

## WEA Negotiations 4/13/2021

### Meeting Notes

#### **Attendance:**

**Board:** Todd Howard, Dave Rounds, Dan Hussey

**WEA:** Jared Young, Katie Bauer, Katie Lund

**Public:** Ed Chilgren, Pat Specht, Nichole Farkas, Tina Brackebusch, Jarod Schaber

#### **5:02 -Start of meeting**

Mr.Howard- went over ground rules supplied in District Packet for Meeting

Both sides approved the agenda

**5:05- Set next negotiation meeting** tentative date for May 3rd, 2021 5:00pm,  
Todd Howard: -waiting for state to approve individual school budget distribution

- Stated State has set overall budget for schools (in packet)
- State is behind 3 weeks on reporting figures

#### **5:10**

#### **Todd Howard: Went over past history of negotiations**

- Read 21-22 WEA Negotiations Talking Points Supplied by the District

#### **Significant budget items stated by District:**

- State Minimum Salary for 20-21 is \$40,000, for 21-22 school year will be \$40,369
- 5% Holdback from the SDE beginning 20-21( IT, Leadership, Technology)
- ESSER 1 Funds received: ~\$300,000
- ESSER 2 Funds received: ~\$540,000
- ESSER 3 Funds will be ~\$1.2 Million, not received yet
- FTE Calculation switched from ADA to Enrollment
- FTE Comparison: 19-20 is 28.2, 20-21 will be 28.4
- State Funding of Career Ladder (Funding Formula) occurred mid-year after; it was not included in the original 20-21 Budget
- 20-21 Per Unit Support was decreased from original \$28,887 to \$22,810 at a cost to the WSD of \$136,000
- Decrease in Discretionary spending will be reflected in the May/June payments

#### **5:17**

Katie Bauer: Presented WEA Proposal to Dave Rounds and District Representatives  
Proposal given

**5:20**

**Proposal review:**

Dave Rounds/District: Reviewed 6 proposal points

**-Proposal Item 1: Step Recalculation:**

District to review Salary step calculations of 3.75% to each step, hear back next meeting for response

**- Proposal Item 2: 6% increase to base:**

District to review and present upon next meeting, stated that was not an unreasonable ask.

**- Proposal Item 3: Benefit Pool Premium:**

Refer to B. Conley at office for review for next meeting, currently next year premium not known, but is expected to be 2-3% increase to insurance premium expected, should know answer by next meeting of May 3rd

**-Proposal Item 4: Sick Leave carryover:**

District will look over and respond next meeting

**-Proposal Item 5: Insurance:**

Currently, next year's premium is not known, but is expected to be 2-3% increase to the insurance premium expected, should know the answer by the next meeting of May 3rd, the district had stated that this was no issue as of now.

**-Proposal Item 6: Longevity Bonus:**

Dave Rounds: initial thought that it should start at year 13 on the Salary scale before payout begins, District to review payouts and years given, will hear back at the next meeting for response from District.

**5:33**

**Meeting scheduling:**

- If District has not heard back from the State Reporting by April 30th, 2021, District will notify WEA and reschedule Meeting for May 11th, 2021 at 5:00pm if the meeting will be changed
- As of now the meeting is Scheduled for May 3rd, 2021 @ 5pm

## WEA Negotiations 5/19/2021

### Meeting Notes

#### **Attendance:**

**Board:** Todd Howard, Dave Rounds, Dan Hussey

**WEA:** Jared Young, Katie Bauer, Katie Lund

**Public:** Pat Specht, Nichole Farkas, Tina Brackebusch, Jarod Schaber

5:30- Start of Meeting

- Set next Meeting time Tuesday June 1st, 2021 @ 4:00pm
- Mr. Howard provided notes from last meeting
- District Review: no individual allocation data has been given to district yet to calculate budget
  - Legislation did not take action on ADA or enrollment data yet
  - District down 17 students
  - Distribution factor restored for 21-22 school year to 19-20 levels \$29,000
- District provided print out of review of last meeting and updates on funding

5:37

- WEA proposed to add steps/lanes to previous proposal
- District echoed that and added to their proposal

