

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

Conference Room A at District Offices

Meeting began at 3:30 pm and ended at 6:25 pm

WEA Team Members Present: Mark Bullis, Molly Oscarson, Karla Hormann, Wayne Trapp, Peter Brown, 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 12th meeting were reviewed and discussed. WEA requested a change to the October 12, 2023 meeting minutes related to the grievance language.

The District presented a counter-proposal in response to WEA's initial financial proposal, which was presented on October 12, 2023, and the outstanding language proposals.

The District explained that the total cost of WEA's initial proposal is 15.25% over two years. The District also shared a document showing the cost of WEA's initial financial proposal. The District explained that it cannot afford WEA's proposal. The District is in statutory operating debt, with a negative \$6.2M fund balance.

The District's counter-proposal included steps and lanes in each year of the contract. The District's counter-proposal also included a 1% improvement to the salary schedule in each year of the contract. The total cost of the District's financial proposal is 6.03% over two years. WEA requested documentation showing the District's costing. The District provided printed copies of the requested documentation during the caucus.

Both teams caucused at 4:09 pm.

After the caucus ended, WEA made several statements and asked some questions about the District's counter proposal.

In regard to WEA's proposal to provide a wellness bonus, WEA disagreed with the District's concern about the cost of implementing a wellness bonus. In addition to concerns about cost, the District had raised a concern that WEA's rationale for implementing a wellness bonus suggested that WEA believes teachers have discretion to use sick leave on occasions when they are able to report to work and perform the job duties. WEA clarified that it believes a wellness bonus may create an incentive for teachers to schedule medical appointments outside the school day.

The District withdrew its proposal (Issue 12) to modify the sick leave bank. WEA stated that its response to the District's proposal was intended to be a new WEA language proposal.

WEA reiterated that it is unwilling to allow the District to offer a High Deductible / VEBA plan to WEA's members. The District believes the plan may benefit some members and may ultimately reduce insurance costs. WEA stated that it believes the plan is too risky for its members.

WEA disagreed with the District's calculation of its revenues. WEA is using different enrollment figures than the District. WEA stated that based on its understanding of ADMs the District should have more money available. The District disagreed with WEA and explained that it is using the most up-to-date enrollment figures. The District also explained that the ADM formula already accounts for the additional weight given to secondary students and the lesser weight given to elementary students.

WEA asked questions about the school districts that ISD 110 uses for comparison.

WEA asked questions about when the general education fund has been used to supplement the community education fund. The District explained that during the pandemic the general education fund supplemented the community education fund. Additionally, items that would normally be charged back to the community education fund were not charged back.

WEA asked if the District can use monies in the Other Post-Employment Benefits (OPEB) fund to pay for teacher salaries and benefits. The District explained that the OPEB Trust fund is a restricted fund and may not be used for this purpose.

WEA stated that because the District made \$4M in budget cuts for the 2023-2024 school year, the District should realize another \$4M in savings during the 2024-2025 school year. The District disagreed. (The savings from budget cuts cannot be counted twice. Cutting \$4M from the budget in year-1 does not result in an additional \$4M being cut from the budget in year-2.)

WEA stated that it will respond to the District's counter-proposal at the next meeting.

The District agreed to make a change to the minutes from the previous meeting because WEA does not agree that it stated the proposed changes to the grievance procedure will provide more clarity to everyone.

Future meeting dates were discussed and the teams agreed on December 4th and 14th.

Homework from the October 25, 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 provide additional information about the community education fund and the OPEB fund.

Scheduled Meetings:

Monday, November 20, 2023: 4:00 - 6:00 pm (or 7:00 pm if both teams agree)

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

Thursday, December 14, 2023 4:30 - 6:30 pm (or 7:30 pm if both teams agree)