

**Minutes of the Board of Education  
Leeds Public School District No. 6 Special Meeting  
March 28, 2023, at 7pm**

Present: Jeff Jacobson (Committee Member), April Duchscher, Carrie Tufte (Committee Member), Travis Kirkeide, Kim Engstrom, Superintendent Robert Thom, Business Manager Becky Haagenson, Callie Parslow, LEA President and Natalie Lindgren, LEA Member.

Meeting began at 7:02pm

Committee Members met with LEA Representatives. Rest of school board retired to Math Room.

School Board Original Proposal given to LEA on March 24, 2023:

1. \$500 Increase to Base for 2023-2024 (first year)
2. \$500 Increase to Base for 2024-2025 (second year)

LEA's Original Proposal given to School Board on March 24, 2023:

1. 2023-2024 (first year)
  - a. Increase base by 6%
  - b. Teachers have a choice to pay for sub is sick leave/personal days are exhausted. Max 5 days.
  - c. Pay teachers \$25 if subbing during Prep Time
  - d. If faculty members or other sick bank members immediate family (parents, spouse, children) get sick/injured, they can petition to use the sick bank after all personal time/sick time is exhausted.
2. 2024-2025 (second year)
  - a. Increase base by 6%

School Board Response to LEA Proposal – Offered base increase of \$1500 first year, \$1000 the second year and accepts C.

LEA caucused.

LEA returned and accepted the first-year increase, asked for the base to increase of \$1750 on the second and requested D.

The Board caucused.

The Board offered to increase year one base \$2000, keep year two at \$1000, accepts C and D.

LEA caucused.

LEA returned and accepted year one, asked for year two at \$1250, with C and D accepted.

The Board caucused.

The Board accepted the LEA's proposal.

Final negotiated agreement is as follows:

1. 2023-2024 Base Increase to \$41,500.
2. 2024-2025 Base Increase to \$42,750.
3. Prep Time Subs will be paid \$25.
4. Immediate Family (Parents, Spouse, Children) will be added to the sick bank policy
5. Negotiate every 2 years with a committee of 2 LEA representatives, 2 Board members, and 1 recorder