



WEA PROPOSAL

8.17.23





Issue 1

Article X, Section 7 - Compensation for Travel Between Buildings

	Southview	Bayview	Laketown	WHS	WMS	ESC	WLC
Southview		.5 miles	1.9 miles	2.2 miles	1.5 miles	1.0 mile	2.5 miles
Bayview	.5 miles		2.1 miles	2.3 miles	1.6 miles	1.4 miles	2.5 miles
Laketown	1.9 miles	2.1 miles		3.7 miles	3.0 miles	2.4 miles	4.0 miles
WHS	2.2 miles	2.3 miles	3.7 miles		.9 miles	1.8 miles	.5 miles
WMS	1.5 miles	1.6 miles	3.0 miles	.9 miles		1.1 miles	1.8 miles
ESC	1.0 mile	1.4 miles	2.4 miles	1.8 miles	1.1 miles		2.1 miles
WLC	2.5 miles	2.5 miles	4.0 miles	.5 miles	1.8 miles	2.1 miles	

- This has not been updated with new mileage
- WLC & WHS needed to be separated

Issue 2 - Insurance Committee

Article XI, Section 8

Insurance Committee - Insurance Advisory Committee Membership:

Administration - 2 members

Custodians - 1 member

Clerical/Confidential/Technology/Interpreter - 1 member

Community Education - 1 member

Educational Support Professionals - 1 member

Nutritional Services - 1 member

Principals - 1 member

Teachers - 7 members one of which will be the WEA Lead Negotiator

Each organized employee group will be represented by its Unit President or designee.

One teacher member each from Bayview, Laketown, Southview, Waconia Middle School, Waconia High School, Waconia Learning Center, and ECFE.

Administration will be represented by the Directors of Human Resources and Finance and Operations.

Whenever possible, newly selected insurance advisory committee members should attend a meeting with the current member prior to the beginning of their term. Committee members will be encouraged to provide training to new members replacing them on the committee.

Insurance Committee Continued...

Insurance Advisory Committee Member Requirements:

Committee members commit their time to attend all meetings. Release time will be provided if a meeting is held within a member's workday.

Committee members have a genuine interest in working as part of the insurance committee to make recommendations to the school district regarding benefits.

Committee members agree to volunteer their time on the insurance advisory committee for a minimum of one school year.

Rational - This was the original agreed upon guidelines with the previous administration discussed at the table.

Issue 3 - Leaves of Absence

Article XII, Section 2, Subd. 3

Subd. 3. Teachers are eligible to elect reimbursement for unused sick leave as a cash payment in accordance with the following schedule prior to their 15th year. No later than seven (7) calendar days before the last teacher work day, the School District shall provide each teacher with notice of their total amount of unused sick leave days accrued that year in accordance with subdivision 1 above and carried forward from prior years. Upon notice to the district's Human Resources Department on or before the last teacher workday, teachers will be eligible to elect reimbursement for unused sick leave days as a cash payment in accordance with the following schedule:

If a teacher elects reimbursement for unused sick leave days as a cash payment under this subdivision then his/her total unused sick leave will be reduced in accordance with such election.

Total Number of Unused Sick Leave Days at the End of the School Year	Number of Unused Sick Leave Days for which a Teacher May Elect Reimbursement	Reimbursement Rate Per Unused Sick Leave Day
Less than 45	0	Not eligible for reimbursement. All unused sick leave days accrued during the school year will be added to the teacher's total sick leave and carried forward to the next school year.
45-59	Up to 4	\$80.00
60-89	Up to 6	\$80.00
90-119	Up to 8	\$80.00
120+	Up to 10	\$80.00

