

OAKES NEGOTIATIONS COMMITTEE MEETING
TUESDAY, APRIL 18, 2023
7:30 AM OAKES CENTRAL CONFERENCE ROOM

The meeting was called to order by Business Manager Shannon Jepson at 7:30 am. Those present were Jeff Miller, Cory Schall, Kayla Meierotto, Sheila Nagel, and Sonia Meehl.

Sonia Meehl made a motion to approve the agenda and the minutes. Cory Schall second. Motion passed.

The floor was opened to negotiations.

Jeff Miller started by reviewing the 2023 OPS Board Negotiation Counter Proposals dated April 18, 2023.

1. Article III Section 7, Word change is acceptable, would like to add “not more than 30 minutes before or after workday. “With this change, OEA would be agreeable.
2. OEA will accept word change relating to TFFR by replacing first sentence to read “The district will utilize NDCC 15-39.1-09 to cause teacher contributions to be made in such manner that they are not included in the teacher’s gross income until such time as they are distributed or made available to the teacher.”.
3. OEA will accept word change relating to TFFR by deleting “Beginning in 2019-20...” through “In 2020-21 and future years” leaving “The District will pay 20.25% of the teachers’ salary in ND TFFR (12.75% employer share and 7.5%-member share.)”.
4. OEA will accept the removal of information regarding travel from Article 6 Leave. Cleaning up and moving to a new spot.

Sonia reviewed OEA proposals.

Policy Issues, OSB (Oakes School Board) feels this is something teachers work out with their principal or superintendent and OSB does not feel it should be in the NA.

Article IV Section 2. Retention Bonus. OSB likes the way it is chunky. Bring it back if OEA feels this is important.

Article IV Section 1 Other Leave. OSB wants Other Leave as half or full days.

Sick Leave was discussed.

Health Insurance. Jeff mentioned that there appears to be issues with excess wages relating to insurance proposal. OEA called a caucus at 7:46 am. Returned at 7:50.

OEA handed out a new health insurance proposal. Discussion took place. OSB will review.

OSB Proposals related to Contract Days, Hours, and Leave Time.

Article III Section 8. OEA explained their stance on extended leave.

Article III Section 8. Discussion on contract days.

Article III Section 7. Changing the time of the workday is not something OEA is wanting to negotiate on.

Article III Section 8 OEA made a verbal Counterproposal of 178/179 days. OSB will review. After the counteroffer of days, OSB would like OEA to review a change in workday hours. Article V Section 1. OEA is not interested in negotiating sick leave in half or full days. Article VI Section 1. Wanted clarification of Emergency Leave. Sonia handed out an explanation. OEA also wanted clarification if these points are negotiated together or if they could be split apart.

OSB explained the new money that is estimated to come to OPS in the next two years.

Date of next meeting Thursday, April 20, 2023, at 7:30 am Room 212. The meeting adjourned at 8:21 am.

Respectfully Submitted,

Shannon Jepson

OPS Committee Member

OEA Negotiator