

## December 19, 2017 Negotiations Session

1. Health/Dental Insurance -- See the School District's proposal, attached.
2. Union's DACA proposal
  - The School District shares the Union's concern about and for immigrant employees.
  - On September 19, 2017, the School Board passed a resolution in support of continuation of the Deferred Action for Childhood Arrivals Program (DACA).
  - That resolution urged Congress to continue the DACA policy.
  - The District proposes the attached MOU relating to immigrant teachers.
3. Union's Koch Brothers proposal
  - This proposal would prohibit the School District from purchasing products associated with the Koch Brothers.
  - This proposal is not a term and condition of employment under PELRA. As such, the School District will not negotiate this issue.
  - The proposal, if agreed to by the School District, would risk putting the District in violation of the bid laws in addition to being very costly to implement.
4. Union's "death in the family" proposal
  - The Union has proposed adding language to the contract stating: "Teachers traveling outside the United States will be granted up to five (5) additional days per event."
  - Because Minnesota is adjacent to Canada, we believe this issue is better addressed with language about miles travelled, rather than travel to other countries.
  - In addition, we believe any additional leave should be deducted from sick leave.
  - We propose the following for Art. XI, Subd. 2.A: "Teachers travelling more than 2,000 miles one-way will be granted up to two (2) additional days per event, deducted from sick leave."
  - This proposal is contingent on the Union agreeing to the School District's residencies/seniority proposal.
5. Two 2-year CBAs -- During the 12/5/17 negotiations session, the Union asked whether the District would be willing to consider negotiating two 2-years CBAs. We do not rule out this possibility. We first have to resolve the significant issues relating to the 2017-19 CBA.
6. Cost of Union's proposal – see attached