Subd. 4. Full-time teachers who have completed at least fifteen (15) years of continuous service with the School District, are at least fifty-five (55) years of age, and provide a written notice of retirement to the School District no later than March 1 that is effective at the conclusion of the school year, will automatically receive a deposit equal to 100% of the balance of the teacher's accrued and unused sick leave into a Minnesota State Retirement System (MSRS) Health Care Saving Plan (HCSP) at the rate of eighty dollars (\$80.00) per day up to a maximum of one-hundred and thirty-five (135) days. A part-time teacher will be eligible for a deposit in accordance with this subdivision in a prorated amount proportional to their employment. The deposit will be made within sixty (60) days following the teacher's last date of employment. The School District's only obligation is to make the contribution to the MSRS HCSP as agreed to in this subdivision and no claim shall be made against the School District as a result of the MSRS HCSP. Upon the teacher's death, any contribution owed but not yet paid to the HCSP will be paid in cash to the teacher's designated beneficiary.

******Housekeeping - the following subdivisions would need to be re-numbered

WEA Reasoning

- This was a change in the last round and a reason it was voted down.
- Language benefits all employees working under this agreement.
- This is a benefit for the employee to decide how their money is managed
- Benefits the district as it defers payments from year 15 to retirement.

Issue 4 - Leaves of Absence

Article XII, Section 3, Subd. 1

Subd. 1. Each teacher will be granted personal leave days based on their completed years of experience in the school district according to the following schedule:

0-10 years 2 3 days

11-20 years 3 4 days

21 + years 4 5 days

- This is highly requested from our members.

Issue 5 - Leaves of Absence

Article XII, Section 3, Subd. 1

A maximum of ~~3~~ 4 days of personal leave may be carried over to the next school year.

- Savings to the district in sub cost
- This is an extremely important issue among our membership.
- Everyone should be able to carry over what they have earned.
- There is an inequity due to longevity

Issue 6 - Add ULA State Statute

Article XVI, Section 3, Subd. 3?

“The policies governing unrequested leave of absence and the seniority agreement shall be in accord with Minnesota Statutes 122A.40, Subd. 11. as enacted prior to July 1, 2019 and as spelled out in Appendix.

A teacher who has acquired continuing contract rights must not be placed on unrequested leave of absence (ULA) while Tier 1-licensed, Tier 2- licensed, or probationary teachers are retained in positions for which the teacher who has acquired continuing contract rights is licensed. Tier 3 and 4 continuing contract teachers shall be placed on unrequested leave of absence in inverse order of seniority, as calculated by initial date of hire as a licensed teacher.

- Per the recommendation of Education Minnesota
- We understand that this has not been an issue, however we would like to be proactive.

Issue 7 - Defined Contribution Program (District Matching Benefit)

Article XVII, Section 2, Subd. 1

Subd. 1. The School District shall contribute, under this subdivision, matching funds according to the following schedule not to exceed the yearly amount as listed. Years of Service District Matching In District Contribution Probationary No district match. Continuing Contract-4 yrs. \$525 Match, 5-8 yrs. \$900 Match, 9-12 yrs. \$1,400 Match, 13-16 yrs. \$2,200 Match, 17-20 yrs. \$2,400, Match 21 + yrs. \$2,825 Match

~~Lifetime Maximum District Contribution \$50,000 (As of September 1, 2021) Lifetime Maximum District Contribution \$55,000 (As of September 1, 2022)~~

- We do not see a cost to the district by striking maximums.
- These limit those saving for retirement and does not reward for longevity.

ECFE/Preschool

Article XVIII

*Proposal to create language that reflects the new state statute changes together.

- We want to make sure this is done according to the law.
- We would plan to invite members from ECFE, Preschool, and ED MN

Issue 8 - Grievance

Attachment E, Sections 3, Subd. 4

- The filing or service of any notice or document herein shall be timely if it is personally served or if it bears a certified post mark of the united states postal service or **an email time stamp** within the time period.

Memorandum Of Agreement - Elementary Specialist Compacting

Due to the reduction of specialists at the Elementary schools, which led to compacting of class sections, Elementary Specialists will be paid \$1,300 per section compacted for the school year.

- Compacting of classroom sections