

2023-2025 Proposal below must be with the Approval of the 2025-2027 Contract Proposal and retroactive for the 2023-24 School year

TA Issue 1 - Compensation for Travel Between Buildings

TA Issue 7 - Remove Lifetime District Contribution within Article XVII

TA Issue 8 - Attachment E - add "Or an Email time Stamp"

TA Issue 15 - Basic Compensation - Increase Career Increment to 4.5%

TA Issues 19 and 20 - Award for Steps and Lanes for all who qualify in both years

TA Issue 4 - Adjust leaves of Absence

0-8 years - 2 Days

9-16 Years - 3 Days

17+ Years - 4 Days

TA Issue 13 - MOA Flex Learning

Response by District

Issue 9 - District proposed 8% in year 1 and 1% in year 2 to the preschool schedule

Issue 2 - Insurance Committee Guidelines

The WEA does not have official documentation but believes they heard the district is willing to insert the proposed WEA Insurance Committee guidelines with proportional representation as an MOU. In addition the WEA proposes adding language that the insurance committee will seek bids from at least 3 different agencies (Ex. One digital and at least two additional) to help prepare for the 2025-2027 contract.

WEA Drops

Issue 3 - Wellness - Sick Leave Buy back

WEA Respectfully Declines

Issue 11 - High Deductible Plan

WEA Financial Proposals for 2023-2025

Issue 16 - District Contribution for Group Insurance

District Monthly Contribution	Singles	Singles +1	Family
Proposed 2023-24	+ 93.59 — \$860.72	+ 218.24 ---- \$1,404.15	+ 264.61 ---- \$1,741.49
Proposed 2024-25	+ 81.25 — \$ 941.97	+189.09 ---- \$1,593.24	+228.67 ---- \$1,970.16

***Benefit retro should be treated as pre-taxed dollars

Issue 17 - ECFE - 1.5% Increase in Year 1 and 2.5% Increase in Year 2

Issue 18 - ECFE Longevity - The WEA proposes to insert a career increment of 4.5% after step 6.

Issue 21 - Salary Schedules A and B: 1.5% Increase in Year 1 and 2.5% Increase in Year 2 .

Insert MOU WEA members retiring in year 1 will receive \$12,000 as a one time payroll payment after they declare for retirement. Members retiring in year 2 will receive \$9,000 as a one time payroll payment after they declare for retirement. Both years will be funded by the OPEB account to assist employee high 5 deficits.

Insert MOU Stating the 2023-2025 contract is contingent upon the approval of the 2025-27 contract by both parties.

2025-2027 Proposal

- 1. Steps and Lanes in both years for teachers who qualify
- 2. 6% in year 1 and 9% in year 2 to all Salary Schedules
- 3. Pre-School Teachers move to ECFE Schedule in 2025, rewarded with their current step
- 4. Increase the Career Increments for both ECFE and K-12 A and B Schedule to 4.75%
- 5. Modify insurance Contribution to be Language
 - a.

Singles	Singles +1	Family
100% Health and Dental	75% Health and Dental	75% Health and Dental

- 6. Add \$100 to each category on 403B Contributions
- 7. Increase Sub Coverage, Team W, Summer School, and Curriculum Hours pay by \$15
- 8. Keep Flex learning Day and Insurance Committee Guideline MOUs for contract years 2025-27.
- 9. Article XII Leave of Absence, Section 2, Subdivision 3
 - a. Increase from \$80 to \$100
- 10. Increase insurance contribution for retirees to \$718.87 plus the premium percent increase, funded by the OPEB account
- 11. Both the WEA and the District have the understanding that any budget reductions needed to fund the 2025-27 school years or thereafter, due to any potential lack of revenue, will not be at the expense of WEA staff reductions.
- 12. The WEA and District will jointly enter an MOU in the case of a windfall.

Memorandum of Agreement
Insurance Advisory Committee Guidelines

Goals of the Insurance Advisory Committee:

- To collaboratively work together to ensure the district's insurance benefits meet the diverse needs of the employees of Waconia Public Schools. *The District will seek bids from at minimum 3 different agencies at RFP to ensure competitive pricing.*
- To identify and resolve issues using a team problem-solving approach in a high-functioning committee environment.
- To respect fellow committee member viewpoints and utilize any differences as opportunities for growth and improvement.
- To learn together while promoting open communication and transparency while working towards the best possible result.

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.

Insurance Committee Meetings:

- Committee meetings will take place one time per month from September through April of each school year.
- Committee dates will be established at the first meeting of the new school year.
- Meeting duration will typically be no more than one hour unless the agenda requires an extended meeting (i.e., special guest speaker, renewal review, etc.) Extended meetings will be limited to no more than two hours.

Insurance Committee Agendas:

- Meeting agendas will be established by the Administration and emailed to all committee members prior to each meeting.
- Insurance advisory committee members are encouraged to provide topics for the agenda and make suggestions for speakers and other resources. Agenda topics and suggestions should be provided to the Director of Human Resources.

Insurance Committee Recommendations:

- Insurance advisory committee members will make recommendations to the school district for insurance benefit additions, deletions, and/or modifications.
- Insurance advisory committee recommendations will be made by consensus of all members present at the meeting.
- The school district will fully consider the insurance advisory committee's recommendations in its decision-making process.

Insurance Advisory Committee Membership:

Administration - 1 members

Custodians - 1 member

Clerical/Confidential/Technology/Misc. - 1 member

Community Education - 1 member

Educational Support Professionals - 1 member

Nutritional Services - 1 member

Principals - 1 member

Teachers - 5 members

WEA- 1 member

- Each organized employee group will be represented by its Unit President or designee.
- One teacher member each from Bayview, Laketown, Southview, Waconia Middle School, and Waconia High School/Learning Center
- Administration will be represented by the Directors of Human Resources.
- WEA will be represented by the Union President or Lead Negotiator.
- 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.

Effective June 30th, 2023 - July 1, 2027