

District Labor Management Committee
Health & Safety Committee
Monday, March 10, 2025
3:30 p.m.
Meeting Notes

Mission:	Together, teaching and learning for life... to achieve excellence.		
Objectives:	<ul style="list-style-type: none"> • To promote trust and communication in an atmosphere of respect. • To create an individual pride of accomplishment through shared responsibility. • To improve all working relationships throughout the district. • To utilize the knowledge and creativity of each person in the district. • To provide a forum to address the concerns expressed by any employee of ISD 318 through a member of the district team. 		
Purpose:	The Labor/Management committee exists for the purpose of promoting a trusting work environment.		
District Labor Management Committee Members:	<input checked="" type="checkbox"/> Co-Chair: Dan Adams, Principal <input checked="" type="checkbox"/> Co-Chair: Bill Flynn, Maint. <input type="checkbox"/> Ashley Goodman, School Board <input type="checkbox"/> Malissa Bahr, School Board (alt) <input type="checkbox"/> Matt Grose, Superintendent <input checked="" type="checkbox"/> Kara Lundin, Administration	<input type="checkbox"/> Amy Peterson, Admin. Professional <input checked="" type="checkbox"/> Julie Rasmussen, Confidentials <input type="checkbox"/> Buddy MacRostie, Custodial <input checked="" type="checkbox"/> Holly Christenson, Director <input checked="" type="checkbox"/> Cari Haley, ESP	<input type="checkbox"/> Karen Elander, Food & Nutrition <input checked="" type="checkbox"/> Kasie VanQuekelberg, HR <input checked="" type="checkbox"/> Clayton Lindner, Principal <input type="checkbox"/> Angie Boyd, Teacher <input type="checkbox"/> Aaron Rielhe, Teacher <input type="checkbox"/> John Card, Transportation
Health & Safety Committee Members	<input checked="" type="checkbox"/> Darin Cherne, Maintenance Director <input checked="" type="checkbox"/> Kara Lundin, Business Manager	<input checked="" type="checkbox"/> Kasie VanQuekelberg, HR Director <input checked="" type="checkbox"/> Holly Christenson, HR Coordinator	<input type="checkbox"/> Matt Grose, Superintendent <input checked="" type="checkbox"/> Julie Rasmussen, Confidential Admin Asst.
Other in Attendance:	Leann Stoll		

Meeting Notes:

1. Welcomed new school board members Ashley Goodman and alternate Malissa Bahr.
2. No additions or corrections to the agenda were presented.

3. Moved by Holly Christensen, seconded by Clayton Lindner, to approve the minutes of the 12/9/24 meeting. Motion carried without dissent.

4. FY26 budget projections - Kara Lundin

- a. Superintendent Matt Grose and Business Manager Kara Lundin have been working with budget assumptions to help project next year's estimated budget. The updated budget assumptions changed by -\$133,000 and adjustments will continue to be made based on legislative decisions.

The General Education basic formula is the biggest single revenue source for the District. The State set the basic formula at 2.74%, based on inflation, which adds \$95,000 in revenue to our budget projections.

There has been no change with the unemployment legislation or compensatory aid formula.

Health insurance bids that came in are promising, but the committee is still negotiating with the providers.

The proposed Minnesota's Paid Family and Medical Leave program offers workers partial wage replacement when they take leave from work to bond with a child, recover from a serious illness or take care of family members. It allows up to 20 weeks of leave per year. The cost is .88% of an employee's wage; the district pays half and the employee pays half. It is scheduled to take effect January 1, 2026 with benefits available and premiums collected on that date. Most staff are not aware that .44% will be deducted from their pay starting January 1, 2026 if this passes. The cost to the district will be about \$85,000 with an additional cost for substitutes estimated at \$40,000 to our district; if we are able to fill all absences with a substitute. There are serious doubts the program can be successfully implemented with that timeline. There is a bill proposing to delay action for a year.

Online learning update from Clayton Lindner:

- Current homeschool school students K-12 = 306 (about 23 students/grade)
- Online students K-12 = 124 (about 9.5 students/grade)
- 430 total resident students not enrolled in our district (33 students per grade)

The district is looking to partner with Imagine Learning to offer an online learning option to students through our school district. We would utilize their curriculum and teachers to start, and our goal is to serve these kids with our own teachers when we are ready. Clayton will be the K-5 principal and Andy Forbort the 6-12 principal for students choosing the online option. The purpose of providing this option is to bring back some of those kids choosing homeschool or another online learning option.

5. Legislative Review and Discussion – Kara L.

- a. Bills that could affect Grand Rapids Area Schools:
 - i. Allow homeschooled, nonpublic school students to participate on our sports teams

- ii. Allow districts to issue bonds for roof repairs which would help our budget by keeping more money for maintenance in other areas
 - iii. Prohibit transgender athletes from participating on school teams which could reduce our Federal aid if we don't comply
 - iv. Seasonal tax base replacement aid and money appropriated
 - v. American Indian mascot exemption requirements
 - vi. Hold harmless for compensatory revenue
 - vii. Appropriate additional funds for unemployment aid
 - viii. Increase location option revenue
 - ix. Modify the allowable uses of library aid
 - x. Governor's budget bill
 - xi. Add certain restrictions on public data request to school districts
- 6. Labor-Related Comments/Updates – Kasie V.
 - a. Certified staff notifications (reductions and change of assignment) will go out April 4. *Updated 3/18/25: notifications will go out on March 28*
- 7. Schedule Topic of the Quarter for 5/12/25
 - a. Budget update
- 8. End-of-the-year agenda items for 4/12/25
 - a. Review 2024-25 District Labor Management Committee School Board Indicator Report
 - b. Select co-chairs for the 2025-26 school year
 - c. 2025-26 bargaining unit representatives
 - d. Approve the proposed 2025-26 LMC/Health Safety Committee meeting dates
 - e. Schedule Topics of the Quarter for the first meeting in September 2025
- 9. Labor Management Committee meeting adjourned at 3:52 p.m.

10. Health & Safety Committee meeting

- a. Health and Safety Report – Darin Cherne
 - i. Working with IEA
 - 1. Emergency eyewash & shower assessment
 - 2. Waste evaluation (ballast light bulbs, batteries)
 - 3. First aid kit inspections
 - ii. Reviewed work comp claims YTD as of 3/5/25
 - 1. Slips and falls make up most of the claims followed by being struck by a student.
 - 2. Claims by location were fairly consistent
- 11. Moved by Holly Christensen, seconded by Kara Lundin to adjourned the meeting at 3:58 p.m.

2024/25 Meetings; 3:30 p.m. via Google Meet

September 9, 2024

December 9, 2024

March 10, 2025

May 12, 2025