5:41

- District provided response to WEA proposal
  - Item #1 - Agreed to terms of fixing calculation adjustments to current schedule of 3.75% steps
  - Item #2 - Offer from district 1% to base with 2% one time bonus for maxed out steps or lanes.
  - Item #3- No change to current Insurance benefit grandfather rule, district will not pay out new employees covered on spouse's group insurance.
  - Item #4 - No change to current 2 days personal leave with 1 day carryover for next year, Keep the same as we currently have
  - Item #5- Agree to covering insurance premium raise, whatever that may end up being officially
  - Item #6 - Longevity Bonuses- no

5:47

WEA Caucus time, to review and examine district proposal

6:05

WEA counter proposal presented to District:

- Item #1: agree with district to standardize steps/lanes calculation
- Item #2: WEA proposed 5% increase to base salary w/steps and lanes
- Item #3: Benefit Pool- allow District employees to take spouse's insurance and take benefit pool distribution instead of district insurance
  - a. Offer to all who qualify
  - b. District would save about \$450 per month for employees that are currently taking school insurance

- Item #4: Personal Leave, agree to keep current method for next year
- Item #5: Insurance premium agreement on covering premium raise for next school year, agree with district
- Item #6: Longevity bonus: original proposal presented again

6:19

District Caucus to review and examine WEA proposal , Items #2,#3, #6 in question still

6:39

District proposal #2

- Item #1 agree
- Item #2: 2 Offers:
  - Option A. offer from district, Steps/ lanes, 2% to base with 2% one time bonus for maxed out lanes with NO to Item # 6
  - Option B: Steps/lanes, 2% to base salary + Longevity bonus Item #6
    - Longevity bonus( based on continuous and consecutive years at WSD):Payout will be given out as a one-time stipend, to be negotiated on in future years for continuation like steps/lanes

Longevity	Payout
10 Years	\$500
15 years	\$750
20 Years	\$1000
25 Years	\$1250
30+ years	\$1500

6:48

WEA Caucus time to review and and examine offer

7:00pm

WEA and District agree to meet on June 1st, 2021 at @4:00pm to present response to district proposal #2. WEA will bring proposals ready to the next meeting Both sides agree on Items #1 Salary scale calculations, #4 agree to keep current terms for next school year for personal leave, #5 Insurance premium coverage by district for any increase for all employees. Items # 2,3,6 are still being negotiated on.

7:02

End of meeting.

**WEA Negotiations 6/01/2021**

**Meeting Notes**

**Attendance:**

**Board:** Todd Howard, Dave Rounds, Dan Hussey

**WEA:** Jared Young, Katie Bauer, Katie Lund

**Public:**, Nichole Farkas, Tina Brackebusch, Jarod Schaber, Corey Miller, Brooke Miller

4:00- Start of Meeting

WEA Response to District proposal #2:

District proposal #2

- Item #1 agree
- Item #2: 2 Offers:
  - Option A. offer from district, Steps/ lanes, 2% to base with 2% one time bonus for maxed out lanes with NO to Item # 6
  - Option B: Steps/lanes, 2% to base salary + Longevity bonus Item #6
    - Longevity bonus( based on continuous and consecutive years at WSD):Payout will be given out as a one-time stipend, to be negotiated on in future years for continuation like steps/lanes

Longevity	Payout
10 Years	\$500
15 years	\$750
20 Years	\$1000
25 Years	\$1250
30+ years	\$1500

WEA Proposal:

1. Standardize the mathematics of the salary scale (same percentage (3.75) increase for each cell) (AGREED)
2. 5% raise to the base salary and steps and lanes
  - a. We are 4% behind inflation since the 2008 recession and did not receive anything on the base for 2020-2021.
3. Benefit pool
  - a. Offer it to all who qualify on a spouse's group insurance
  - b. District would save about \$450 per month for employees that are currently taking school insurance
  - c. What is the reasoning behind rejecting this?
4. Personal/Sick Leave

- a. No change to current personal leave: 2 days personal leave with 1 day carryover for next year (AGREED)

5. Insurance

- a. Increase to cover individual medical premium: \$856.70 (AGREED)

6.) Longevity bonus original rates.

#7 : Staff inclusion on creation of Professional development Committee to oversee and add input on decision making process, at least 1 HS staff member and 1 elementary school staff member.

District: Item #7 is non-negotiable and to seek out item #7 with the school administrator and bring the item to the school board meeting.

