and discussed.

The District confirmed that they're hoping to give a response to the WEA proposal today.

The WEA presented a proposal in response to the District's counter proposal (issues 1-23).

The WEA asked about the current and historical pay rates for Substitutes. The District provided that information after caucus.

The District team caucused at 4:25 pm.

The District gave a brief history of FUND 1 subsidizing FUND 4 (an employee, PAC, and Custodial costs). The WEA asked clarifying questions.

The WEA mentioned a presentation that was given to ECFE Teachers and the WEA concluded from that presentation that the District could afford more because of the FUND 4 status and that they want ECFE Teachers to be paid more. The District was not aware of the presentation.

The District explained the OPEB account and stated that transfers are restricted by statutes. OPEB accounts are designed to support post-retirement benefits. The WEA asked who is currently receiving the funds. The District said that it is a combination of employee groups. The WEA asked for a list of where OPEB funds are going right now. The District said that they will provide that to the WEA.

The District began presenting their counter proposal (issues 1-22) and started by saying that they value Teachers, that it's unfortunate that the District is in SOD and that the District is in this tough financial situation. The District stated that they are disappointed that the WEA didn't bring any new counter with regard to financial issues since October 25th.

The District said that they plan to visit with the school board and see if they're in a place where the teams need to go to mediation and that this is where we're at with the budget that many of us inherited.

The District presented their counter (issues 1-22).

The WEA asked for clarification on flex learning days, the sick leave bank and the idea of putting them in the Teacher contract as MOAs. The District stated that they had requested that flex learning be a MOA at an earlier meeting.

The WEA stated that they assumed the District was making more movement during the long caucus during which the District put together their counter. The District apologized that it took longer than expected to create the response. The District shared their frustration of not receiving movement from WEA over the past 3 weeks. The District reiterated that they should go to the school board to discuss mediation, because it doesn't make sense to schedule more meetings with such little movement.

The WEA had a conflict on December 14th. The teams rescheduled the December 14th meeting to December 18th which will start/end a little early because of the school board meeting that evening.

Other potential future meeting dates were discussed, but none were not scheduled.

The teams shared their frustration and disappointment that there was very little movement this evening and since the October meeting.

The teams talked about SOD and the restraints. The WEA feels that there are no time restrictions on it and the District reminded the WEA that the plan that they submitted and approved by the school board was to get us out of the 6 year SOD. The WEA said that they think the plan is very good but that they don't think we need to make all of that progress in one year. The WEA asked if the board was willing to budge on the \$4.2M and the District said that the board set and approved the plan and the parameters are tight.

The District explained that the SOD plan has already been approved by the full board.

The District shared an idea with the WEA that could potentially negotiate two proposals/two contracts at once during this round. The District asked if the WEA was open to the concept and said that they will propose this idea to the school board. The WEA said that they will meet as a team and try to be creative and entertain negotiating the next 4 years. The WEA said that having the District's numbers first will help them determine if it'd be worth entertaining or not.

Both teams agreed that the school board should be part of the conversation.

#### Homework from the November 20, 2023 Meeting:

Both teams will share their meeting minutes within 3 business days of the meeting.

WEA will bring its proposal to the next meeting.

The District will email an electronic copy of their counter proposal to WEA.

The District will have a closed meeting with the school board to discuss items noted earlier in the meeting.

**Scheduled Meetings:**

Monday, December 4, 2023 4:00 - 6:00 pm (or 7:00 pm if both teams agree)

Monday, December 18, 2023 3:30 - 5:30 pm