

**UNAPPROVED MINUTES OF
A NEGOTIATIONS MEETING OF THE
KINGSLEY-PIERSON SCHOOL BOARD AND KPEA**

THE KINGSLEY-PIERSON COMMUNITY SCHOOL DISTRICT

<p>APRIL 30, 2024 CONFERENCE ROOM - KINGSLEY</p>

1. CALL TO ORDER

- The Negotiations meeting was called to order by President Collins at 6:05 p.m.

2. NEW BUSINESS

- KPEA Initial Offer

Members of the KPEA were present to discuss their initial offer to the Kingsley-Pierson School Board negotiations team. The KPEA asked for the following:

a. Base Wages - Proposed a \$7,500 raise for all teachers with 22 years of service or more. If a teacher is also receiving a state require raise and falls in this category the difference between \$7,500, the state raise is given instead. Teachers who are receiving the state raise buy the amount is less than \$3,000 will also get a \$1,500. A \$2,000 raise for teachers over 5 years of experience. All other teachers who are not getting a state-required raise receive a \$1,500 raise. Total cost to the school with these increases is 7.7%.

b. Language

1. Leave – If leave is exhausted, then deduct at sub pay rate rather than per diem rate.
2. Hours of Work – Employee work day begin at 7:45 am and end at 3:45 pm or 8:00 am and end at 4 pm.
3. Sick Leave Bank – Leave may be used for parents and grandchildren, retain spouse and children.
4. Family Sick Leave – Add foster children, stepchildren, grandparents in-law, brother in-law, sister in-law, niece and nephew. Retain parents, father and mother in-law, grandchildren, grandparents, siblings, children and spouse.
5. Extra Duties – Add to the list of paid extra duties include Homecoming Parade duty, 7-8 grade awards and graduation and Prom \$50
6. Bereavement Leave – Remove date of occurrence. Change days from 5 to 10 days for mother, father, sister, brother, and stepchild and/or legal dependents. Remove travel distance provision and make grandchild, sister-in-law, brother-in-law, mother-in-law, daughter-in-law and son-in-law 5 days. Change days from 3 to 5 days for grandmother, grandfather, grandfather in-law, grandmother in-law, niece or nephew.
7. Sick Leave – Convert 2 sick days to a personal day using up to 9 days per year or be paid the daily sub rate for 3 sick days up to 9 days per year to be paid out in the employee’s June payment.
8. Personal Leave – Accumulate from 3 days to 5 days.
9. Extended Contract for Special Education Teachers – 4 days (2 days in Fall, 2 days in Spring)
10. Duration – Proposed that the duration of the agreement be for 1 year.

3. ADJOURNMENT

- Prior to adjournment the School Board Negotiations team thanked the members of the KPEA who were present and asked them to relay to the rest of the staff how much the Board of Education appreciated the staff's hard work and dedication to teaching the students of the district. With that being said, the meeting was adjourned by President Collins at 6:45 p.m.

Laurie Schweitzberger, Board Secretary

Jason Collins, Board President