

A special LEA meeting was called to order by President Allan Erickson on November 8, 1991 at 11:10 am. Meeting was then turned over to the negotiators.

Salary Proposal presented to the board on November 7.

Increase per teacher for the school year 1991-1992
\$3,000.00

With 58.7 teachers this amount to \$176,100 of additional cost. This includes full single insurance and full family insurance premiums paid for by the school district. This would also include insurance protection for part time personnel.

Increase per teacher for the school year 1992-1993
\$2,000.00

With 58.7 teachers this amounts to \$117,400 of additional cost. This includes an additional 10% allotted for increased insurance premium both single and family. Should insurance premiums remain the same this allotment would be marked for salary increase. This would also apply to part time personnel.

Mr. Krenz stated that this was 9.5% the first year and 4.7% the second year and remarked that we have had larger proposals.

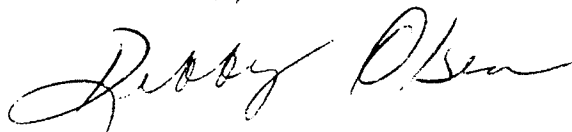
The School Board has not proposed any dollar amounts.

Language items presented by the board.

1. 8 hour day - the day will be flexible as it is now, but each teacher would declare their hours at the beginning of the year.
2. There is not a conflict in reporting how much sick leave each teacher has and how much you have used. 1/4 day is the least amount that will be deducted by the school.
3. Agree to have a calendar committee.
4. Would like some criteria for sick leave bank, their concern is: the new laws regarding family illness.
5. Agree to add 1 person to review committee regarding credits.
6. Would like an hourly rate of pay to part time people when requested to attend things rather than pro-rating salary.
7. They will discuss discipline language.
8. Severance payments to read 1-6 payments rather than one lump sum.
9. Board wants to have a cap on single insurance coverage

Meeting adjourned at 11.40 am

Secretary,



USA meeting was called to order by President Allan Erickson at 3:35 pm on October 22, 1991.

Health Insurance:

1. Members voted by a 22-5 margin to remain with Blue Cross/Blue Shield rather than join the Mayo Health Plan.

*** 2. Motion made, seconded and passed to request a change in current Blue Cross/Blue Shield coverage to allow "usual and customary" ambulance coverage (at a cost of \$.18 a month for single and \$.78 a month for family) and a \$1,000,000 maximum outpatient lifetime limit (at a cost of \$.21 a month for single and \$.50 a month for family).

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New Business:

***1. Motion made, seconded and passed to spend \$168 for National Education Week to post 'Straight A' Honor roll students' pictures.

2. Negotiators discussed contract issues. So far no language items have been agreed to or dropped by either side. No dollar amounts or money issues have been discussed.

Meeting Adjourned;

Secretary,

Ruby Olsen