

Education Minnesota-Lewiston-Altura

(Minutes for the August 27, 1999 meeting)

The meeting was called to order by Presidents Roberta Stiles and Ann Gerth.

The new officers were introduced.

Co-Presidents: Roberta Stiles and Ann Gerth

Treasurer: Scott Bunkowski

Secretary: Carol Koetter

The secretary's report was approved.

Bonnie Kalmes gave the treasurer's report. Our national, state, and HVTU dues went up a total of \$13.80. Bonnie recommended that we keep our local dues at \$520 which is the same as they were last year. Carol Bromeland made a motion that was seconded by Carol Koetter to keep the dues at \$520. The motion carried.

Since our meeting was running during our lunch break, pizzas were ordered. The pizzas cost \$117.68. A motion was made by Deb Olsen and seconded by Karen Anderson to pay for them out of the association funds. The motion carried.

Sign up sheets for committees and school board meetings were passed around. Two new committees were added to the current list. They are "MENTORS" and "POLICIES."

The following committee reports were given.

Membership chair, Sue Crouse, handed out enrollment forms and stressed the importance of returning them to her ASAP.

Teacher Rights past chair, Pug Murphy, gave an update on the grievances we had at the end of the 1998-99 school year. One was regarding observation procedure for a special education teacher. This grievance was dropped and an agreement was made to handle it with contract language. The second grievance was regarding the unilateral decision by our former superintendent to remove the position of ECFE (early childhood family education) from the salary schedule and make it an hourly position. The board acknowledged that it was not done correctly and agreed to pay the ECFE teacher her back pay. Another issue was the withholding of a raise to the EDK (extended day kindergarten) teacher. The board agreed to pay the raise.

For the benefit of the new teachers, sick leave bank chair, Ann Stokke, gave an explanation of this bank. She handed out enrollment cards and asked that they be returned to her or Todd Stokke ASAP.

Deb Olsen reported that direct deposit probably will not happen but money subtracted for a variety of savings will be sent in after each pay period. (This includes annuities and credit unions).

Roberta Stiles explained that our dental insurance was going up and our agent, John Stiles, suggested that we might consider a different company. (We

may not even be able to keep our old policy due to a lack of members.) The new company to be considered is Health Partners. This will be discussed at our next meeting.

Pat Burfeind and Jane Brinkman agreed to co-chair the vice president position.

Carol Bromeland made a motion that was seconded to pay our Teacher Right chair \$300 retroactive to last year. The motion was carried.

The meeting was turned over to the negotiators to present a package to consider. When negotiations began last spring, under our old administration, the board had proposed changes for 48 pages from our contract. Once the new superintendent started, things went much smoother. After 20 plus meetings, a package is ready for consideration. Some major changes asked for by the board are:

- Drop comp. time and replace it with actual teacher hourly rate pay. All accumulated comp time must be used during this school year
- Change severance pay to a matching (up to \$300) qualified deferred compensation plan for anyone hired after 1980. Anyone in the new plan will need 30 sick days for one year of insurance after retiring
- \$300 insurance coverage for single and family (may only be used for health insurance)
- Additional \$500 for anyone at the top of their lane with 20 years experience (first year only)

This package represents a 4.4 percent increase the first year and a 3.6 percent the second year for a total of 7.9 percent.

The negotiators said that the package they presented has been approved by the board and if we do not accept it, everything is off the table and we start over.

Gale Moore expressed a concern about accepting and sending a message that we are happy with everything proposed.

At 1:35, a motion was made by Pug Murphy and seconded by Wayne Shustrom to adjourn. Meeting adjourned.

Our next meeting is scheduled for Tuesday, August 31, at 12:00.

Respectfully submitted
Secretary
Carol Koetter