

OAKES PUBLIC SCHOOLS
NEGOTIATIONS COMMITTEE MEETING
Monday, May 8, 2023
7:30 am Cory Schall Classroom

Business Manager Shannon Jepson called the meeting to order at 7:31 am. Those present were Cory Schall, Jeff Miller, Kayla Meierotto, Anna Sell, Sheila Nagel, Sonia Meehl and Shannon Jepson.

Sonia Meehl made a motion to accept the agenda and the meeting minutes from May 4, 2023. Cory Schall second. Motion passed.

The floor was open to negotiations.

OSB sent a proposal on Thursday, May 4, 2023.

Year 1: Increase base to \$44,250 (+\$1,000)
Retention Bonus 3-9 years \$500
10-14 years \$750
15+ \$1,000
Sec 125 increase to \$1,000 (+\$600)
HSA increase \$1,800(\$100)
Credits increase credit max to 85 credits (+10 credits)
Year 2: Increase base to \$45,500 (+\$1,250)
Retention Bonus No change from year 1
Sec 125 increase to \$1,500(+\$500)
HSA increase \$1,900(+\$100)
Credit increase no change from year 1

OEA sent a counter proposal.

Year 1: Increase base to \$44,000(+\$750)
Retention no change from OSB
Sec 125 increase to \$1,600(+\$1,200)
HSA no increase
Credit increase pay to \$65/credit max 75(+\$5)
Year 2: Increase base to \$44,750(+\$750)
Retention no change from OSB
Sec 125 Increase to \$3,000(+\$1,400)
HSA no increase
Credit increase pay to \$70/credit max 75(+\$5)

At 7:44 am OSB caucused.

Resumed at 7:56 am.

OSB offered Article 6 Section 1 Paragraph 3 to remove the 20% building leave requirement, add on a first come first serve basis with availability of substitutes, and to remove the \$50/day of unused days and replace with current sub rate pay.

At 7:57 am OEA caucused.

Resumed at 7:59 am.

OEA tentatively accepted language change but wants to include once leave is approved, it cannot be declined later.

OSB would like to accept their counter proposal but will propose taking 1 Other Leave Day and moving it to an Emergency Leave Day which the definition was introduced on April 18, 2023.

“Emergency Leave: When events of an extraordinary nature occur that require a teacher to be absent from school, it shall be up to the discretion of the superintendent to grant such leave. The primary purpose of emergency leave shall be for a funeral. Teachers will be granted (2) Emergency Leave Day per year to be taken in full or half-day increments.”

OSB proposes not only taking the one day from other leave to emergency leave, but the emergency day does not get compensated at year end if it is not granted.

OEA proposes to include emergency leave to include other items such as daycare closing. OSB will work on the wording of this.

Recap items tentatively approved: Article 4 Section 6 to remove the tax shelter TFFR language and replace with NDCC language and delete “In 2020-21 and future years,”, combined travel language policy into one section including teacher requested leave for PD, clarification of sick leave from other teachers, removing 20% building requirement, sub leave pay, and approved leave cannot be taken away.

No future meeting was scheduled. The meeting adjourned at 8:18 am.

Respectfully submitted,

Shannon Jepson

OEA Negotiator

OSB Negotiator