District Caucus time 4:13pm

District Response:

4:25 pm

Set next meeting for Monday June 7th @ 12:30pm

District Response:

Item #1 agree

Item#2: 2.5% base increase + Steps/Lanes

Item #3: no change to benefit pool

Item #4 agree

Item #5 : agree

Item #6: Longevity bonus( based on continuous and consecutive years at WSD):Payout will be given out as a one-time stipend, to be negotiated on in future years for continuation like steps/lanes

Longevity	Payout
10 Years	\$500
15 years	\$750
20 Years	\$1000
25 Years	\$1250
30+ years	\$1500

WEA Caucus Time: 4:35pm

Return from Caucus: 4:50pm

WEA Response:

Proposal:

1. Standardize the mathematics of the salary scale (same percentage (3.75) increase for each cell) (AGREED)
  2. 4% raise to the base salary and steps and lanes
    - a. We are 4% behind inflation since the 2008 recession and did not receive anything on the base for 2020-2021.
  3. Benefit pool
    - a. Offer it to all who qualify on a spouse's group insurance
    - b. District would save about \$450 per month for employees that are currently taking school insurance
    - c. What is the reasoning behind rejecting this?
  4. Personal/Sick Leave
    - a. No change to current personal leave: 2 days personal leave with 1 day carryover for next year (AGREED)
  5. Insurance
    - a. Increase to cover individual medical premium: \$856.70 (AGREED)
- 

Board Counter-Offer:

#2 - 3% raise to the base + Steps/lanes, with no longevity bonus

#3 - no change to the benefit pool

#6- No longevity

4:56

WEA Caucus time

5:05

Return from Caucus

- Agree to meet next meeting June 7th, 2021 @ 12:30pm
- WEA will talk to B. Conley to clarify Benefit Pool

END MEETING 5:06

## WEA Negotiations 6/07/2021

### Meeting Notes

#### **Attendance:**

**Board:** Todd Howard, Dave Rounds, Dan Hussey

**WEA:** Jared Young, Katie Bauer, Katie Lund

**Public:**, Nichole Farkas, Pat Specht, Corey Miller, Brooke Miller, Natalie Heyn

12:30pm Start Meeting

Set Next meeting date: June 9th @ 9am( If needed)

WEA Response:

Proposal:

Standardize the mathematics of the salary scale (same percentage (3.75) increase for each cell) (AGREED)

3.5% raise to the base salary and steps and lanes

Benefit pool

a. No Change, but would like to continue conversation with district office staff

Personal/Sick Leave

a. No change to current personal leave: 2 days personal leave with 1 day carryover for next year (AGREED)

Insurance

a. Increase to cover individual medical premium: \$856.70 (AGREED)

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District response 12:35

Board Counter-Offer:

#2 - 3% raise to the base + Steps/lanes, with no longevity bonus

#3 - no change to the benefit pool

#6- No longevity

Discussion time WEA and District

12:35- 12:49

WEA Caucus 12:50

End Caucus: 1:08pm

WEA Response:

1. Standardize the mathematics of the salary scale (same percentage (3.75) increase for each cell) (AGREED)



2. 3.% raise to the base salary and steps and lanes + 1% one time bonus paid to all certified employees.
3. Benefit pool
  - a. No Change, but would like to continue conversation with district office staff
4. Personal/Sick Leave
  - a. No change to current personal leave: 2 days personal leave with 1 day carryover for next year (AGREED)
5. Insurance
  - a. Increase to cover individual medical premium: \$856.70 (AGREED)

District Caucus: 1:09- 1:12

District response:

1. Standardize the mathematics of the salary scale (same percentage (3.75) increase for each cell) (AGREED)
2. 3.25% raise to the base salary and steps and lanes
3. Benefit pool
  - a. No Change, but would like to continue conversation with district office staff
4. Personal/Sick Leave
  - a. No change to current personal leave: 2 days personal leave with 1 day carryover for next year (AGREED)
5. Insurance
  - a. Increase to cover individual medical premium: \$856.70 (AGREED)

WEA Caucus: 1:13- 1:14

Returned:

Agree on proposal from district:

1. Standardize the mathematics of the salary scale (same percentage (3.75) increase for each cell) (AGREED)
2. 3.25% raise to the base salary and steps and lanes
3. Benefit pool
  - a. No Change, but would like to continue conversation with district office staff
4. Personal/Sick Leave
  - a. No change to current personal leave: 2 days personal leave with 1 day carryover for next year (AGREED)
5. Insurance
  - a. Increase to cover individual medical premium: \$856.70 (AGREED)

End Meeting:

1:17